

Whole-School Policy on Safeguarding and Child Protection

Singleton Church of England Primary School

“Passion for Learning and Passion for Life”



Revised July, 2017

School Vision

“To ensure Singleton School, inspired by Christian values, is at the heart of our community, with an outstanding reputation for maturing growth and excellence within our children.”

Mission Statement

To be a Christ centred community, where the uniqueness of each individual is recognised and celebrated. We ensure pupils and staff feel loved and valued and that their full potential is realised within a secure, stimulating and happy environment.

Our Core Christian Values

Wisdom

Love

Caring

Endurance

Friendship

Trust

These core values are threaded into all aspects of our school life. Using these as a basis, the following constitute the aims of the school.

School Aims

- As a Christian school there is a family environment in our school with high expectations of behaviour within a framework of love, reconciliation and forgiveness. We recognise that all children are at different stages in their faith journey, as such requiring support appropriate to their individual needs.
- Within our school, a shared and understood code of conduct ensures a consistent message of respect and self-control for adults and children. We encourage good behaviour by showing courtesy, good manners, consideration for the needs of others and respect for the ethos of the school.
- We recognise that high self-esteem, confidence, supportive friends and clear lines of communication with adults help children to behave well. Recognising that parents are also prime educators, we encourage a close partnership between home and school.
- Our school is a place where learning and personal development take place in a climate of trust and confidence, such that children feel secure. We encourage a love of learning, ability to question and think rationally, to show initiative and apply themselves to all tasks conscientiously. They are encouraged to talk and are listened to.
- We deliver a broad and balanced curriculum and, with opportunities for PSHE, equip children with knowledge, skills and vocabulary that they need to develop self-control and respect for others. In doing this, we promote a respect and understanding for the cultural and religious principles of others, particularly those within our own community.
- All staff and volunteers working in school acknowledge their responsibility to act as role models of acceptable behaviour.
- A climate of trust, openness and communication exists between home, school and the wider community. To enable this we work in partnership with the local community and industry to deepen our understanding of the wider world.
- We enable each child to progress towards the realisation of his/her full potential, regardless of age, cultural background, disability, gender, race or religious beliefs. Our performance is continually monitored to raise standards even higher.
- We apply sanctions that are appropriate and consistent, with a clear progression of severity.
- We monitor inappropriate behaviour, as this may indicate emotional and behavioural special needs where a child requires special support to be included in school life. Our Learning Mentor plays a significant role within this area.

Amendment Sheet

Date	Issue	Reason for Revision
April 2015	A	First issue
December 2015	A1	2 nd issue
September 2016	A3	3 rd issue
December 2016	A4	4 th Issue
July 2017	A5	5 th issue

The purpose of this 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 children and young people at our school from maltreatment;
- Prevent impairment of our children’s and young people’s health or development;
- Ensure that children and young people at our school grow up in circumstances consistent with the provision of safe and effective care;
- Undertake that role so as to enable children at our school to have the best outcomes.

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

Our school fully recognises the contribution it can make to protect children from harm and to support and promote the welfare of all children who are registered pupils at our school.

This policy applies to all pupils, staff, parents, governors, volunteers and visitors.

This policy should be read in conjunction with the School's Safeguarding Portfolio.

KEY AREA	
Statutory Guidance	<ul style="list-style-type: none"> • Education Act 2002: Section 175 of the Education Act 2002 requires local education authorities and the governors of maintained schools and further education (FE) colleges to make arrangements to ensure that their functions are carried out with a view to safeguarding and promoting the welfare of children. • Section 157 of the same act and the Education (Independent Schools Standards) (England) Regulations 2003 require proprietors of independent schools (including academies and city technology colleges) to have arrangements to safeguard and promote the welfare of children who are pupils at the school. • Working Together to Safeguard Children 2015 sets out organisational responsibilities for schools and colleges and this applies to maintained, independent, academies, free schools and alternative non provision academies. • Keeping children safe in education 2016: Statutory guidance for schools and colleges 2016 was issued under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014 and the Education (Non-Maintained Special Schools) (England) Regulations 2011. This contains information on what schools and colleges should do and sets out the legal duties with which schools must comply • What to do if you are worried a child is being abused • Guidance for Safer Working Practice • The Children Act 1989 • The Children Act 2004
Ethos	<p>Singleton Church of England School recognises that high self-esteem, confidence, peer support and clear lines of communication with trusted adults helps all children, especially those at risk of, or suffering abuse. We therefore ensure that:</p> <ul style="list-style-type: none"> • ALL staff, volunteers and governors contribute to an ethos where children feel secure and safe • ALL children have opportunities to communicate and know that they are listened to. • ALL children's wishes, feelings and views will be taken into account when decisions are being made about how to keep them safe. • ALL children know that they can communicate with any adult in school if they are worried or in difficulty. • ALL staff and volunteers will contribute to providing a curriculum which will equip children with the skills they need to stay safe and be able to communicate when they do not feel safe. • ALL staff and volunteers will contribute to providing a curriculum which will help children develop an attitude which will enable them to enter adulthood successfully and reach their full potential. • ALL staff, volunteers and governors will establish effective, supportive and positive relationships with parents, carers, pupils and professionals.

