



<b>Policy Title</b>	<b>SAFEGUARDING</b>
Committee responsible	Curriculum & Ethos committee
Last reviewed	September 2018
Next review due	September 2019
Who is governed by this policy	All staff, governors and volunteers at the school
Available on website	<b>YES</b>

Signed .....  
 (Chair of Governors)

Signed .....  
 (Headteacher)

Date .....

# SAFEGUARDING POLICY

**This policy applies to all adults, including volunteers, working in or on behalf of the school.**

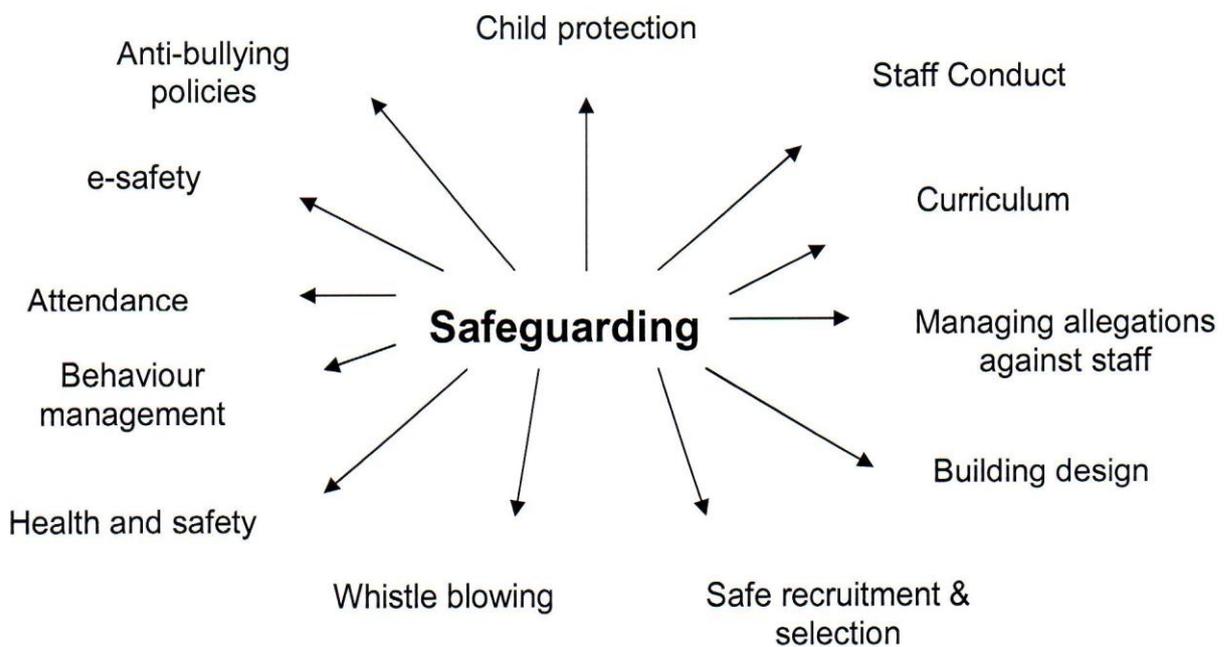
‘Everyone working in or for our school service shares an objective to help keep children and young people safe by contributing to:

- providing a safe environment for children and young people to learn and develop in our school:
- enabling children to learn and develop skills that will help keep themselves safe in all settings:
- identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in our school.

N.B. *Please note that where we use the term ‘parents’ this should be understood to refer to parents, carers and guardians with primary care responsibility for the child.*

## School Commitment

Warnham C.E. Primary School is committed to Safeguarding and Promoting the Welfare of all of its pupils. Each pupil’s welfare is of paramount importance. We establish and maintain an ethos where children and young people feel secure and are encouraged to talk and are listened to. We include curriculum and ‘core’ activities and opportunities for children and young people to acquire skills and attitudes to protect themselves and to prepare themselves for their responsibilities, including parenthood, in their adult lives.



We recognise that some children *may* be especially vulnerable to abuse. We recognise that children who are abused or neglected may find it difficult to develop a sense of self worth and to view the world in a positive way. Whilst at school, their behaviour may be challenging. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all of our pupils.

## United Nations Convention – Rights of the Child

Article Number:

2. All organisations concerned with children should work towards what is best for each child.
34. The Government should protect children from sexual abuse.
36. Children should be protected from any activities that could harm their development.

## **PROVIDING A SAFE AND SUPPORTIVE ENVIRONMENT**

### **1. Safer Recruitment and Selection**

1.1 The school pays full regard to current DCSF guidance 'Safeguarding Children and Safer Recruitment in Education'. We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and, where appropriate, undertaking Disclosure & Barring Service (DBS) checks.

1.2 The Headteacher will complete the NSPCC on-line Safer Recruitment training and a School Governor who has undertaken the NSPCC on-line Safer Recruitment training will be involved in all staff appointments and arrangements (including, where appropriate, contracted services).

