

Abbey Hill Primary and Nursery School Child Protection Policy

Executive summary of key principles for staff and parents 2021 – 22

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Key principles

1. The school's Child Protection Policy for 2021 – 22 is consistent with statutory guidance **HM Working Together to Safeguard Children 2018, DfE Keeping Children Safe in Education 2021 (KCSiE)** and local inter-agency safeguarding procedures issued by Nottinghamshire Safeguarding Children Partnership <https://nottinghamshirescb.proceduresonline.com/>
2. **All** staff and volunteers must read Part One of **DfE Keeping Children Safe in Education 2021**. All SLT members and staff who work directly with children, that is teachers, teaching assistants, lunchtime supervisors, pastoral support staff and office staff, should also read Part Five and Annex A.
All staff and volunteers must have a full and active understanding of KCSiE 2021 Part One (Annex A for supply teachers), and all sections of the school's Child Protection Policy, concerning child protection procedures, definitions, impact, indicators of abuse and referrals, in order to safeguard children at school effectively.
3. **All** staff including supply staff and volunteers will be safely recruited in line with legal requirements as outlined in KCSiE 2021 Part Three: Safer Recruitment, and the governing body will ensure our school creates a culture that is safe and safeguards the welfare of children. We will adopt robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying for or securing employment, or volunteering opportunities in our school.
4. The school seeks to ensure that only 'safe' staff and 'safe' supply teaching staff and volunteers are recruited and employed to work with children by adopting the advice and guidance provided locally by NCC HR Services. Safer Recruitment is embedded into our school's safeguarding culture through recruitment and induction processes and the ongoing management and support for all staff and volunteers.
5. All staff, teaching, supply, support staff and volunteers will be required to read the full Child Protection Policy and the Staff Code of Conduct before starting work with children and will be informed of the procedures in place to address and manage any safeguarding concerns, allegations about staff members including low-level concerns.
6. This document serves only as a brief reference point for staff, parents, supply teachers, volunteers, governors and other stakeholders, and should be read alongside the school's Child Protection Policy and flow chart which informs of the actions to be taken where there are concerns about a child inside and outside of school.

- 7 All governors, school leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding in order to safeguard and promote the welfare of children effectively and maintain an attitude of **“it could happen here”** where safeguarding is concerned. When concerned about the welfare of a child, staff should always act in the **“best interests of the child”**.
- 8 Everyone who works in or with our school has a responsibility to safeguard and promote the welfare of children and respond to concerns, incidents, or disclosures. They should **always** speak with the Senior or Deputy DSLs to inform them of any safeguarding or child protection concerns without delay.

The Senior Designated Safeguarding Lead (DSL) is Helen Chambers.

The Deputy DSLs are Sam Jeffs and Sally Wilkinson.

The SLT members who should be contacted in the DSL's absence are Vicki Hardy, Julie Cartwright-Fretwell and Kellie Hill.

The Safeguarding Governor is Karl Simpson.

The Chair of Governors is Karl Simpson.

- 9 The Senior DSL will ensure that all staff, including supply staff and volunteers, receive a robust induction into the school's safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies including the Behaviour Policy, Peer on Peer (child on child) Abuse Policy and responses to on-line safety and children who go missing from education before starting work with children.
- 10 The Senior DSL will also ensure any visitors and contractors working at the school are informed of who to report any safeguarding concerns or incidents whilst on the school site.
- 11 The school is committed to offering early help to those children who need it. Staff are trained to be vigilant and to record and report **all** concerns and issues that indicate a child may require early help, or that there may be a safeguarding issue to the Senior DSL without delay.
- 12 The Snr DSL will liaise with the deputy DSL's to consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents and carers, provide pastoral care and support, offer early help or make appropriate referrals. The DSLs will record actions and decisions taken and referrals that are made. If early help is appropriate the Snr DSL and C&FSW will keep the case under constant review and refer cases to statutory safeguarding agencies where required and where appropriate support children and families to access support and additional help to support well-being and safety.
- 13 Our Designated Teacher for Looked After Children is Helen Chambers who will work with the Local Authority Virtual School and the child's social worker to promote the educational achievement of registered children who are looked after and will continue to promote the educational achievement of children who have left care through adoption, special guardianship or child arrangement orders. Our Designated Teacher will have the appropriate training and

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relevant qualifications and experience to carry out the role and responsibilities required and will maintain an up to date understanding of the needs of children with looked after status.

