

Child Protection Policy



September 2017

This policy covers many of the articles from the Unicef convention on the rights of the child. Some key ones are listed below.

Article 11 – Every child has the right to be protected from kidnapping or being taken out of their country illegally.

Article 17 – Children have the right to information from books, newspapers, computers and other sources, as long as it isn't harmful.

Article 19 – Children have the right to be protected from being hurt or mistreated by anyone.

Article 27 – Every child has the right to have their basic needs met (food, clothing and a safe place to sleep)

Article 34 – Every child must be protected against sexual abuse.

Article 36 – Every child must be protected against any form of bad treatment.



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Date written: September 2017
Date for review: September 2018

Introduction

Grafton Primary School is committed to safeguarding every child in our school. The health, safety and wellbeing of all our children are of paramount importance to all of the adults in our school. The governors and staff of Grafton Primary School, both teaching and non-teaching, fully recognise the contribution they make to safeguarding children. Members of staff, who come into daily contact with children, are well placed to notice signs which may cause them to have concern. We recognise that all staff, including volunteers, have a responsibility to play a full and active part in protecting our pupils from harm.

All staff and governors believe that our school should provide a caring, positive, safe and stimulating environment which promotes the social, physical, moral and academic development of the individual child.

As a school we will ensure that:

- We have a designated member of staff with lead responsibility for child protection matters. The named person will undertake regular training (a minimum of every 2 years).
- A member of staff who will act in the designated teacher's absence who will also undertake regular training.
- All members of staff develop their understanding of the signs and indicators of abuse, through INSET and training.
- All members of staff know how to respond to a pupil who discloses abuse and are clear about the procedures on how to manage and report concerns.
- All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures and the policy is made available to them.
- Our procedures will be regularly reviewed and updated and are monitored by the Governing Body.
- All new members of staff, including supply staff and volunteers, will be given a copy of our child protection procedures as part of their induction and all staff will be provided with regular safeguarding training.

Designated safeguarding Lead – Carla Robinson

Deputy Designated Safeguarding Lead – Sue Chappell

Governor responsible for child protection – Chika Anyanwu



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The aims of this policy are:

- To support the child's development in ways that foster security, confidence and independence.
- To raise the awareness of Governors, teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide a systematic way of monitoring children known or thought to be at risk of harm.
- To emphasise the need for good communication between all members of staff.
- To develop a structured procedure within the school that will be followed by all members of the school community in cases of suspected child abuse.
- To develop and promote effective and positive working relationships with parents and other agencies, including, Children's Services, the Police and School Nurse.
- To ensure that we practice safe recruitment in checking the suitability of all adults within our school who have access to children. This includes any outside agencies who may work with children in after school activities.
- To raise awareness and equip children with the skills needed to keep themselves safe.

Responsibilities

It is the responsibility of **ALL** staff to be vigilant and report any concerns regarding a child protection matter to the designated person responsible, or in their absence, the Deputy Designated Safeguarding Lead. Staff will keep clear and concise records of events or concerns in consultation with the Child Protection Lead. Such records should be recorded on a cause for concern sheet and signed and dated by the member of staff who is making the report. These records should then be passed to the designated person responsible for child protection.

The Designated Safeguarding Lead is responsible for

- Adhering to the LSCB, LA and school procedures with regard to referring a child if there are any concerns about possible abuse.
- Keeping written records of concerns about a child even if there is no need to make an immediate referral.
- Ensuring that all records are kept confidently and securely.
- Advising and supporting colleagues where appropriate, ensuring that they are informed about specific issues on a need to know basis.
- Ensuring that all staff have access to appropriate training and updates with regard to Child Protection.
- Liaising with appropriate agencies (e.g. Children's Services, School Nurse, Looked After Children Services, Police etc).
- Sharing information with relevant staff and agencies, ensuring that the Headteacher is aware of any Child Protection issues.
- Ensuring that they, as Safeguarding Lead, undertake self-directed Safeguarding CPD and that relevant information is disseminated to staff.
- Ensuring appropriate school based Early Support is offered, including CAF.