### **2. Safe Practice**

2.1 Safe working practice ensures that pupils are safe and that all staff:

- are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions
- work in an open and transparent way
- work with other colleagues where possible in situations open to question
- discuss and/or take advice from the Senior Leadership Team over any incident which may give rise to concern
- record any incidents or decisions made
- apply the same professional standards regardless of gender or sexuality
- be aware of confidentiality policy
- are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

### **3. Safeguarding Information for Pupils**

3.1 All pupils in our school are aware that they can talk to members of staff. The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm. PHSCE lessons help pupils learn how to keep safe.

### **4. Partnership with Parents**

4.1 The school shares a purpose with parents to educate and keep children safe from harm and to have their welfare promoted.

4.2 We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to protect a child.

4.3 We will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm.

### **5. Partnerships with Others**

5.1 Our school recognises that it is essential to establish positive and effective working relationships with other agencies e.g. the Local Authority (LA), Social Services, Police, or Health Authority.

## **6. School Training and Staff Induction**

6.1 The school's senior member of staff with designated responsibility for child protection undertakes child protection training provided by the LA and refresher training at two yearly intervals.

6.2 The Headteacher and all other school staff, including non-teaching staff, undertake appropriate induction training to equip them to carry out their responsibilities for child protection effectively, which is kept up to date by refresher training at 3 yearly intervals.

6.3 All staff will be provided with the school's Child Protection Policy and informed of the school's child protection arrangements on induction.

## **7. Related School Policies**

7.1 'Safeguarding covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as pupil health and safety and bullying and a range of other issues, for example, arrangements for meeting the medical needs of children, providing first aid, school security, drugs and substance misuse, positive behaviour etc. There may also be other safeguarding issues that are specific to the local area or population' (*Safeguarding Children and Safer Recruitment in Education DfES 2007*).

See school policies on:

- Anti-Bullying
- Asthma
- Attendance & Absence
- Behaviour for Learning
- Child Protection
- Confidential Reporting
- Drugs & Alcohol Education
- Equality
- E-Safety
- Fire safety
- First Aid
- Health and Safety
- Intimate Care
- Medicines
- Photographic Images
- PSHE
- Safer Recruitment
- Sex and Relationships
- Social Media
- Special Education Needs & Disability
- Use of Force and Restraint
- Visitors

## **8. Children Missing from Education**

8.1 The school follows LA procedures. Where children on roll at school do not turn up, and we have made the usual enquiries, we refer the case to the LA Pupil Entitlement Investigation team.

## **9. Confidentiality**

9.1 The school has regard to "Information Sharing: Practitioner's guide" HM Government, 2006 [www.ecm.gov.uk/deliveringservices/informationsharing](http://www.ecm.gov.uk/deliveringservices/informationsharing)

"Where there is a concern that the child may be suffering or is at risk of suffering significant harm, the child's safety and welfare must be the overriding consideration."

## **10. Curriculum**

10.1 The curriculum deals with safeguarding in two ways. Firstly, in subjects such as Personal Social and Health Education and science, relevant discussions around related issues take place.

Topics include stranger danger, fire safety, healthy eating, sun safety, sex and relationships, and e-safety. Children will:

- learn about British values
- be given time to consider sensitive or controversial topics
- be given skills and knowledge to understand and manage difficult situations
- learn to recognise and manage risk and question what they see and hear
- learn to make safer choices
- learn to deal with peer pressure when it threatens their personal safety or well-being
- be provided with an understanding of political and social issues
- learn about democracy, government and how laws are made
- learn about diversity and the wide-ranging ethnic identities in the UK
- learn about the need for mutual respect and understanding

10.2 Secondly, the curriculum is designed so that safety issues within the subject are discussed and safe practises explained, such as use of equipment in PE and DT. For external visits appropriate staffing levels are maintained and risk assessments are conducted prior to the visit. All visits are authorised by the Headteacher.

## **11. Photographs and Videoing of Children in School**

11.1 At Warnham School we have a sensible and balanced approach to photographing and videoing children at school. Taking pictures and video images of children's achievements and activities is a wonderful way of capturing a memory and promoting successes. As a school we obtain parental permission when taking such images and ensure anonymity (wherever possible) in their usage. We ask parents not to publish any images that may include other children on media sites.

## **12. Internet / e-safety**

12.1 Children are encouraged to use the internet in a safe way. Parents are asked to give permission for their children to use the internet. LA filters protect children from inappropriate materials. Any misuse, either by a teacher, staff member, volunteer or pupil, will be reported to the Headteacher immediately.

## **13. Confidential Reporting**

13.1 If members of staff, volunteers or governors have any concerns about people working with children, they have a duty of care (and in some cases a professional duty) to inform management accordingly. The Confidential Reporting Policy, available from the school office and displayed in the staffroom, gives details of how to do this.