<p>Roles & Responsibilities</p>	<p>Singleton Church of England School is committed to providing the relevant personnel with clear and explicit roles and responsibilities to ensure accountability when safeguarding children.</p> <p>We therefore ensure that:</p> <p>All adults, including volunteers, working in or on behalf of the school will:</p> <ul style="list-style-type: none"> • <i>Demonstrate an understanding that safeguarding is everyone's responsibility.</i> • <i>Maintain and demonstrate a mind set of "it could happen here".</i> • <i>Do all they can within the capacity of their role, to keep ensure that children are protected from harm.</i> • <i>Do all they can within the capacity of their role, to ensure that children grow up in circumstances consistent with safe and effective care.</i> • <i>Do all they can within the capacity of their role, to ensure that children have the best outcomes.</i> • <i>Report cases of suspected abuse to the DSL. This will be done as soon as possible using the school's agreed format.</i> • <i>Report lower level concerns to the DSL using the school's agreed format.</i> • <i>Monitor all pupils, particularly those that are deemed vulnerable.</i> • <i>Report any concerns regarding adults conduct to the DSL or Headteacher.</i> <p>The Governing Body will:</p> <ul style="list-style-type: none"> • <i>Ensure that the policies, procedures and training in Singleton Church of England School are effective and comply with the law at all times.</i> • <i>Ensure that safeguarding policies and procedures are followed by all staff.</i> • <i>Put in place safeguarding responses in cases where children go missing from education.</i> • <i>Appoint a DSL and back-ups and ensure that they are provided with appropriate support, funding, resources and time to carry out their role.</i> • <i>Ensure the school or college contributes to inter-agency working in line with statutory guidance Working together to safeguard children</i> • <i>Ensure that safeguarding procedures take into account local guidance including Risk Management Toolkit and Lancashire Continuum of Need and Thresholds Guidance</i> • <i>Ensure that staff members undergo safeguarding training at induction.</i> • <i>Ensure that DSLs and all staff, volunteers and Governors are trained and updated regarding safeguarding regularly in compliance with Keeping Children Safe in Education</i> • <i>Ensure that children are safe online by ensuring that appropriate filters and monitoring systems are in place.</i> • <i>Ensure that children are taught about safeguarding.</i> • <i>Prevent people who pose a risk of harm from working with children.</i> • <i>Ensure there are procedures in place to handle allegations against teachers, headteachers, principals, volunteers and other staff.</i> • <i>Ensure staff in school are aware of, and policies reflect, an understanding of specific issues such as peer on peer abuse and safeguarding children with disabilities and special educational needs.</i> • <i>Ensure that all practice and procedures operate with the best interests of the child at their heart.</i> • <i>Appoint a designated teacher to promote the education of CLA.</i> • <i>Ensure that all staff are aware of safeguarding issues and vulnerabilities associated with CLA.</i> <p>The DSLs will:</p> <ul style="list-style-type: none"> • <i>Take lead responsibility for safeguarding and child protection.</i> • <i>Manage referrals to Children's Social Care, Police and other agencies.</i> • <i>Work with others in order to improve outcomes for children.</i> • <i>Attend DSL training every 2 years.</i> • <i>Undertake Prevent awareness training.</i> • <i>Update their skills and knowledge on a regular basis, but at least annually</i> • <i>Raise awareness of safeguarding throughout school.</i>
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	<ul style="list-style-type: none"> • Ensure that this policy is reviewed annually and is available publicly. • Maintain, update and amend the school's safeguarding portfolio regularly • Ensure that parents are aware of schools responsibilities regarding safeguarding and child protection • Maintain accurate safeguarding records that are stored securely • Be available during school hours • Arrange cover of DSL role for any out of hours/out of term activities • Represent school in multi-agency meetings • Be provided with appropriate support and supervision in order to carry out the role safely and effectively
Induction, Training & Updates	<p>Singleton Church of England School is committed to providing staff and volunteers with the skills and knowledge needed to safeguard children. We therefore ensure that:</p> <ul style="list-style-type: none"> • ALL staff and volunteers will receive Level 1 & 2 Safeguarding Training on induction using <i>LCC Safeguarding Induction Pack</i> which includes <i>Keeping Children Safe in Education (Part One), Guidance for Safer Working Practice, Code of Conduct</i> and <i>Whistleblowing Policy</i>. • ALL staff and volunteers will receive Level 1 & 2 Safeguarding Training annually • The DSL/s will provide ALL staff, volunteers and governors with regular safeguarding updates. • ALL staff, volunteers and governors will read and show an understanding of any updates that are provided. • DSLs will attend DSL training every 2 years. • DSLs will update their knowledge, skills and understanding of relevant safeguarding issues on a regular basis. • The main DSL will undertake Prevent awareness training. <p>At least one member of staff and one governor will attend Safer Recruitment Training. This will be renewed at least every 5 years.</p> <ul style="list-style-type: none"> • ALL staff, volunteers and governors will undertake any additional training on matters such as Child Sexual Exploitation, Prevent, Peer on Peer abuse, Online Safety etc. as is deemed necessary by the SLT. • Any staff member will discuss any specific training requirements or gaps in knowledge or understanding with the DSL's.
Child Protection	<p>Singleton Church of England School is committed to PREVENTING abuse, PROTECTING children from abuse and SUPPORTING those involved in cases of abuse. We therefore ensure that:</p> <ul style="list-style-type: none"> • ALL staff and volunteers understand the importance of teaching children how to keep themselves safe from all types of abuse. • ALL staff and volunteers seek out opportunities that are relevant to their role, to teach children the skills to keep themselves safe. • ALL staff and volunteers make and maintain positive and supportive relationships with children, which enable children to feel safe and valued. • Safeguarding has a high status throughout school by being on the agenda at staff meetings/briefings, information being readily available on notice boards, regular updates. • ALL staff feel confident in approaching DSLs to raise concerns. • ALL staff and volunteers have an understanding of the four categories of abuse; NEGLECT, EMOTIONAL ABUSE, SEXUAL ABUSE, PHYSICAL ABUSE. • ALL staff and volunteers understand that there are other ways in which children can be abused such as; Online, Child Sexual Exploitation, Female Genital Mutilation, Honour Based Violence, Radicalisation, Trafficking, Slavery, Peer Abuse, Forced Marriage and others. • ALL staff and volunteers have the knowledge, skills and expertise to recognise the signs and symptoms of all types of abuse. • DSLs keep up to date with emerging and specific safeguarding issues and update training and the School's Safeguarding Portfolio accordingly. • DSLs update staff and volunteers knowledge and understanding of such issues in order for them to be able to identify children who are at risk of such specific safeguarding issues. • ALL staff and volunteers will maintain and demonstrate an attitude of "it can happen here".

	<ul style="list-style-type: none"> • ALL staff and volunteers are child-centred in their practice and act in the best interests of the child at all times. • ALL staff recognise and understand that behaviour can be a child's way of communicating distress and changes to behaviour may be an indicator of abuse. • ALL staff and volunteers have the skills to respond appropriately and sensitively to disclosures or allegations of abuse. • ALL staff and volunteers report cases of suspected abuse to the DSL. This will be done as soon as possible using the schools agreed format. • Where a child is at risk of immediate harm, ALL staff understand that they must refer to the Police or Children's Social Care. • ALL staff and visitors know how to refer to Children's Social Care. • DSLs will make a Section 47 referral to Children's Social Care where a child is in need of protection, has been significantly harmed or is at risk of significant harm, using Lancashire Continuum of Need and Thresholds Guidance and Risk Management Toolkit. To determine whether this threshold has been met this referral will be done by telephone and followed with a CSC Referral Form as soon as possible. • Consent from parents/carers and child (if age appropriate) will be sought prior to this referral, except where this will cause delay or place anyone at risk. • Where consent is not given, parents and carers are informed that a referral will still be made, except where this will cause delay or place anyone at risk. • DSLs adhere to policy, procedures and guidance from the LSCB with regard to sharing information. • DSLs contribute to Strategy Discussions, Strategy Meetings, Initial and Review Child Protection Conferences, Core Group Meetings and other CP meetings. • DSLs will attend CP meetings, produce and present reports, liaise with staff, work with parents, work with other agencies and ensure the voice of the child is evidenced throughout these processes. • DSLs meet regularly to ensure that decisions made about children who are subjects of CP Plans are agreed and a clear rationale for the decision is documented. • A copy of the child's CP Plan is included in the child's individual safeguarding file. • ALL staff and volunteers will support victims of abuse in a capacity that is relevant to their role. This will be determined by the DSL. • DSLs will determine what information staff members need to know in order to safeguard and support children. This may be different information for different staff. • Staff are offered appropriate support and/or supervision that is relevant to their role or involvement in particular cases. • Communication and work with parents and carers will always be undertaken in a supportive manner and in the best interests of the child. • ALL staff understand that children who perpetrate abuse or display harmful behaviour should be treated as victims first and foremost and supported in the same way a victim of abuse would be supported. • Specific programmes of work and support are offered to children and families who are vulnerable. • Risk Assessments will be undertaken where a child's behaviour poses a risk to others, themselves or the environment.
<p>Child in Need</p>	<p>Singleton Church of England School is committed to ensuring the appropriate level of support is offered to a "Child in Need" and their family.</p> <p>We therefore ensure that:</p> <ul style="list-style-type: none"> • DSLs will make a Section 17 referral to Children's Social Care where Early Help has not been successful in reducing risk and meeting unmet needs using Lancashire Continuum of Need and Thresholds Guidance and CSC referral form. • DSLs will make a Section 17 referral to Children's Social Care where there is evidence that the Level 3 threshold has been met on the Continuum of Need, this will be determined and assessed by the DSL using the Lancashire Continuum of Need and