- 14 Staff recognise that some children are particularly vulnerable and therefore more likely to require early help or safeguarding. Those children include children with special educational needs and disabilities, those who are looked after by the Local Authority or were previously looked after, those living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse, and children showing signs of engaging in anti-social or criminal behaviour.
- 15 Our school is committed to supporting improving the mental health and well-being of all children. We will do this by:
 - Making strong, trusting relationships with children in school
 - Adopting a whole school approach to children's well-being based on Attachment and Trauma theory
 - Supporting children's self-regulation through the use of restorative practice and a common language in school
 - Running interventions such as Drawing and Talking, ELSA and Emotions Coaching for particular children or small groups of children
 - Offering activities conducive to good mental health e.g. handling and caring for school animals, daily positive ELSA messages, worry monsters and dolls, fidget toys and cosy corners for time to self-regulate
 - Setting clear boundaries so all children know that adults will keep them safe wherever they are in school
 - Referring children, and their families where appropriate, to external agencies
 - Addressing the mental health needs of parents and carers
- 16 The school recognises that children who run away, go missing and are absent from school, are potentially vulnerable to abuse, exploitation, offending and placing themselves and possibly others e.g. friends in situations where they may suffer physical harm, abuse or risk of child sexual exploitation (CSE), criminal child exploitation (CCE) or be at risk of being radicalised or exploited.
- 17 The school will therefore work actively in partnership with parents and carers and other agencies to understand and improve poor school attendance, and address issues of children running away and going missing from home.
- 18 The school has a duty to teach children about safeguarding and how to understand and recognise risk both on-line and off-line, and the support available to them as part of a 'broad and balanced curriculum'. This will include Relationships, Health and Sex Education which should be taught in schools from September 2021.
- 19 The school's **whistleblowing** policy enables staff to raise concerns or allegations, initially in confidence, and for a sensitive enquiry to take place. Staff are expected to report all concerns about poor practice or possible child abuse by colleagues to the head teacher, including low-level concerns.
Concerns or complaints about the head teacher should be reported to the chair of governors. Staff can also contact the Designated Officer in the Local Authority (LADO), who is responsible for the coordination of responses to allegations against people who work with children.

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The LADO can be contacted on Tel: 0115 8041272

For staff who do not feel able to raise concerns internally, advice and support can be accessed through the NSPCC whistleblowing helpline Tel: 0800 028 0285.

- 20 All staff including the head teacher, supply teachers, volunteers and governors will receive appropriate and regularly updated safeguarding and child protection information, guidance, and at least annual dedicated safeguarding training to provide them with the requisite skills and knowledge to safeguard children and maintain and revise where required, appropriate 'safeguarding arrangements' in our school.
- 21 The Snr DSL and deputy DSLs will attend bespoke training for newly appointed DSLs and refresher training every two years delivered by Nottinghamshire County Council. In addition, new DSLs will attend the NSCP Working Together to Safeguard Children course which compliments the DSL training and informs of the arrangements for child protection conferences, reviews and core group meetings, ensuring all our DSLs are fully conversant with the principles of good safeguarding partnership practices to keep children safe and respond to safeguarding and child protection concerns.
- 22 The Snr DSL and deputy DSLs will also update their knowledge and skills at least annually to keep up to date with new safeguarding developments and guidance relevant to their role. The Snr DSL or one of the deputy DSLs will attend the LA's DSL Focus Group network meetings to cascade information and any updated guidance to the DSL team and all school staff. All DSLs will also attend, where appropriate, other safeguarding training opportunities to ensure their knowledge and experience in safeguarding remains current and can address any emerging threats.
- 23 Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will discuss day-to-day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the Snr DSL or head teacher or, in the case of concerns about the head teacher, to the chair of governors. However, any member of staff can contact and/or make a referral to Children's Social Care or MASH. New concerns and disclosures for children not already open to social care should be made to the MASH. For cases already open to social care where the child has an allocated social worker, contact should be made directly with the social worker or social work team, if it is believed to be the only effective way to safeguard a child.
Our school will support social workers and other agencies following any referrals for a child or family.
- 24 As a school we acknowledge we have clear powers to share, hold and use information to tackle all forms of abuse and neglect, to promote children's welfare and their educational outcomes. All staff, including supply teachers and volunteers, must be mindful of specific requirements in relation to the use of technology including on-line behaviour and the taking, storing and use of images of children. All staff must be conversant with and be able to apply GDPR guidance and information sharing procedures in-line with statutory guidance and school procedures.
- 25 The Snr DSL is responsible for ensuring all staff, including supply teachers and volunteers, have a meaningful awareness of a range of specific safeguarding issues and vulnerabilities as defined NCC and NSCP Child Protection Policy – executive summary of key principles for staff, supply staff, volunteers, contractors, parents/carers, and children/students.

