



Drayton Community Infant School

**WHOLE SCHOOL POLICY FOR
SAFEGUARDING CHILDREN**

Approved by governors :November 2009
Review date November 2010

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SUPPORTING DOCUMENTS LISTED

DCIS Safeguarding Forms

1. PURPOSE

1.1 The purpose of Drayton Community Infant School's safeguarding policy is to ensure every child who is a registered pupil at our school is safe and protected from harm. This means we will always work to:

- Protect our children / young people from maltreatment
- Prevent impairment of our children's / young people's health or development
- Ensure that our children / young people grow up in circumstances consistent with the provision of safe and effective care
- Undertake that role so as to enable our children/young people to have optimum life chances and enter adulthood successfully.

1.2 This policy will give clear direction to staff, volunteers, visitors and parents about the expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our school.

2. INTRODUCTION

2.1 Our school fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at our school. The elements of our policy are prevention, protection and support.

2.2 Our policy applies to all Pupils, Staff, Parents, Governors, volunteers and visitors.

3 OUR ETHOS

3.1 Our school will establish and maintain an ethos where our pupils feel secure, are encouraged to talk, are listened to and are safe. Children at our school will be able to talk freely to any member of staff or regular visitor to our school if they are worried or concerned about something.

3.2 All staff and regular visitors will, either through training or induction, know how to recognise a disclosure from a child and will know how to manage this. We will not make promises to any child and we will not keep secrets. Every child will know what their chosen adult will have to do with whatever they have been told.

3.3 Throughout our curriculum we will provide activities and opportunities that will equip our children with the skills they need to stay safe. This will also be extended to include material that will encourage our children to develop essential life skills.

3.4 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies.

4. PROCEDURES

4.1 When new staff, volunteers or regular visitors join our school they will be informed of the safeguarding arrangements in place. They will be given a copy of our school's safeguarding policy and told who our Senior Designated Professional for Safeguarding is. They will also be shown the recording format, given information on how to complete it and who to pass it to.

4.2 Every new member of staff or volunteer will have an induction period that will include essential safeguarding information. This programme will include basic safeguarding information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record and issues of confidentiality. The induction will also remind staff and volunteers of their responsibility to safeguard all children at our school and the remit of the role of the Senior Designated Professional.

4.3 New staff who have not had any child protection/safeguarding training or staff who have had training more than three years ago will be a brief introduction to safeguarding and will then be trained with the rest of the staff team at least 3 yearly.

4.4 All regular visitors and volunteers to our school will be told where our policy is kept, they will be given a set of safeguarding procedures, they will be told who our Senior Designated and alternate staff members are and what the recording and reporting system is.

4.5 When new pupils join our school, all parents and carers will be informed that we have a safeguarding policy. This will be offered to parents should they request a copy. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Children's Services.

5 TRAINING

5.1 Every member of staff will undertake appropriate safeguarding training every three years. The senior designated professional, the alternate designated member of staff and any other senior member of staff who may be in a position of making referrals or attending child protection conferences or core groups will attend Norfolk Safeguarding Children's Board multi agency training - *working together to safeguard children*. This training will be updated every three years. In addition to this the senior designated professional will also attend *Safeguarding Children in Education*, every two years.

5.2 Our governing body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school. Training for Governors to support them in their safeguarding role is available from Norfolk Governor Support Service.

5.3 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance. This can be accessed on www.lscb.norfolk.gov.uk

5.4 Staff can find the most up to date national safeguarding information on www.teachernet.com

5.5 The Head teacher and the Senior Designated Person should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our school.

6 CHILD PROTECTION CONFERENCES

6.1 From time to time staff members may be asked to attend a child protection conference on behalf of the school in respect of individual children. Usually the person attending from school will be the Headteacher or Senior Designated Person. In any case, the person attending will need to have as much relevant up to date information about the child as possible. This is more likely to be available from a class teacher, form tutor or subject teacher.

6.2 A child protection conference will be convened if a referral has been made and following an investigation the findings have considered the child to be at risk of harm, or if the child is already subject to a child

protection plan a review conference is held to monitor the safety of the child and the required reduction in risk.