	<p>Thresholds Guidance and the Risk Management Toolkit.</p> <ul style="list-style-type: none"> • DSLs will obtain parental consent for the referral and for information to be shared, prior to contacting Children's Social Care. • When consent is not given, DSLs will continue to offer Early Help, gather evidence of engagement or lack thereof, disguised compliance, impact on the child, increase in risk or level of unmet need, improvements or deteriorations. • DSLs will review such cases regularly and assess whether there is evidence that meets Level 4 threshold on the Continuum of Need. In such cases Child Protection Procedures will be followed • DSLs contribute to Child in Need Meetings and Reviews. • DSLs will attend CiN meetings, produce and present reports, liaise with staff, work with parents, work with other agencies and ensure the voice of the child is evidenced throughout these processes. • DSLs will meet regularly to ensure that decisions made about children who are subjects of CiN Plans are agreed and a clear rationale for the decision is documented. • A copy of the child's CiN Plan is included in the child's individual safeguarding file.
<p>Early Help</p>	<p>Singleton Church of England School is committed to providing our families with the right help at the right time. We therefore ensure that:</p> <ul style="list-style-type: none"> • ALL staff and volunteers can identify the risk factors that indicate a family or pupil may benefit from Early Help. • ALL staff and volunteers will use the school's agreed format for letting the DSL know about Early Help requirements. • DSLs will undertake a CAF assessment, when appropriate; to identify what Early Help is required. • DSLs will signpost and refer to appropriate support agencies. • DSLs will lead on TAF meetings where is it appropriate for them to do so. • DSLs will refer to CSC where Early Help has not been successful in reducing risk and meeting unmet needs using Lancashire Continuum of Need and Thresholds Guidance and CSC referral form. • DSLs will utilise Wellbeing, Prevention and Early Help services by using Request for Service form. • DSLs and other identified staff will identify and work with any organisations that are relevant in meeting the needs of pupils and their families. • DSLs and other identified staff will initiate and maintain positive and supportive relationships with parents and carers of children who may benefit from Early Help
<p>Specific Safeguarding</p>	<p>Singleton Church of England School is committed to keeping our children safe from specific forms of abuse. We therefore ensure that:</p> <p>ALL staff and volunteers understand that there are specific and emerging ways in which children can be abused, such as:</p> <p>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.</p> <ul style="list-style-type: none"> • ALL staff and volunteers will have 'due regard to the need to prevent people from being drawn into terrorism', known as the 'Prevent Duty'. • ALL staff and volunteers will have a general understanding of how to identify a child who may be at risk of radicalisation. • ALL staff and volunteers will use professional judgement in identifying children who might be at risk of radicalisation and act proportionately. • The school Online Safety Policy will ensure the safety of children by ensuring they cannot access terrorist and extremist material when using the Internet and that suitable filtering software is in place. • DSLs understand when it is appropriate to make a referral to the Channel Panel.

Child Sexual Exploitation (CSE) involves exploitative situations, contexts and relationships where young people may receive something (e.g. food, accommodation, drugs, alcohol, gifts or simply affection) as a result of engaging in sexual activities. The perpetrator will not only groom the victim (possibly over a long period of time) but will always hold some kind of power which increases as the exploitative relationship develops. Sexual exploitation involves a degree of coercion, intimidation or enticement, including unwanted pressures from peers to have sex, sexual bullying including on line bullying (cyberbullying) and grooming. It is important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

- The school curriculum (whereby sexual relationships/PSHE is delivered) will include relevant information around the risks associated with CSE.
- The school **Online Safety Policy** will ensure the safety of children by ensuring they cannot access inappropriate material when using the Internet and that suitable filtering software is in place.

Honour Based Violence (HBV) 'A crime or incident, which has or may have been committed, to protect or defend the honour of the family and/or community'. (ACPO Working Definition 2008) ALL staff and volunteers will have a general understanding of how to identify a child who may be at risk of Honour Based Violence.

Forced Marriage is one whereby one or both parties do not consent to marriage but are forced to do so through violence, threats or any form of coercion. Schools play an important role in safeguarding children from being forced to marry.

Female Genital Mutilation (FGM) is encompassed within the term Honour Based Violence.

- ALL staff and volunteers are aware of the "one chance rule" and will report all cases of suspected Honour Based Violence to the DSL immediately.
- FGM is illegal in the UK and a form of child abuse with long-lasting harmful consequences.
- ALL staff need to be alert to the possibility of when a female pupil may be at risk of FGM or when it may have been conducted on them.
- DSLs must report to the police cases where they discover that an act of FGM, Forced Marriage or other HBV appears to have taken place.

Modern Slavery The Modern Slavery Act 2015 places a new statutory duty on public authorities, including schools, to notify the National Crime Agency (NCA) (section 52 of the Act) on observing signs or receiving intelligence relating to modern slavery. The public authority (including schools) bears this obligation where it has 'reasonable grounds to believe that a person may be a victim of slavery or human trafficking'.

- Staff must be aware of the above and contact the DSL should they suspect or receive information that either parents or their children may be victims of modern slavery. The DSL should then contact the NCA.

Peer on Peer Abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18.

- ALL staff and volunteers understand that children can abuse other children.
- ALL staff and volunteers will inform the DSL of suspected peer abuse.
- Peer on peer abuse will be taken as seriously as any other form of abuse.
- Physical abuse between peers will be managed under the school's **Behaviour Policy**.
- Emotional abuse between peers will be managed under the school's **Anti-Bullying Policy**.