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Implementation, monitoring and review process

The governing body will review this policy annually. It will be implemented through the school's induction and training programme, and as part of day to day practice. Compliance with the policy will be monitored by the Designated Safeguarding Lead and senior leadership team.

Statutory Framework

In order to safeguard and promote the welfare of children, the school will act in accordance with the following legislation

- The Children Act 1989
- The Children Act 2004
- Education Act 2002 (section 175)
- Barking and Dagenham Safeguarding Children Board Inter-agency It Child Protection and Safeguarding Children procedures
- Safeguarding and Safer Recruitment in education (DfE 2011)
- Keeping Children Safe in education September 2016
- Working Together to Safeguard Children March 2015
- Dealing with Allegations of abuse against Teachers and Other Staff (DfE 2011)

Categories of abuse (What staff should look out for)

Child abuse can arouse strong emotions in those facing such a situation. It is important to understand these feelings and not allow them to interfere with any judgement about the appropriate action to take or the response to the child disclosing information. It is not the responsibility of anyone working within the school, in a paid or unpaid capacity, to decide whether or not child abuse has taken place. However, there is a responsibility to act by reporting concerns to the Designated Child Protection Lead.

All staff and volunteers should be aware that the 4 main categories of abuse are:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

Other specific areas of concern include;

- Female Genital Mutilation (FGM)
- Child Sexual Exploitation (CSE)
- Sexting/ Cyberbullying
- Forced marriage
- Extremism and/or Radicalisation
- Mental health
- Domestic violence
- Substance misuse
- Belief in witchcraft and/ or magic
- Fabricated/ induced illness
- Children missing from education
- Gangs/ youth violence
- Private fostering
- Trafficking
- Honour based violence

This list is not exhaustive and guidance can be found on the GOV.UK website and the NSPCC website.



Radicalisation & Prevent Duty

Protecting children from the risk of radicalisation is part of our wider safeguarding duties, and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation it is possible to intervene to prevent vulnerable people being radicalised. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings.

The Counter-Terrorism and Security Act 2015 places a duty on school staff to have due regard to the need to prevent people from being drawn into terrorism. Known as the Prevent Duty.

School staff should use their professional judgement in identifying children who might be at risk of radicalisation or extremism and report any concerns to the Designated Safeguarding Lead.

Procedures when dealing with a disclosure or concern

1. If a concern arises regarding a child, the member of staff involved should report the matter immediately to the designated person, or in their absence, the designated Deputy Designated Safeguarding Lead.
2. The safeguarding Lead will decide whether the concerns should be referred to Children's Services. This will be discussed with the parents/ carers, unless by doing so, the child will be put at further risk of harm.
3. The member of staff who raised the concern should complete a 'Cause for concern' on the Safeguard system, containing **factual information** in as much detail as possible and as soon as possible after the incident/disclosure. If the person reporting the concern does not have access to the Safeguard system online, a paper copy of the cause for concern sheet can be found on the staff shared drive in the CP folder and in the CP office/staffroom. This needs to be signed and dated by the person recording the concern.
4. The concern should be passed to the designated person who is responsible for following-up the incident, in conjunction with the Headteacher and relevant staff members as appropriate, using Local Authority procedures which are in line with 'London Child Protection Procedures' (5th edition), 'Keeping children safe in education' (2016) and 'Working Together' (2015). Copies of each are available in school.
5. After discussion, if it is deemed that a referral needs to be made. This will usually be undertaken by the designated person/ Deputy designated person, but a referral can be made by any member of staff. If a member of staff makes a referral, they should inform the designated person as soon as possible who is then responsible for following it up if necessary.

Confidentiality

We recognise that all matters relating to Child Protection are confidential. The Child Protection Lead and Deputy Child Protection Lead will only disclose any information about a pupil to other members of staff on a **need to know** basis. All staff must be aware that they have a professional responsibility to share information with other agencies in order to



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safeguard children. We endeavour to keep the child informed about who is involved and the information that we have given them, where appropriate. **All staff must be aware that they cannot promise a child to keep secrets.**

Supporting children and staff

We recognise that child protection issues can be very upsetting, stressful and difficult for the children involved. A child who has suffered abuse or witnessed violence may find it difficult to develop and maintain a sense of self-worth. We recognise that a child in these circumstances may feel helpless and humiliated and may also feel self-blame and guilt. We also understand that this may also be the case for the members of staff who have identified concerns. As a school, we recognise that we have a responsibility to support children and staff involved in such cases and be sympathetic to their needs.

