



Policy	28/09/22	Autumn 22
Procedure		
Information		

Child Protection Policy

Annual Review Date: Autumn 2023

Child protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

The procedures contained in this policy apply to all staff and governors and are consistent with those of the Western Bay Safeguarding Children Board (WBSCB)

Key personnel

Designated senior person for child protection DSP	Ms Nicola Williams	01656 815750
Deputy designated person is	Mrs Denise Jones	01656 815750
Nominated child protection governor is	Mrs Clair Stephens	01656 815750
Education Engagement Team Manager	Gail Biggs	01656 815129 Gail.biggs@bridgend.gov.uk
Local Authority Vulnerable Groups Coordinator	Jayne Barbour	01656 815015 Mobile: 07890 917243 Jayne.barbour@bridgend.gov.uk
Local Authority Family Support Services Manager	David Wright	01656 815 424 David.Wright@bridgend.gov.uk
Local Authority Manager for Safeguarding and Quality Assurance (Social Services)	Elizabeth Walton-James	01656 642073 Elizabeth.walton-james@bridgend.gov.uk

Social Services Duty
Desk:

(01656) 642320
AssessmentTeamDuty@bridgend.gov.uk

Chair of Governors Mrs Clair Stephens 01656 815750

1. Policy principles

- Welfare of the child is paramount
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
- All staff have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm
- Pupils and staff involved in child protection issues will receive appropriate support

2. Policy aims

- To provide all staff with the necessary information to enable them to meet their child protection responsibilities
- To ensure consistent good practice
- To demonstrate the school's commitment with regard to child protection to pupils, parents and other partners

There are three elements to this policy:-

1. **Prevention** through the teaching and pastoral support offered to pupils;
2. **Procedures** for identifying and reporting cases, or suspected cases of abuse. Due to our day to day contact with children, school staff are well placed to observe the outward signs of abuse, and
3. **Support** for pupils who may have been abused.

3. Prevention

Fostering self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps prevention.

The school will therefore:-

- treat all pupils with respect
- establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to;
- ensure children know there are adults in the school whom they can approach if they are worried or in difficulty;
- include in the curriculum, opportunities which equip children with the skills they need to stay safe from abuse and to know who to turn to for help.
- involving pupils in decisions that affect them
- encouraging positive and safe behaviour among pupils
- being a good listener
- being alert to changes in pupils' behaviour
- recognising that challenging behaviour may be an indicator of abuse
- asking the pupil's permission before doing anything for them of a physical nature, such as assisting with dressing, physical support during PE or administering first aid
- maintaining appropriate standards of conversation and interaction with and between pupils and avoiding the use of sexualised or derogatory language

- being aware that the personal and family circumstances and lifestyles of some pupils lead to an increased risk of abuse.

Abuse of trust

All school staff are aware that inappropriate behaviour towards pupils is unacceptable and that their conduct towards pupils must be beyond reproach.

In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of the school staff and a pupil under 18 may be a criminal offence, even if that pupil is over the age of consent.

The school's Code of Ethical Practice sets out our expectations of staff (see: appendix 1).

Children who may be particularly vulnerable

Some children may have an increased risk of abuse. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and a reluctance on the part of some adults to accept that abuse can occur.

To ensure that all of our pupils receive equal protection, we will give special consideration to children who are:

- disabled or have special educational needs
- living in a domestic abuse situation
- affected by parental substance misuse
- asylum seekers
- living away from home
- vulnerable to being bullied, or engaging in bullying
- living in temporary accommodation
- live transient lifestyles
- living in chaotic and unsupportive home situations
- vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion or sexuality
- involved directly or indirectly in prostitution or child trafficking
- do not have English as a first language.

4. Child protection procedures

Recognising and Identifying abuse

To ensure that our pupils are protected from harm, we need to understand what types of behaviour constitute abuse and neglect.

Abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm, for example by hitting them, or by failing to act to prevent harm, for example by leaving a small child home alone, or leaving knives or matches within reach of an unattended toddler.

There are four categories of abuse: physical abuse, emotional abuse, sexual abuse and neglect.