	<ul style="list-style-type: none"> • Harmful sexual behaviour will be identified and managed using the Brook Traffic Light Tool and with support and guidance from LCC Schools Safeguarding Officer. • Sexting will be managed on a case by case basis using national and local guidance and advice from LCC Schools Safeguarding Officer. • In cases of suspected or actual peer on peer abuse a risk assessment will be undertaken and appropriate and proportionate control measures put in place to manage and reduce risk. Seek advice from LCC Schools Safeguarding Officer. • Referrals to Children's Social Care, Police and/or other appropriate agencies will be made where thresholds are met. <p>Children Missing from Education can be a potential sign of abuse or neglect including sexual exploitation, undergoing female genital mutilation, forced marriage or travelling to conflict zones.</p> <ul style="list-style-type: none"> • ALL staff and volunteers follow school procedures when a child misses education particularly on repeat occasions to help identify the risk of abuse and neglect. • The school Attendance Policy is up to date, reviewed annually and includes reference to CME. • There is an admissions policy and an attendance register. • The Local Authority is informed of any pupil who fails to attend school regularly, or has been absent without the schools permission for a continuous period of 10 school days or more. <p>For all specific safeguarding issues, DSLs will seek advice from LCC Schools Safeguarding Officer and follow national and local guidance that can be accessed in the School's Safeguarding Portfolio:</p> <ul style="list-style-type: none"> • Multi Agency Statutory Guidance on FGM http://panlancashirescb.proceduresonline.com/chapters/p_female_mutilation.html • Prevent Duty http://panlancashirescb.proceduresonline.com/chapters/p_violent_extremism.html http://panlancashirescb.proceduresonline.com/chapters/p_forced_marriage.html • What to do if you suspect a child is being sexually exploited http://panlancashirescb.proceduresonline.com/chapters/p_child_sex_exp.html • Sexting in Schools Guidance • Sexting in schools and colleges: responding to incidents and safeguarding young people • ACPO CPAI Lead's Position on Young People Who Post Self-Taken Indecent Images
<p>Online Safety</p>	<p>Singleton Church of England School is committed to keeping pupils safe online. We therefore ensure that:</p> <ul style="list-style-type: none"> • ALL staff and volunteers understand that children can be harmed online via hurtful and abusive messages, enticing children to engage in age inappropriate conversations, sharing and production of indecent images or encouraging risk taking behaviour. • The school's Online Safety Policy details how we keep pupils safe when using the Internet and mobile technology. • Online bullying by pupils, via texts and emails, will be treated as seriously as any other type of bullying and will be managed through our Anti-bullying / Behaviour Policy. • There is a clear and explicit procedure for dealing with mobile phones that are brought into school by children. • DfE advice; Searching, Screening and Confiscation is followed where there is a need to search a pupil for a mobile device. • When school become aware of an online safety issue that has occurred outside of school, it is managed in accordance with the school Online Safety Policy
<p>Record Keeping</p>	<p>Singleton Church of England School is committed to recording all matters relating to the welfare of children in a relevant format. We therefore ensure that:</p> <ul style="list-style-type: none"> • DSLs will refer to LCC Record Keeping Guidance to assist them in creating and maintaining accurate safeguarding records.

	<ul style="list-style-type: none"> • <i>There is an agreed format for reporting all matters relating to child wellbeing, from an early help requirement or "niggle", to a disclosure of abuse.</i> • <i>ALL staff use the agreed format for passing on concerns.</i> • <i>Concerns should be factual and evidence based.</i> • <i>Concerns should be written in ink, signed and dated.</i> • <i>Concerns should be passed directly to the DSL.</i> • <i>ALL concern logs will be kept either in whole school safeguarding files or in an individual pupil safeguarding file.</i> • <i>A pupil will have an individual safeguarding file when there have been a number of concerns, an offer of Early Help or the family is, or has been at Level 2 or above on the Continuum of Need.</i> • <i>DSLs will record all discussions, decisions and rationale behind decisions and sharing of information in the child's records.</i> • <i>DSLs will record evidence of child's wishes, professional challenge, offers of early help and multi-agency working.</i> • <i>When individual pupils are discussed during staff meetings, such as supervision, staff updates or risk assessments etc. pupil information should be anonymised or stored in a secure manner.</i> • <i>All safeguarding records will be stored securely in a locked room/cabinet.</i> • <i>Only DSLs and other named staff will have access to safeguarding records.</i> • <i>A pupil's safeguarding file will be transferred, in its entirety, to the educational establishment where the child moves to, unless there is on-going legal action.</i> • <i>The safeguarding file will be hand delivered to the DSL at the receiving school. If this is not possible, the safeguarding file will be sent by recorded delivery.</i> • <i>A receipt will be obtained at time of transfer and the responsibility for the safeguarding records will pass to the receiving school.</i> • <i>The educational establishment where the pupil attends at statutory school leaving age (18) will securely retain the safeguarding records until the child's 25th birthday. Safeguarding records will then be destroyed securely.</i> • <i>Advice will be sought from legal services and/or Schools Safeguarding Officer if any staff are unclear about any aspects of safeguarding record keeping.</i>
<p>Safer Recruitment</p>	<p>Singleton Church of England School is committed to keeping pupils safe by ensuring that adults who work or volunteer in school are safe to do so. We therefore ensure that:</p> <ul style="list-style-type: none"> • <i>LCC Human Resources guidance is adhered to, to ensure that there is a strong reference and commitment to safeguarding during advertisement, selection and recruitment of new staff.</i> • <i>At least one governor and one staff member have attended Safer Recruitment Training in the last 5 years.</i> • <i>There are at least 2 people on each selection panel and at least one person on every selection panel has attended Safer Recruitment Training.</i> • <i>ALL staff will monitor the conduct of all adults who come into contact with children at school and report any concerns to the DSL, headteacher or Chair of Governors as appropriate.</i> • <i>Relevant, proportionate and lawful checks are undertaken on all adults who regularly work at, or visit the school.</i> • <i>A Single Central Record is kept of checks that are undertaken on all adults who regularly work at, or visit the school.</i> • <i>The SCR is stored securely and only accessed by designated staff and governors</i> • <i>DSLs/HT/Safeguarding Governor/Chair of Governors should evidence regular oversight/scrutiny of the SCR using the SCR Audit Sheet.</i> • <i>Evidence of staff members' identity, required qualifications and the right to work in the UK will be kept in individual personnel files.</i> • <i>Covering (umbrella) letters will be obtained from agencies and other employers that provide staff to work in school.</i> • <i>Individual identity checks will be undertaken on those staff detailed above to ensure they are employees of the named agency/employer.</i>