Our school will support all pupils by:

- Encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying.
- Promoting a caring, safe and positive environment within the school.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- Notifying Children's Services as soon as there is a significant concern.
- Providing continuing support to a pupil, who leaves the school, about whom there have been concerns, by ensuring that appropriate information is forwarded in a secure and confidential manner to relevant agencies. These should be sent separately to other records.

Our school will support staff by:

- Providing an opportunity to talk through their anxieties with the designated person and to seek further support as appropriate.
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Allegations against staff/ Volunteers

We understand that at times, children may make an allegation about a member of staff. If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher. The Headteacher on all such occasions will discuss the content of the allegation with the Local Authority Lead Officer for Child Protection (LADO). If the allegation made to a member of staff concerns the Headteacher, the designated teacher will immediately inform the Chair of Governors who will consult the Local Authority's Lead Officer for Child Protection. The school will follow the Local Authority procedures for managing allegations against staff, a copy of which will be available in the school.

LADO support - Safeguarding Lead for Education – Mike Cullern (020 8227 3934)

LADO support – Safeguarding Manager – Lorraine Giles (020 8227 2265)

Allegations against another child (Peer on peer abuse)

It is important to recognise that sometimes the abuser can be another child. In this situation it is important to take the concerns as seriously as if the perpetrator were an adult and follow the same referral procedures, whilst also recognising that a referral to Children's Services for

Author: Carla Robinson, Assistant Headteacher / Designated Safeguarding Lead
Convention on the Rights of the Child Articles that this policy links to: 3, 6, 9, 11, 12, 13, 15, 17, 19, 24, 27, 31, 32, 33, 34, 35, 37, 36, 39



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the perpetrator may also be necessary. In such circumstances Grafton Primary must work with children's services to put an appropriate risk assessment and management plan into place. If this is not the case, we would support the child at school level, which may involve liaising with the child's parents, referral to a counsellor or CAMHS, or referral to nurture groups or Learning Mentor support

Prevention and Helping children to keep themselves safe

We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection. As well as the adults ensuring that children are safe from harm, we recognise the importance of equipping children with the knowledge and skills required to keep themselves safe. We do this by:

The school community will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
- Ensure that all children know that there is an adult in the school whom they can approach if they are worried or in difficulty.
- Include in the curriculum opportunities for PSHE which equip children with the skills they need to stay safe from harm and to know whom they should turn to for help.
- Take all steps possible to ensure that early intervention is taken by careful monitoring of all children.
- Inform any visitors to the school who are working with the children, who the Child Protection / Deputy Child Protection Leads are and the procedures that are in place at the school.
- Have an awareness of e-safety and report any incidents, which may cause harm or distress to a child, to the designated person who will follow it up.
- Ensuring that cyber-bullying by children, via texts and emails, will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures.
- Provide teaching and learning opportunities, through personal, social and health education (PSHE), spiritual, moral, social and cultural development (SMSC) and through sex and relationship education (SRE). Including opportunities for children to develop the skills they need to recognise and stay safe from abuse.
- Highlighting the availability of local and online advice.
- Develop an awareness of healthy relationships and an awareness of domestic violence, exploitation, radicalisation abuse and bullying.
- Develop knowledge and understanding of people from a variety of backgrounds and religions.

Preventing Radicalisation

Grafton Primary School will work with the Local Authority and local police to safeguard vulnerable children from radicalisation.

The Counter-Terrorism and Security Act 2015 places a duty on school staff to have due regard to the need to prevent people from being drawn into terrorism. This is known as the Prevent Duty. School staff should use their professional judgement in identifying children who might be at risk of radicalisation or extremism and report any concerns to the Designated Safeguarding Lead.