5.3 Staff may be required to attend child protection conferences or core group meetings to represent the school. For the most up to date information regarding child protection conferences staff will have access to *Working Together to Safeguard Children 2006* and will be able to attend the Norfolk Safeguarding Children's Board Child Protection Conference and Assessment course.

6.4 All reports for child protection conference will be prepared in advance using the LSCB 1 form. The information contained in the report will be shared with parents either at the conference or before and will include information relating to the child's physical, emotional and intellectual development and how the child presents at school. A risk assessment relating to the continuing risk of harm to the child will also be included.

6.5 Clearly child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Services or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

7 SAFE STAFF

7.1 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

7.2 Our aim is to provide a safe and supportive environment which secures the well being and very best outcomes for our children. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

7.3 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all

concerned. We also recognise that that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

7.4 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with our children. We will always ensure that the Norfolk Safeguarding Children's Board protocol *Allegations Against Staff, Carers and Volunteers* is adhered to.

7.5 All adults who come into contact with children will be made aware of the steps that will be taken if an allegation is made. We will seek appropriate advice from the Local Authority Designated Officer (LADO). The LADO can be contacted on 01603 223473 OR 01603 223006.

7.6 Neither the Head teacher nor any other member of school staff will investigate these matters. We will seek and work with the advice that is provided. Should an allegation be made against the Headteacher, this will be reported to the Chair of our governing body who will liaise the LADO and school HR.

7.7 All staff will have access to and be expected to know our school's policy for positive handling. There will be occasion when some form of physical contact is inevitable, for example if a child has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the agreed policy for safe restraint must be adhered to.

A list of personnel able to practice *Team Teach* will be kept by the Head teacher.

7.8 If staff, visitors, volunteers or parent helpers are working with children alone they will, wherever possible, be visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in school, who they are with and for how long. Doors, ideally, should have a clear glass panel in them and be left open.

7.9 There are sensible steps that every adult should take in their daily professional conduct with children. This can be found in *Safer Working Practices for Adults who work with Children* - this guidance is on the NSCB website.

8 RECORDS AND MONITORING

8.1 If we are concerned about the welfare or safety of any child all adults in school will record their concern on the agreed report form and give this to the senior designated person.

8.2 Any information recorded will be kept in a separate named file, in a secure cabinet and not with the child's academic file. These files will be the responsibility of the Senior Designated Person and information will only be shared within school on a need to know basis for the protection of the child.

8.3 Any safeguarding information will be kept in the file and will be added to. Copies of referrals, invitations to child protection conferences, core groups and reports will be stored here. All our safeguarding files will have a chronology and contents front cover and will record significant events in the child's life.

8.4 Reports of a concern to the Senior Designated Person must be made in writing and signed and dated by the person with the concern.

8.5 If a child leaves our school we will ensure that our Senior Designated Person makes contact with the senior designated person at the following school and the file will be forwarded.

9 ROLES AND RESPONSIBILITIES

9.1 At Drayton community Infant School the Headteacher is responsible for identifying a senior member of staff to be the Senior Designated Person. Through appropriate training, knowledge and experience our Senior Designated Person will liaise with Children's Services and other agencies where necessary, and make referrals to Children's Services.

9.2 Any concern for a child's safety or welfare will be recorded in writing and given to the Senior Designated Person. The Senior Designated Person at Drayton Community Infant School will represent our school at child protection conferences and core group meetings and will be responsible for ensuring that all staff members and volunteers are aware of our policy and the procedure they need to follow.

9.2 The Senior Designated Person will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction and have been trained within the school to

the agreed school's safeguarding training pack. Where appropriate the Senior Designated Person will also ensure multi agency training is applied for and attended by staff that are required to attend.

9.3 The governing body of Drayton Community Infant School will ensure that our safeguarding policy is in place and is reviewed annually. This policy will be referred to in our school prospectus. The content of our policy has been written following consultation with the Local Authority and the requirements of the Norfolk Safeguarding Children's Board Policies and Procedures.

9.4 The governing body will receive a safeguarding report that will record training that has taken place, the number of staff attending and any outstanding training requirements for the school. It will also record all safeguarding activity that has taken place, for example, meetings attended, reports written, training or induction given. It will not identify any individual pupil.

9.5 At all times the Headteacher and governing body will ensure that safe recruitment practices are followed. We will ensure that our Head teacher and at least one governor have completed appropriate safer recruitment training and are accredited by the National College of School Leadership.