	<ul style="list-style-type: none"> • A transfer of control agreement will be used where other agencies/organisations use school premises and are not operating under school's safeguarding policies and procedures. • Adults who are involved in the management or provision of child care of children in Early Years, or in out of school provision for children up to 8 years old, will make a declaration that they are not disqualified under the Child Care Act 2006. • This declaration will be renewed annually and evidenced using LCC Declaration Form. This form will be retained and stored securely. • When an issue is declared, advice will be sought from Ofsted about the need to apply for a waiver. If a waiver is necessary, a risk assessment will be carried out and proportionate measures put in place until a waiver has been issued or matters resolved otherwise disqualification@ofsted.gov.uk • Advice will be sought from Human Resources, LADO and/or Schools Safeguarding Officer if any staff are unclear about any aspects of Safer Recruitment.
Allegations of abuse	<p>Singleton Church of England School understands that when an allegation is made against a member of staff, set procedures must be followed. We therefore ensure that:</p> <ul style="list-style-type: none"> • All staff are aware of the requirement to, and process of referring allegations against staff to the headteacher. • All staff are aware of the requirement to, and process of referring allegations against the headteacher to the nominated Governor. • The headteacher and/or Chair of Governors will discuss the allegation with the Local Authority Designated Officer (LADO). • LSCB procedures for dealing with allegations against staff will be followed http://panlancashirescb.proceduresonline.com/chapters/p_allegations.html • All staff remember that the welfare of the child is paramount and that they have a duty to inform the DSL if any adult's conduct gives cause for concern. • All concerns of poor practice or possible child abuse by colleagues should be reported to the headteacher. • Complaints about the headteacher should be reported to the Chair of Governors. • All staff are aware of the school's Whistleblowing Policy which enables staff to raise concerns or allegations in confidence and for a sensitive enquiry to take place.
Visitors	<p>Singleton Church of England School is committed to keeping pupils safe by ensuring that visitors to school do not pose a risk to children at our school. We therefore ensure that:</p> <ul style="list-style-type: none"> • Visitors to school sign in and wear identification (badge/sticker/lanyard) to indicate they have done so. • ALL staff and children, where appropriate, will challenge visitors to school who are not wearing correct identification. • Visitors sign out and remove/hand in their identification when they leave the school. • Visitors are aware of who to speak to if they are worried about a child during their visit. • Visitors are accompanied during their visit, when children are present, unless they have undergone relevant checks and these are accepted and verified by DSL or headteacher. • Visitors will behave in a way that is compliant with the school's Code of Conduct • Visitors will not use mobile phones or other similar electronic devices during their visit unless agreed by the headteacher or DSL. • Visitors will not initiate contact or conversations with pupils unless this is relevant and appropriate to the reason for their visit. • When there are several visitors to the school at the same time (such as for an assembly etc.) there will be adequate staff supervision of children and visitors. A risk assessment will be undertaken if deemed necessary or appropriate. • When visitors are undertaking activities with children, content of the activity will be agreed with the headteacher or DSL, prior to the visit.

Cameras, Mobile Phones and Devices	<p><i>(This section is legally applicable to all early years' settings) (The Early Years Foundation Stage, EYFS 2014)</i> <i>All settings are advised to retain this section within their policy.</i></p> <p>Singleton Church of England School is committed to keeping pupils safe by ensuring that electronic devices such as cameras, phones and tablets are used in an appropriate manner. School will therefore ensure that:</p> <ul style="list-style-type: none"> • Parental consent is obtained to take and use photographs and/or videos of children. • Parental consent is obtained for photographs to be taken by the media for use in relation to promoting or publishing the school information. • Separate parental consent is obtained if any other agency requests to take photographs of any child. • Parental consent will be valid for 7 years but may be sought more regularly at the discretion of the headteacher. • Images will be uploaded to, and stored in a secure place for a relevant amount of time; this may be for longer than the child is at school if appropriate. • Photographs and videos of children are only taken to provide evidence of their achievements for developmental records or for other school related purposes. • Staff, visitors, volunteers and students do not use their own mobile phones to take or record any images of children. • The school's digital camera/s or memory cards must not leave the school setting unless this is agreed by the headteacher for official school business. • Photos are printed/uploaded in the setting by staff and once done images are immediately removed from the cameras memory. • Parents are reminded frequently of the risks associated with posting images of children to social media. • Parents are reminded frequently that they are not permitted to distribute or post images that contain children other than their own. • Staff, volunteers and visitors will not use mobile phones in toilet or changing areas. • The Code of Conduct and/or Acceptable Use/Behaviour Policy will outline when and where staff, volunteers and visitors can use their mobile phones. • ALL staff, volunteers and visitors will adhere to the above policies and failure to do so will be addressed appropriately by the headteacher and/or the Governing Body. • Pupils' use of mobile phones and other devices will be managed under the school's Home/School Agreement/Acceptable Use/Behaviour Policy/Online Safety Policy/Mobile Phone Policy. • DFE Advice; Searching, Screening and Confiscation is followed where there is a need to search a pupil for a mobile device. 	
Review Dates	Policy adopted by the Governing Body on:	
	Policy to be reviewed no later than:	
Key Personnel and Training Details	Designated Safeguarding Lead (DSL)	
	Date DSL Training Attended	
	Back-up/Deputy DSL(s)	
	Date DSL Training Attended	

	Prevent Lead	
	<i>Date Prevent/WRAP training attended</i>	
	Headteacher	
	<i>Date safeguarding training attended (state type of training)</i>	
	Chair Of Governors	
	<i>Date safeguarding training attended (state type of training)</i>	
	Safeguarding Governor	
	<i>Date safeguarding training attended (state type of training)</i>	
Useful Contacts	LCC Schools Safeguarding Officer	Andrea Glynn 01772 531196 andrea.glynn@lancashire.gov.uk
	Local Authority Designated Officer (LADO)	Tim Booth 01772 536694 tim.booth@lancashire.gov.uk
	Education Early Support Co-ordinators	Jenny Ashton 01772 531643 jennifer.ashton@lancashire.gov.uk Matt Chipchase 01254 220989 matt.chipchase@lancashire.gov.uk
	Lancashire Children's Social Care	0300 1236720 cypreferrals@lancashire.gov.uk
	Whistleblowing	01772 532500 WhistleblowingComplaints@lancashire.gov.uk

Training records

Training for Designated Staff in School (DSLs should refresh their training every 2 years KCSIE 2016)

Name of Staff Member / Governor	Date when last attended Safeguarding Training	Provided by Whom (e.g. LCC, Governor Services)
Amanda Clayton	March, 2016	L.C.C.
Karen Haigh	March, 2016	L.C.C.

Whole School Safeguarding Training (all staff members should receive appropriate safeguarding and child protection training which is regularly updated. In addition all staff members should receive safeguarding and child protection updates as required, but at least annually..." KCSIE 2016)

Who attended (e.g. all teaching and welfare / support staff, Governors, volunteers)		Date	Training Delivered by
Amanda Clayton, Karen Haigh, Chris Goostry, Leonie Millward, Pam Clemson, Debbie Mist, Lesley Chandler, Tracey Collins, Wendy Richardson, Carolyn Gore, Jean Coggin, Alec Davies, Sally Ann Davies Ward, John Chew, Janet Pawson	Safeguarding	Feb 2011	Phil Threlfall
Amanda Clayton, Karen Haigh, Leonie Millward, Chris Goostry, Maria Henderson, Tracey Collins, Wendy Richardson, Pepita Wilson	Fire Awareness Training Nov, 2011		Amanda Clayton, Karen Haigh, Leonie Millward, Chris Goostry, Maria Henderson, Tracey Collins, Wendy Richardson, Pepita Wilson
Carolyn Gore, Tracey Collins, Wendy Richardson	Fire Warden Training Nov, 2011		Carolyn Gore, Tracey Collins, Wendy Richardson
Carolyn Gore John Chew	Health and Safety Audit	18/05/11	LCC
All Staff	Fire training refresher and individual training where	26/01/12	LCC

