



PARK GROVE SCHOOL POLICY

Safeguarding



INTRODUCTION

The school is committed to safeguarding and promoting the welfare of all its children.

When children are emotionally insecure, for whatever reason, their ability to learn, interact with others and behave is often impaired. This can impact on others in and beyond their classroom. We believe that recognising difficulties and tackling them early on increases the child's capacity to learn and their ability to maintain good behaviour and to sustain positive and healthy relationships with peers and adults.

AIM

We are committed to the fundamental principle that the welfare of children is paramount. The aim of this policy is to ensure that the school provides an environment that fosters their security, self-esteem, confidence and independence.

OBJECTIVES

- Establish and maintain an environment where children, staff, volunteers and parents feel secure, are encouraged to talk, and are listened to when they have a worry or concern.
- Include opportunities in the school curriculum for children to develop the skills they need to assess risk and stay safe.
- Contribute to the five outcomes which are key to children's wellbeing: be healthy; stay safe; enjoy and achieve; make a positive contribution; achieve economic wellbeing.
- Ensure that the school provides a caring, positive, safe and stimulating environment that promotes the spiritual, moral, social, physical and cultural development of each child.

STATUTORY CONTEXT

In order to safeguard and promote the children's welfare, the school will act in accordance with all relevant legislation and guidance, including: the Children Acts 1989 and 2004; Education Act 2002 (section 175); Safeguarding Children; Safer Recruitment in Education (2007), Childcare (Disqualification) Regulations 2006, Working Together to Safeguard Children (DfE. 2015) and Keeping children safe in Education (DfE. 2016). The CounterTerrorism & Security Act 2015 ('Prevent Duty')

GENERAL CONTEXT

Safeguarding / child protection - The school's legal responsibility for safeguarding its children goes beyond child protection. Child protection is just one element of safeguarding and deals specifically with preventing, identifying and responding to suspected child abuse.

Safeguarding is broader. It covers all our activities and functions and requires us to ensure children's wellbeing. It can be summarised as –

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Protecting children from the risk of radicalisation and extremism.
- Educating children in internet safety.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Undertaking that role so as to enable those children to have the best life chances and to enter adulthood successfully.

This policy therefore complements, and should be read in conjunction with, our other policies, such as:

- Child Protection; Anti-Bullying; Behaviour; Intimate Care; Administration of Medicines; Physical Intervention; Whistleblowing; Health and Safety; Special Educational Needs; Lost and Missing Children; Sex and Relationships Education; Extended School; Internet Acceptable Use; Attendance.

Concerns – all staff are responsible for recording any significant changes in children's behaviour, appearance, ability to focus in class etc. All safeguarding concerns, regardless of their level, will be addressed and recorded by relevant staff and passed on to the Designated Safeguarding Lead (DSL) or a Safeguarding Officer (SO). When complaints, concerns or deficiencies have been brought to the attention of the Governing Body, effective steps will be taken, without delay, to address them. The names and photographs of the DSL and SO's are displayed prominently around school so that children, parents and visitors know who to go to should they have any concerns.

Curriculum – the curriculum includes opportunities (for example PSHCE/anti-bullying week activities) which equip the children with the skills they need to assess and manage risk appropriately, to keep themselves safe from harm and to know to whom they should turn for help. As appropriate to the age and understanding of the children concerned, the following areas are among those addressed: bullying; drugs/alcohol/substance abuse; esafety / internet safety; stranger danger; fire and water safety; road safety; domestic violence, radicalisation and extremism..

Risk assessment – the Headteacher ensures that risk assessments are carried out and recorded in relation to school activities such as the suitability of premises, environment and equipment and also in relation to issues such as the re-admission of pupils with behaviour that could place themselves or others at risk.

Recruitment – staff and governors involved in staff recruitment are required to undertake relevant training to understand the importance of appropriate checks being carried out on new staff or volunteers who will work with children. These checks include enhanced checks and checks of the barred lists through the Disclosure and Barring Service. All applicants for are shortlisted for a position at Park Grove school are required to complete a 'Disqualification Declaration' in line with the requirements of the 2006 Childcare

(Disqualification) requirements. The school's recruitment processes conform to current government guidance such as 'Keeping Children Safe in Education (2016).