9.6 At Drayton Community Infant School we require evidence of original academic certificates. We do not accept testimonials and insist on taking up references prior to interview. We will question the contents of application forms if we are unclear about them, we will undertake enhanced Criminal Records Bureau checks and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children. We will use the recruitment and selection process to deter and reject unsuitable candidates and will adhere to the requirements of *Safeguarding Children in Education and Safer Recruitment 2007*.

9.7 It is the responsibility of every member of staff, volunteer and regular visitor to our school to ensure that they carry out the requirements of this procedure and at all times work in a way that will safeguard and promote the welfare of all of our children.

9.8 The Governing Body of our school is accountable for ensuring the effectiveness of this policy and our compliance with it. Although our Governing Body takes collective responsibility to safeguard and promote the welfare of our children we also have a named governor.

9.9 Our Governing Body ensures our recruitment practices are safe and compliant with statutory requirements.

9.10 The Governing Body undertakes to remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

10 OTHER RELEVANT POLICIES

10.1 to underpin the values and ethos of our school and our intent to ensure our children / young people are appropriately safeguarded the following policies are also included under our safeguarding umbrella;

- Bullying
- Positive handling and managing behaviour
- Attendance
- E safety
- Health and Safety including security
- Harassment and discrimination including racial abuse
- Meeting the needs of pupils with medical conditions
- Intimate Care
- First aid
- Educational visits including overnight stays

Approved by Governors Spring 2010

Review date Spring 2011

11 ACADEMIC YEAR

11.1 For academic year 2009-10 the following designated staff are in post;

HEADTEACHER Mrs Karen Wyatt

SENIOR DESIGNATED PROFESSIONAL Mrs Karen Wyatt

ALTERNATE SENIOR DESIGNATED PROFESSIONAL(S) Mrs Laura Besenzi

NAMED GOVERNOR Mrs Marriott Sims

12 POLICY CONSULTATION

12.1 This policy is referred to in our school prospectus and is available on request from the school office. We also inform new parents and carers to the school about this policy when they join our school and through our school newsletter.

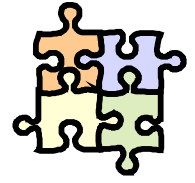
12.2 We will review this policy annually and will make amendments as required by national or local changes to procedure.

13 Policy review

14.1 This policy will be reviewed in November 2010.

Documents used to support this policy

- Working Together to Safeguard Children 2006
- Safeguarding in Education and Safer Recruitment 2007
- OFSTED document 090 205 Safeguarding Children (briefing for section 5 Inspectors)
- Allegations Against Staff, Carers and Volunteers
- Safer Working Practices for Adults who work with Children



Drayton Community Infant School

Safeguarding Induction Sheet for new or supply staff and regular visitors or volunteers.

We all have a statutory duty to safeguard and promote the welfare of children, and at our school we take this responsibility seriously.

If you have any concerns about a child or young person in our school, you must share this information immediately with our Senior Designated Professional or one of the alternate post holders.

Do not think that your worry is insignificant if it is about hygiene, appearance or behaviour – we would rather you told us as we would rather know about something that appears small than miss a worrying situation.

If you think the matter is very serious and may be related to child protection, for example, physical, emotional, sexual abuse or neglect, you must find one of the designated professionals detailed below and provide them with a written record of your concern. A copy of the form to complete is attached to this and others can be obtained from the noticeboard in the staffroom. Please ensure you complete all sections as described.

If you are unable to locate them ask a member of the school office staff to find them and to ask them to speak with you immediately about a confidential and urgent matter.

Any allegation concerning a member of staff, a child's foster carer or a volunteer should be reported immediately to the Head teacher. If an allegation is made about the Head teacher you should pass this information to the Chair of the Governing Body.

The people you should talk to in school are:

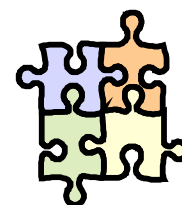
Head teacher: Mrs Karen Wyatt
Office located next to: Front office
Contact Number 01603 860272

Senior Designated Professional: as above
Location of office:
Contact Number

Alternate Designated Professional Mrs Laura Besenzi
Location of office Front office
Contact Number 01603 860272

Chair of Governing Body Mrs Mandy Marriott Sims
Contact Number 01603 261891

At Drayton Community Infant School we strive to safeguard and promote the welfare of all of our children.