	appropriate in light of new build. Audit of current evacuation procedures and evaluation		
Tracey Collins	Hospice – bereavement training	8/02/12	Trinity
Tracey Collins	Solihull Training	09/02/12	LCC
Karen Haigh	Understanding Hostile and uncooperative families	20/02/12	LCC
Tracey Collins	Solihull Training	23/02/12	
Tracey Collins	Solihull Cluster meeting	01/03/12	
Amanda Clayton Karen Haigh Garry Rayner	Safer recruitment training	14/03/12	LCC
Tracey Collins	Trinity Hospice – Cluster meeting	16/03/12	
All Staff Parents Pupils	Life bus	26/03/12	
Amanda Clayton	Neglect	16/04/12 17/04/12	LCC
Amanda Clayton Karen Haigh	DSP training	24/04/12	LCC
Amanda Clayton, Karen Haigh, Chris Goostry, Leonie Millward, Lisa Rund, Pam Clemson, Tracey Collins, Maria Henderson, Wendy Richardson, Carolyn Gore, Terrienne Manning Jean Coggin, Pepita Wilson, Kathryn	Safeguarding Feb, 2014	Phil Threlfall	Amanda Clayton, Karen Haigh, Chris Goostry, Leonie Millward, Lisa Rund, Pam Clemson, Tracey Collins, Maria Henderson, Wendy Richardson, Carolyn Gore, Terrienne Manning Jean Coggin,

Fryars, Julia Fretwell, Sara Elliott-Penswick, Ian Wills			Pepita Wilson, Kathryn Fryars, Julia Fretwell, Sara Elliott-Penswick, Ian Wills
Amanda Clayton, Carolyn Gore, Pam Clemson,	Health and Safety Audit. Mar, 2014	Val Rigby L.C.C.	Amanda Clayton, Carolyn Gore, Pam Clemson,
Amanda Clayton Karen Haigh	DSP training	April 2014	LCC
All staff and Governors	Safeguarding	February 2014	All staff and Governors
Tracey Collins	Children and Young People who Self Harm June, 2014	Harm-ed Self harm awareness training and consultancy	Tracey Collins
Terriane Manning, Karen Haigh, Eilis Quinn	Level 3 Paediatric First Aid Training Nov, 2015	Laurance Hancock, Boathouse First Aid Training	Terriane Manning, Karen Haigh, Eilis Quinn
Karen Haigh	Essential SENCO Training Feb, 2015	L.C.C.	Karen Haigh
Amanda Clayton	DSP training	08/03/16	LCC (Phil Threlfall)
Karen Haigh	DSP training	22/03/16	LCC (Phil Threlfall)
Amanda Clayton	Understanding hostile and Uncooperative parents.	11.07.2016	L3 Safeguarding course
Karen Haigh	Sexual exploitation for Practitioners	04.07.2016	L3 Safeguarding
	Safeguarding Feb, 2017	Phil Threlfall	
Chris Goostry	First Aid Training June 2017		

Safer Recruitment Training in line with KCSiE 2016 and The School Staffing (England) Regulations 2009 require governing bodies of maintained schools to ensure that at least one person on any appointment panel has undertaken safer recruitment training. (LCC recommends this is updated every 5 years)

Name of Staff Member / Governor	Date when attended	Provided by Whom (e.g. LCC, Governor Services, on line training)
Keith Walker	01/07/15	LCC
Amanda Clayton	17/06/15	LCC
Leonie Millward	17/06/15	LCC
Karen Haigh	14/03/12	LCC

TALKING AND LISTENING TO CHILDREN

If a child wants to confide in you, you **SHOULD**

- Be accessible and receptive;
- Listen carefully and uncritically, at the child's pace;
- Take what is said seriously;
- Reassure children that they are right to tell;
- Tell the child that you must pass this information on;
- Make sure that the child is ok ;
- Make a careful record of what was said (see *Recording*).

You should **NEVER**

- Investigate or seek to prove or disprove possible abuse;
- Make promises about confidentiality or keeping 'secrets' to children;
- Assume that someone else will take the necessary action;
- Jump to conclusions, be dismissive or react with shock, anger, horror etc.
- Speculate or accuse anybody;
- Investigate, suggest or probe for information;
- Confront another person (adult or child) allegedly involved;
- Offer opinions about what is being said or the persons allegedly involved;
- Forget to record what you have been told;
- Fail to pass this information on to the correct person (the Designated Senior Leader).

Children with communication difficulties, or who use alternative/augmentative communication systems

- While extra care may be needed to ensure that signs of abuse and neglect are interpreted correctly, any suspicions should be reported in exactly the same manner as for other children;
- Opinion and interpretation will be crucial (be prepared to be asked about the basis for it and to possibly have its validity questioned if the matter goes to court).

Recordings should

- State who was present, time, date and place;
- Be written in ink and be signed by the recorder;
- Be passed to the DSL or backup immediately (certainly within 24 hours);
- Use the child's words wherever possible;
- Be factual/state exactly what was said;
- Differentiate clearly between fact, opinion, interpretation, observation and/or allegation.

What information do you need to obtain?

- Schools have **no investigative role** in child protection
- Never prompt or probe for information, your job is to listen, record and pass on;
- Ideally, you should be clear about what is being said in terms of **who, what, where and when;**
- The question which you should be able to answer at the end of the listening process is 'might this be a child protection matter?';
- If the answer is yes, or if you're not sure, record and pass on immediately to the Designated Safeguarding Lead /Head Teacher/line manager.

If you do need to ask questions, what is and isn't OK?