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Child Sexual Exploitation (CSE)

We are vigilant about risks of child sexual exploitation and refer to the recent guidance: "What to do if you suspect a child is being sexually exploited". (DFE, 2015)

We are aware of the key indicators of children being sexually exploited which can include:

- Going missing for periods of time or regularly coming home late
- Regularly missing school or education or not taking part in education
- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Having older boyfriends or girlfriends
- Mood swings or changes in emotional wellbeing
- Drug and alcohol misuse
- Displaying inappropriate sexualised behaviour

Female Genital Mutilation (FGM)

We are also vigilant about the risk and potential likelihood of female genital mutilation (FGM). We refer to the guidance; "Multi-Agency Practice Guidelines: Female Genital Mutilation"

Specific factors that may heighten a girl's or woman's risk of being affected by FGM

There are a number of factors in addition to a girl's or woman's community or country of origin that could increase the risk that she will be subjected to FGM:

- The position of the family and the level of integration within UK society – it is believed that communities less integrated into British society are more likely to carry out FGM.
- Any girl born to a woman who has been subjected to FGM must be considered to be at risk of FGM, as must other female children in the extended family.
- Any girl who has a sister who has already undergone FGM must be considered to be at risk of FGM, as must other female children in the extended family.
- Any girl withdrawn from Personal, Social and Health Education or Personal and Social Education may be at risk as a result of her parents wishing to keep her uninformed about her body and rights.

Indications that FGM may be about to take place soon

The age at which girls undergo FGM varies enormously according to the community. The procedure may be carried out when the girl is newborn, during childhood or adolescence, at marriage or during the first pregnancy.

FGM happens to British girls in the UK as well as overseas.

Indications that FGM may have already taken place

It is important that professionals look out for signs that FGM has taken place so that:

- The girl or woman affected can be supported to deal with the consequences of FGM
- Enquiries can be made about other female family members who may need to be safeguarded from harm.
- Criminal investigations into the perpetrators, including those who carry out the procedure, can be considered to prosecute those breaking the law and to protect others from harm.

There are a number of indications that a girl or woman has been subjected to FGM:

- A girl may have difficulty walking, sitting or standing and may even look uncomfortable.



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- A girl may spend longer than normal in the bathroom or toilet due to difficulties urinating. A girl may spend long periods of time away from a classroom during the day with bladder or menstrual problems.
- A girl may have frequent urinary, menstrual or stomach problems.
- There may be prolonged or repeated absences from school or college.
- A prolonged absence from school or college with noticeable behaviour changes (e.g. withdrawal or depression) on the girl's return could be an indication that a girl has recently undergone FGM.
- A girl be particularly reluctant to undergo normal medical examinations.
- A girl may confide in a professional.
- A girl may ask for help, but may not be explicit about the problem due to embarrassment or fear.
- A girl may talk about pain or discomfort between her legs.

Any concerns about pupils at risk of experiencing, or already having experienced FGM, should be reported to one of the CP Leads.

Children missing from education

All children, regardless of circumstances, are entitled to a full time education which is suitable for their age, ability, aptitude and any special educational needs they may have. A child going missing from education is a potential indicator of abuse or neglect. Any child who go missing should be reported to the designated safeguarding lead to take appropriate action. The school will inform the local authority when any pupil is removed from the admission register due to:

- Being home educated
- Having moved away from school and no longer attending
- Medically certified as not in a fit state to attend school
- Excluded from school

Appointment of staff/ Safer recruitment

Our safer recruitment policy, set out in a separate document, acknowledges our responsibility for protecting children from unsuitable people through safe recruitment practices in line with 'Keeping Children Safe in Education' (2016). Designated staff have received training on safer recruitment. Checks are carried out on all staff members (including volunteers and governors) working in an unsupervised or regulated activity including DBS, ID, employment history and references. Obtaining written confirmation that the above checks have been carried out for agency/contracting staff by the employing agency.

This policy was written in line with procedures and guidance identified in the documents discussed above, copies of which are available in school. Please also refer to the other school policies which are linked to this policy which are also available in school. A list of indicators of harm/abuse is also available to all staff and can be found in the staff shared area within the school documents.

Signed _____ Chika Anyanwu _____ (Chair of Governors)

Date _____ October 2017 _____