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in Annex A of Keeping Children Safe in Education 2021, and are able to discharge their responsibilities for children effectively by raising concerns with appropriate staff or with the DSL team to keep children safe. All staff will need to understand issues and risks in relation to physical and mental health and well-being, criminal child exploitation, gang and knife crime, serious youth violence, radicalisation, extremism, and child sexual exploitation.

- 26 The Snr DSL will ensure all staff understand the seriousness of peer on peer abuse, also known as child on child abuse, and that they recognise the indicators and risks associated with children who display sexually violent and sexually harmful behaviours, or inappropriate behaviour including on-line abuse, or behaviours linked to issues such as drug taking or alcohol misuse, and consensual and non-consensual sharing of nude and semi-nude images or videos. The Snr DSL will ensure staff know the above can be signs that children are at risk.
- 27 The Snr DSL will ensure all staff including supply staff and volunteers are aware of how to respond and report any indicators or incidents of peer on peer abuse, also known as 'child on child' abuse, so that actions are swift and effective to ensure children can be kept safe. We acknowledge that it can happen inside and outside of school and online, and that all staff have a responsibility to report **any** concerns regarding peer on peer abuse to the designated safeguarding lead or one of the deputy DSLs.
We understand the importance of challenging inappropriate behaviours between peers that are actually abusive in nature and not dismiss them as "just banter", "just having a laugh" or "part of growing up". We will adopt the Government statutory guidance for a **zero tolerance** approach to abuse, and will hold to account and challenge anyone who acts in a way which harms children or creates situations which could lead to a culture of unacceptable behaviours, an unsafe environment for children and, in a worst case scenario, a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. Our school has a separate policy on peer on peer abuse which will be attached as an appendix to our child protection policy.
- 28 We acknowledge the specific legal duty placed on teachers should they become aware that an act of FGM (Female Genital Mutilation) appears to have been carried out on a girl under the age of 18. **Teachers must report this act to the police.** The Snr DSL will ensure all staff, but particularly all with teacher status, are conversant with the procedures required for the mandatory reporting of concerns and risks related to honour-based abuse, female genital mutilation, forced marriage and 'up skirting', all of which have a mandatory reporting requirement. All teaching staff will complete FGM training in line with statutory guidance.
- 29 We acknowledge technology brings many benefits to our school staff, and children, but we also recognise the risks and harms related to the use of technology, the internet and social media platforms which evolve and change rapidly. In accordance with Government guidance we will carry out an annual review of our online safety, supported by an annual risk assessment that considers and reflects the risk children can face. We will continue to ensure appropriate levels of security protection are in place, to safeguard our systems, staff and learners, and we will review the effectiveness of our procedures to keep up to date with evolving cyber-crime technologies. We will ensure our learners, parents and carers are kept informed particularly where remote learning is required.
- 30 We acknowledge the requirements placed on our school for children with complex needs or who attend alternative provision. For those children, we will ensure the alternative education NCC and NSCP Child Protection Policy – executive summary of key principles for staff, supply staff, volunteers, contractors, parents/carers, and children/students.

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provider is aware of any additional risks that the child may be vulnerable to, and support the child's engagement, attendance, and maintenance of their education provision.

- 31 Where a parent or carer expresses their intention to remove a child from our school with a view to educating at home, we will work with key professionals to coordinate meetings with parents and carers where possible, and carry out the required arrangements detailed in the Education Pupil Registration Regulations September 2016, **before** deleting the child from our admission register and **before** a child is taken off roll.
- 32 Additional support is available from the Safeguarding Children in Education Officer by emailing: cheryl.stollery@nottscc.gov.uk or by phoning: 0115 8041047.