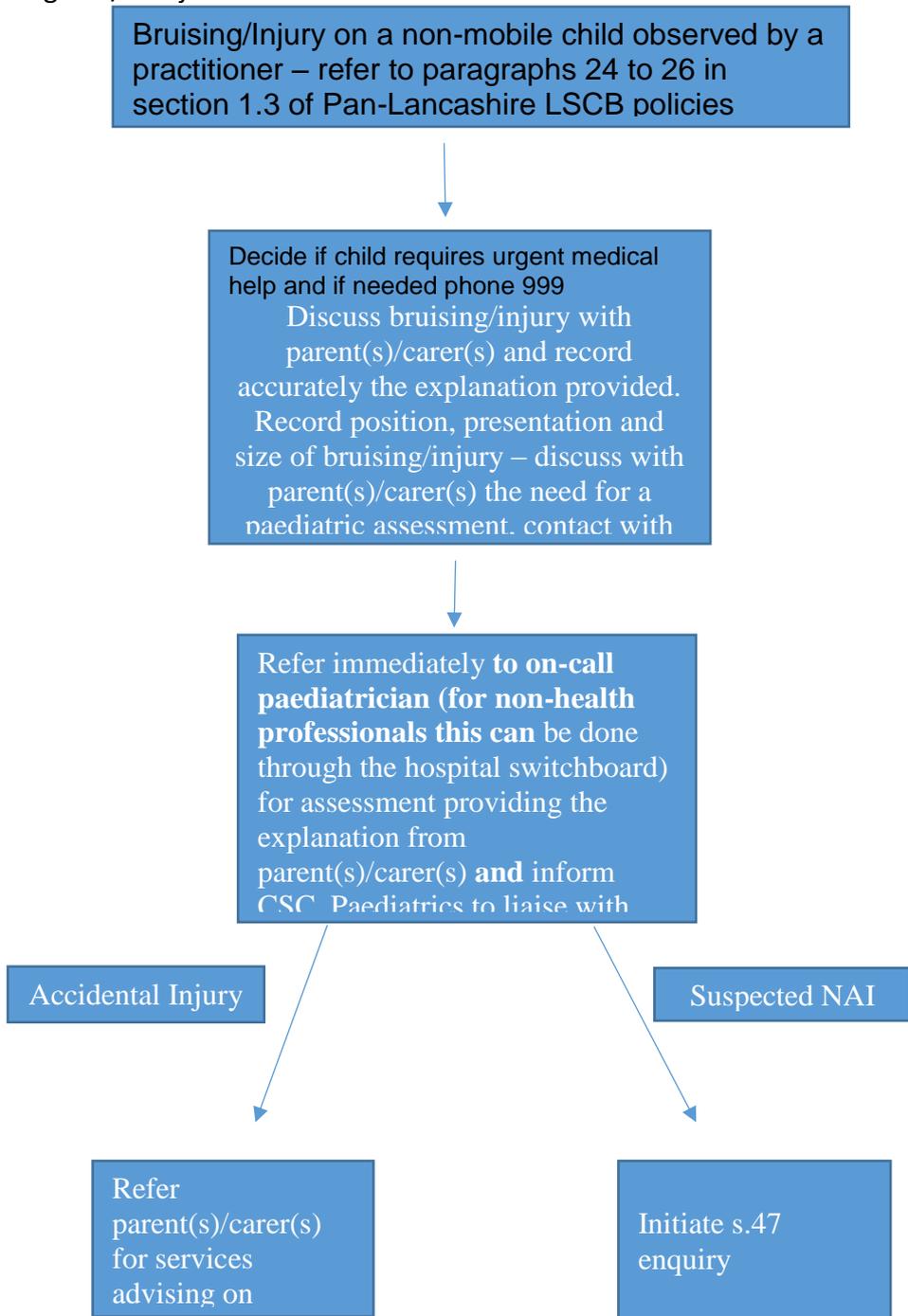
- **Never** asked closed questions i.e. ones which children can answer yes or no to e.g. Did he touch you?
- **Never** make suggestions about who, how or where someone is alleged to have touched, hit etc.
- If we must, use only '**minimal prompts**' such as 'go on ... tell me more about that ... tell me everything that you remember about that '
- Timescales are very important: '**When was the last time this happened?**' is an important question.

What else should we think about in relation to disclosure?

- Is there a place in school which is particularly suitable for listening to children e.g. not too isolated, easily supervised, quiet etc.
- We need to think carefully about our own body language – how we present will dictate how comfortable a child feels in telling us about something which may be extremely frightening, difficult and personal;
- Be prepared to answer the 'what happens next' question;
- We should never make face-value judgements or assumptions about individual children. For example, we 'know that [child.....] tells lies';
- Think about how you might react if a child DID approach you in school. We need to be prepared to offer a child in this position exactly what they need in terms of protection, reassurance, calmness and objectivity;
- Think about what support **you** could access if faced with this kind of situation in school.

Bruises to Non Mobile Children Flow Chart

The flowchart below has been developed to assist health, education, early years and social care practitioners in following the agreed multi-agency procedure where a non-mobile child is observed with bruising and/or injuries.



Children's Social Care

Referrals

Lancashire

The Customer Service Centre 0300 123 6720
 email address for referrals cypreferrals@lancashire.gov.uk