Physical abuse

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or carer fabricates or induces illness in a child whom they are looking after.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child, such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that

they are worthless or unloved, inadequate or valued only for meeting the needs of another person. It may feature age – or developmentally-inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse

Forcing or enticing a child/young person to take part in sexual activities, whether or not they are aware of what is happening

May involve:

- physical contact, including penetrative or non-penetrative acts;
- non-contact activities, such as involving children in looking at, or in the production of pornographic material or watching sexual activities; or
- encouraging children to behave in sexually inappropriate ways.

Neglect

- A failure to meet a child's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the child's well-being for example, an impairment of the child's development.
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Financial abuse

Includes:

- Having money or other property stolen;
- Being defrauded;
- Being put under pressure in relation to money or other property;
- Having money or other property misused;
-

(Social Services and Wellbeing (Wales) Act Definition 2014)

Bullying

While bullying between children is not a separate category of abuse and neglect, it is a very serious issue that can cause considerable anxiety and distress. At its most serious level, bullying is thought to result in up to 12 child suicides each year.

All incidences of bullying should be reported and will be managed through our anti-bullying procedures. All pupils and parents receive a copy of the anti-bullying procedures on joining the school and the subject of bullying is addressed at regular intervals in the personal, social and health education (PSHE) curriculum. If the bullying is particularly serious, or the anti-bullying procedures are deemed to be ineffective, the headteacher and the DSP will consider implementing child protection procedures.

Children with sexually harmful behaviour

Children may be harmed by other children or young people. Staff will be aware of the harm caused by bullying and will use the school's anti-bullying procedures where necessary. However, there will be occasions when a pupil's behaviour warrants a response under child protection rather than anti-bullying procedures. In particular, research suggests that up to 30 per cent of child sexual abuse is committed by someone under the age of 18.

The management of children and young people with sexually harmful behaviour is complex and the school will work with other relevant agencies to maintain the safety of the whole school community. Young people who display such behaviour may be victims of abuse themselves and the child protection procedures will be followed for both victim and perpetrator.

PREVENT - Safeguarding people and communities from the threat of terrorism

Afon y Felin Primary Child Protection Policy

If a child gives any indication that they, a family member or friend support terrorism in any way the child protection procedures will be followed.

From 1 July 2015 all schools and childcare providers are subject to the statutory guidance, and are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of its functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent duty.

In order for schools and childcare providers to fulfil the Prevent duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified. Protecting children from the risk of radicalisation should be seen as part of schools’ and childcare providers’ wider safeguarding duties, and is similar in nature to protecting children from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

Experiencing Domestic abuse has a significant negative effect on children’s social, emotional and academic functioning. If a child gives any indication of having witnessed any such violence the child protection procedures will be followed.

Female Genital Mutilation (FGM)

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but where there's no medical reason for this to be done.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. There are no health benefits to FGM and it can cause serious harm, including:

- constant pain;
- bleeding, cysts and abscesses;
- problems passing urine or incontinence;
- depression, flashbacks and self-harm.

It is illegal in the UK and is child abuse. Anyone who performs FGM can face up to 14 years in prison. Anyone found guilty of failing to protect a girl from FGM can face up to seven years in prison. If you have any concerns about a child’s safety in this respect child protection procedures will be followed.

Indicators of abuse – what you might see

Physical signs define some types of abuse, for example, bruising, bleeding or broken bones resulting from physical or sexual abuse, or injuries sustained while a child has been inadequately supervised. The identification of physical signs is complicated, as children may go to great lengths to hide injuries, often because they are ashamed or embarrassed, or their abuser has threatened further violence or trauma if they ‘tell’. It is also quite difficult for anyone without medical training to categorise injuries into accidental or deliberate with any degree of certainty. For these reasons it is vital that staff are also aware of the range of behavioural indicators of abuse and report any concerns to the designated person.

Remember, it is your responsibility to report your concerns. It is not your responsibility to investigate or decide whether a child has been abused.