Existing staff – all existing staff have been required to confirm that they (nor to the best of their knowledge other members of their household) do not fulfil any of the disqualification criteria under the 'Childcare (Disqualification) Regulations 2006. Staff are aware that should this situation change at any time they must report that to the Headteacher.

Visitors – are issued with a badge on signing in and asked to wear it at all times whilst on the premises. The badge is required to be returned to the office when the visitor signs out.

Use of mobile phones and cameras on school premises during school events – images and recordings of pupils and/or staff will only be taken, stored and used in accordance with the school's Acceptable Use Agreement and with the written consent of the parent/carer or staff member. Images will not be distributed outside the school network without the permission of the parent/carer, member of staff or Headteacher. This applies to school equipment such as digital cameras and to personal mobile devices, such as Smartphones.

Parents Unfit to Accompany a Child

The school will not allow parents / carers to take responsibility for a child when they are not considered capable of safely supervising them due to, for example, alcohol, drugs or illness. (See our Child Protection policy for further details)

Absences – unexplained or unauthorised pupil absences will be followed up rigorously by the school.

Transition – strategies are put in place for vulnerable children entering or transferring from the school.

Training – effective monitoring of records informs the training programme for staff and governors. There is a rolling programme of child protection and safeguarding training for the Headteacher, staff and governors, to equip them to carry out their responsibilities effectively. The training is kept up to date by regular refresher training. Staff have undertaken specific training for the 'Prevent Duty'.

Headteacher – the Headteacher maintains a clear overview of the school's safeguarding policies and ensures that policies and procedures adopted by the Governing Body are fully implemented and followed by all staff, volunteers, and visitors.

The Headteacher is also responsible for ensuring that:

- All parents/carers, staff, volunteers and visitors feel able to raise concerns about poor or unsafe practice in regard to children, and that those concerns are addressed promptly and effectively.
- New staff receive a 'Safeguarding Children' induction within 7 working days of commencement of their contract.

- Temporary staff and volunteers are made aware of the school's arrangements for safeguarding children within 7 working days of their commencement of work.
- New parents are aware of the safeguarding procedures used and know how to access the school's safeguarding and child protection policies.

Safeguarding Officers – have a non-class based role to allow for time to ensure that the correct support is in place for pupils and to liaise with relevant outside agencies.

Safeguarding Governor – the Safeguarding Governor is also the Child Protection Governor and is responsible for issues relating to safeguarding children and child protection within the school. The governor liaises with the school's Designated Safeguarding Lead for Child Protection (the Headteacher) providing information and formally reporting to the Governing Body. The school's Safeguarding policies and procedures are reviewed annually by the Governing Body.

Female Genital Mutilation (FGM) – this is a collective term for all procedures involving the removal or partial removal of external female genitalia for cultural or other non-therapeutic reasons. The procedure is typically performed on girls aged between 4 and 13 years. It is illegal in the UK. It is also illegal to take a child abroad to undergo FGM. In line with mandatory reporting duties, staff will immediately notify the DSL/SO of any concerns they may have about a child having undergone FGM or considered to be at risk. The DSL will take prompt action and notify the police.

MONITORING & EVALUATION

The Headteacher is responsible for the day to day monitoring of this policy and if any changes are required will consult with the Governing Body to effect those changes promptly. The policy will be evaluated and reviewed annually by the Governing Body taking into account, for example: what pupils tell us; attendance rates; exclusions and the reasons for them; bullying incidents; child protection incidents including concerns over radicalisation and extremism; accidental injuries; internet, video and photo safeguards; records of concerns raised and action taken.

LINKED POLICIES

In addition to the policies listed above, this policy should also be read in conjunction with our Equality policy.

REVISED BY: The Full Governing Body

DATE: November 2016

NEXT REVIEW: September 2017