Important Information for Parents and Carers

Safeguarding Children in Education

At Drayton Community Infant School we are committed to supporting all of our children to do well. We will do everything we can to ensure our children are safeguarded and protected from harm.

What does safeguarding mean?

Every child has the right to be safe from harm and danger. It is everyone's responsibility to ensure every child is free from fear and able to learn and develop in safe, secure environments.

Why am I being given this information?

All parents and carers who join our school will be given this leaflet. Your child might be new to our school and this explains what we must do if we are worried about a child or young person. We might also be giving you this leaflet because we have made a referral to Children's Services and it will explain what will happen next.

What is child abuse?

A child is abuse when a parent, carer, other family member or another adult known to the child deliberately causes harm, neglects or fails to protect their child from harm. Harm may be physical, sexual, emotional or may take the form of neglect.

Why would we make a referral to Children's Services?

All schools have a duty to refer cases of suspected child abuse to Children's Services. If someone at our school sees an unusual or unexplained injury or mark, if your child has said something worrying to us, perhaps someone has reported something your child has said or if their behaviour is particularly out of the ordinary, we are required to make a referral.

Children's Services are also able to help children and their families if a referral has been made and abuse is not evident but there are concerns that mean additional support might be needed.

Every school is required to help Children's Services with their assessments but **must not** conduct any investigations themselves. This can only be done by social workers and/or police officers.

We have made a referral but you don't agree with it.....

If we think your child has possibly been abused we don't have to seek your agreement for the referral to be made. However, it is always better for your child if we can work together. We will, wherever possible, discuss the referral with you and also let you know it has been made.

What will happen next?

When a referral is made an experienced and qualified social work manager will read the information and decide what needs to happen next. They will be assisted by other agencies that you know, for example, school nurse, GP, health visitor or school.

After an assessment has been completed a meeting called a child protection conference might be held – you will be invited to this. This meeting will only be called if the assessment shows that there is a likelihood that child abuse has or is taking place.

If the assessment does not show this you will be told. Children's Services may decide that they can still provide a service or will know of other agencies in your area that will be able to offer you some support.

You may feel angry, upset or worried because we have made a referral. Please try to understand that every member of staff has a responsibility to act in the best interests of all of our children all of the time and are not allowed to take any risks if a child's safety is of concern.

Will my child be taken away?

It is very unusual for children to be taken away from their parents or carers. A child will only be removed if there is absolutely no other way of keeping them safe. The Children Act says everything possible must be done to help parents look after their children at home.

Why are we involved with safeguarding?

The Children Act 1989 requires everyone working with children to inform Children's Services about any child thought to be in need of support or at risk of harm. The Education Act 2002 requires all schools to have arrangements to safeguard the children.

We have procedures in place to do this and a policy that all staff, volunteers and regular visitors must work to. You can also request a copy of this from the school. We also have to have at least 2 members of staff whose job it is to be responsible for all aspects of safeguarding in our school. They are Karen Wyatt (Headteacher) and Laura Besenzi (Deputy Headteacher). We also have a named governor for safeguarding and this is Mrs Mandy Marriott Sims (Chair of Governors) and she can be contacted via the school office.

How you can work in partnership with us.....

Children will get the most out of their education when we all work together on every issue. This means that both school and home have to have good communication links. Please let us know about anything that might affect your child, we might be able to help. Let us know if your child has a medical condition or has had an accident. Also, please let us know if your child will not be coming into school by ringing us on the first day they are absent. If you move house or out of the area and don't need your place at our school please let us know this too.

What can you expect from us?

- A safe environment for your child to learn that complies with safeguarding in education legislation and guidance.
- We will take good care of your child whilst they are with us. We will talk to you about anything we see that we are worried about.
- We will keep accurate up to date records.
- If your child transfers to another school we will share important information with them that will help to support your child's move.
- We will contact you if your child is absent and you haven't let us know why.
- We will respond promptly to any problem you tell us about.
- Our staff will offer support and assistance when needed.

For updated information on safeguarding children in Norfolk www.lscb.norfolk.gov.uk