Emergency Duty Team (Out of Hours) 0300 123 6721/3

Customer Service Contact Numbers in neighbouring Local Authorities:-

Blackburn with Darwen 01254 666400 EDT 01254 587547

Blackpool 01254 477299

Cumbria 0333 240 1727

North Yorkshire 01609 536993 EDT 0845 0349417

St Helens 01744 676600 or 0300 6500 148 EDT 0845 0500 148

Wirral 0151 606 2008 EDT 0151 604 63501

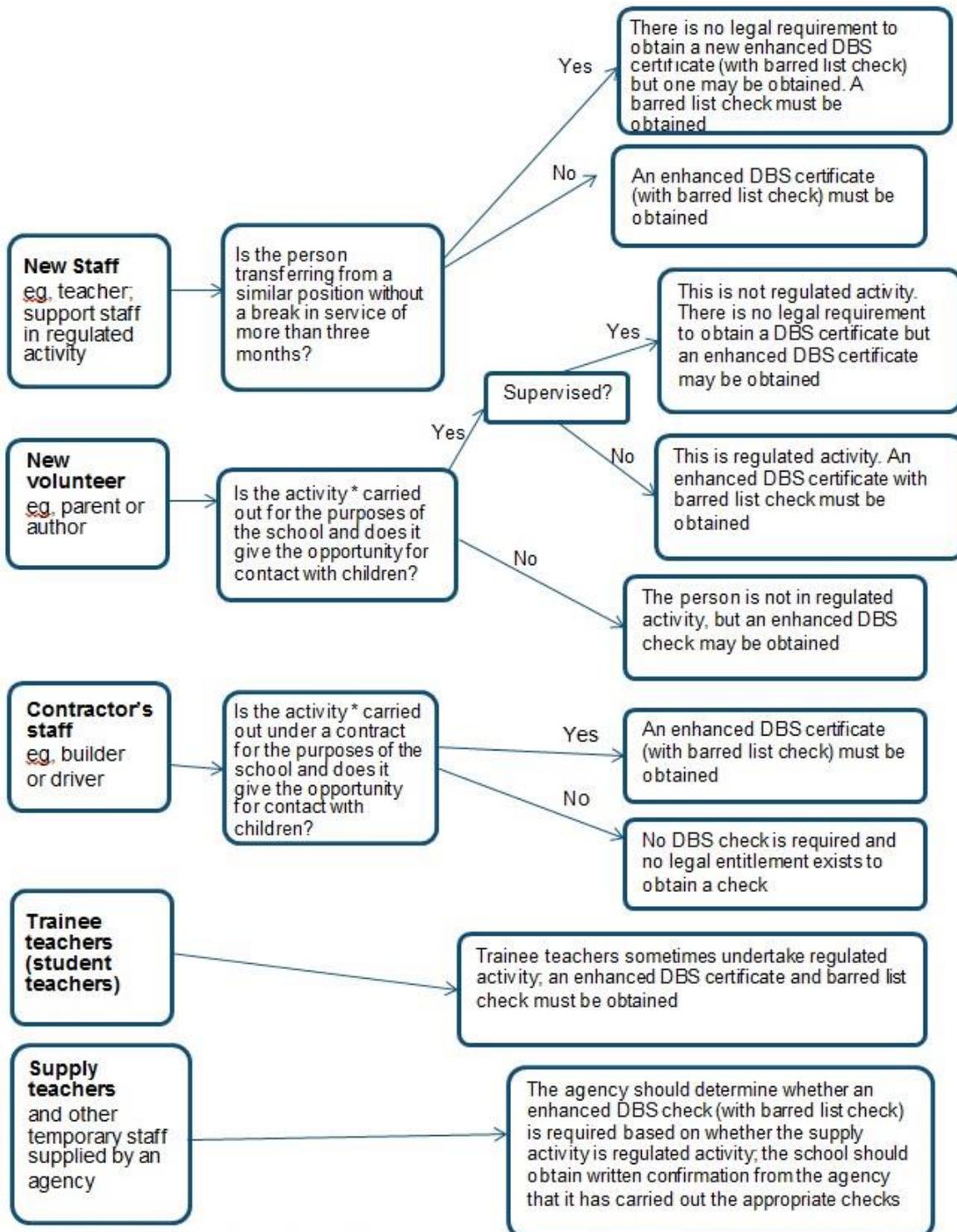
Sefton 0845 140 0845 EDT 0151 9208234

Rochdale 0300 303 0440 EDT 0300 303 8875

Bradford 01274 437500 EDT 01274 431010

Wigan 01942 828300 EDT 0161 834 2436

DBS Check Flowchart



* Activities listed under the guidance's definition of regulated activity and which are carried out 'frequently'

Internal referral forms example

PART 1: INTERNAL NOTIFICATION of CP / Welfare concern to the DSP	
<p>Please note that all records should be hand written by the adult concerned signed and dated then shared with the Senior Designated Teacher – who will then decide upon action (if any) to be taken.</p> <p>Remember we all share a responsibility for the safety of the children in our care and you are accountable. It is important to be accurate in the information you disclose, to not interrogate or lead the questioning with a child as that is not your responsibility.</p> <p>Your role is just to listen and record exactly what is said. You can also record on this sheet any behaviour, comments made by children, physical worries or concerns etc. that you may have. If you are not happy with the response of the SDP in relation to your disclosure you must discuss this further and if you feel necessary you must take appropriate action e.g. take advice from appropriate service / report the incident</p>	
Name(s) of Staff member :	
What is the nature of your concern	
<ul style="list-style-type: none"> • What are you most concerned about? i.e. physical, sexual, emotional abuse or neglect? Self-harm, bullying, sexual exploitation, sexualized behaviour, honour-based violence / forced marriage, e-safety issues, other ... • Any evidence of impairment of health or development? • Any evidence of ill-treatment? • Why are you reporting this concern <u>now</u>? • Have you had any previous concerns about this pupil? If so, what, when, action? 	
Detail	
Any action already taken	
Signed	
Name Job title	

Time/Date	
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PART 2: RECORD OF 'DISCLOSURE' FROM / ABOUT A Child

**It is not advisable to try and complete this record at the time! The important thing is to listen actively and carefully and reassure the child!*

Name of person to whom the 'disclosure' Has been made	
Position / relationship with child	
Name and d.o.b. of pupil(s) that the 'disclosure' relates to	
How did the 'disclosure' / concern come about i.e. when and where?	
Who was present when the disclosure / concern arose/ was made?	

Summary of Information Disclosed

1. WHO is said to be involved	
2. WHAT is said to have happened / be happening?	
3. WHERE is this said to have happened / be happening?	
4. WHEN is this said to have happened / be happening i.e. duration, most recent occasion etc.?	
5. WHO else may have witnessed what happened?	
6. HOW and where is the member of staff now?	

CONTINUATION SHEET ATTACHED Y/N

Note:

- Differentiate clearly between fact, opinion, interpretation and stick to the facts as you understand them wherever possible!
- if you have used quotes please ensure that they are accurate
- make a note of any open questions asked or minimal prompts used
- Any notes made 'at the time' should be attached to this pro-forma; these may be required as evidence if the matter goes to court

Signed	
Name Job title	

There are two SDP within school and they should be the first point of call with any concern.

- **Amanda Clayton**
- **Karen Haigh**
- Talk through the situation with them – be as clear and as accurate in the fact and details – they will then tell you what they are going to do next and they will fill in their part of the form.
- At this stage if you are not happy with the response you have a responsibility to take the matter further and contact external agencies if you feel appropriate – The following provides a list of advice and support contacts

Safeguarding – Contact List

<p><u>The Lancashire Safeguarding Children Board (LSCB)</u></p> <p>The Lancashire Safeguarding Children Board (LSCB) has a major role to play in ensuring that children and young people in Lancashire are kept safe and that all agencies do what they can to promote their welfare. The Board itself is made up of Senior Management representatives from agencies across the County who are involved in providing services to Children and their families.</p> <p>Contact details</p> <p>Tel:- 01772 531196 Tel:- 01772 530329</p>	<p><u>LADO (Lancashire Authority Designated Officer for allegations against staff)</u></p> <p>Tim Booth Lancashire County council Safeguarding unit Room B16 County Hall Preston PR1 8RJ Tel 01772 536694</p>
<p><u>LCC Customer Service Centre</u></p> <p>If you have concerns about a child's safety or welfare please call</p> <ul style="list-style-type: none"> • Lancashire County Council Customer Service Centre on Tel:- 0845 053 0009 • or Tel :- 0845 602 1043 for out of hours calls 	<p><u>Educational Physiologist</u></p> <p>Rachel Ingram Tel 01524 581200</p> <p><u>LEIS</u></p> <ul style="list-style-type: none"> • Adam – Tel:- 01524 586441 <p><u>SENDO</u></p> <ul style="list-style-type: none"> • Also our SENDO –Tel 07766247773
<p><u>CAMHS</u></p> <p>(Child and adolescent family mental health services) Whitegate health Centre Whitegate Drive Blackpool FY3 9ES Tel:- 01253 657166</p>	<p><u>Social Services</u></p> <p><u>Thornton Cleveleys</u> Tel;- 01235 866130</p> <p><u>Kirkham</u> Tel:- 01772 685318</p> <p><u>Fylde</u> Tel;- 01253 722278</p>
<p><u>PREVENT</u></p> <p>Richard Jarram PC232 PREVENT OFFICER</p> <p>Police operating centre Lancaster Road North Preston PR1 2SA</p> <p>Tel 01772209822 /830/663 Mobile 07793052583</p>	

PART 3: FOR USE BY DSP	
Time and date information received by DSP, and from whom.	
Any advice sought by DSP (name, time, date, detail)	
Action taken i.e. referral to CSC, ongoing monitoring, CAF / TAC etc Note time, dates, names, who information shared with and when etc	
Parents informed Y/N & reason(s)	
CONTINUATION SHEET Y/N	
PART 4: FOR USE BY DSP (&/or feedback sheet to staff)	
Outcome Record here the names of any individuals/agencies who have given you information re the outcome of any referral.	
Where can additional information be found i.e. Pupil File, HS1, RF1, Serious Incident Bk, other (state)	
Signed	
Dated	