A child who is being abused or neglected may:

- have bruises, bleeding, burns, fractures or other injuries
- show signs of pain or discomfort
- keep arms and legs covered, even in warm weather
- be concerned about changing for PE or swimming
- look unkempt and uncared for
- change their eating habits
- have difficulty in making or sustaining friendships
- appear fearful

- be reckless with regard to their own or other's safety
- self-harm
- frequently miss school or arrive late
- show signs of not wanting to go home
- display a change in behaviour – from quiet to aggressive, or happy-go-lucky to withdrawn
- challenge authority
- become disinterested in their school work
- be constantly tired or preoccupied
- be wary of physical contact
- be involved in, or particularly knowledgeable about drugs or alcohol
- display sexual knowledge or behaviour beyond that normally expected for their age.

Individual indicators will rarely, in isolation, provide conclusive evidence of abuse. They should be viewed as part of a jigsaw, and each small piece of information will help the DSP to decide how to proceed. It is very important that you report your concerns – you do not need 'absolute proof' that the child is at risk.

Procedure for reporting concerns: Taking action

Key points to remember for taking action are:

- in an emergency take the action necessary to help the child, for example, call 999
- report your concern to the DSP by the end of the day
- do not start your own investigation
- share information on a need-to-know basis only – **do not discuss the issue with colleagues, friends or family**
- complete a record of concern
- seek support for yourself if you are distressed.

Appendix 3: provides a flowchart for reporting a concern.

If you suspect a pupil is at risk of harm

There will be occasions when you suspect that a pupil may be at risk, but you have no 'real' evidence. The pupil's behaviour may have changed, or you may have noticed physical but inconclusive signs. In these circumstances, you should try to give the pupil the opportunity to talk. The signs you have noticed may be due to a variety of factors, for example, a parent has moved out, a pet has died, a grandparent is very ill. It is fine to ask the pupil if they are OK or if you can help in any way.

Use the welfare concern form (see: appendix 4) to record these early concerns. If the pupil does begin to reveal that they are being harmed you should follow the advice in the section 'If a pupil discloses to you'.

If, following your conversation, you remain concerned; you should discuss your concerns with the designated person.

If a pupil discloses to you

It takes a lot of courage for a child to disclose that they are being abused. They may feel ashamed, particularly if the abuse is sexual, their abuser may have threatened what will happen if they tell, they may have lost all trust in adults, or they may believe, or have been told, that the abuse is their own fault.

If a pupil talks to you about any risks to their safety or wellbeing you will need to let them know that you must pass the information on – you are not allowed to keep secrets. The point at which you do this is a matter for professional judgement . If you jump in immediately the

pupil may think that you do not want to listen, if you leave it till the very end of the conversation, the pupil may feel that you have misled them into revealing more than they would have otherwise.

During your conversation with the pupil:

- Allow them to speak freely.
- Remain calm and do not over react – the pupil may stop talking if they feel they are upsetting you.
- Give reassuring nods or words of comfort – ‘I’m so sorry this has happened’, ‘I want to help’, ‘This isn’t your fault’, ‘You are doing the right thing in talking to me’.
- Do not be afraid of silences – remember how hard this must be for the pupil.
- Under no circumstances ask investigative questions** – such as how many times this has happened, whether it happens to siblings too, or what does the pupil’s mother think about all this.
- At an appropriate time tell the pupil that in order to help them you must pass the information on.**
- Tell the pupil what will happen next. The pupil may agree to go with you to see the designated person. Otherwise let them know that someone will come to see them before the end of the day.
- Report verbally to the designated person.
- Write up your conversation as soon as possible on the record of concern form and hand it to the designated person. A record of concern form is provided in appendix 4.
- Seek support if you feel distressed.

Concerns, whether through disclosures or otherwise, should be discussed in the first instance with the designated person. The designated person will then, if appropriate, make the necessary referral.

If the designated person or deputy is not available refer to the Child Protection Co-ordinator directly.

An allegation involving the Head must be raised with the Chair of Governors (Mrs Clair Stephens) who will inform the Child Protection Co-ordinator directly.

Notifying parents

The school will normally seek to discuss any concerns about a pupil with their parents. This must be handled sensitively and the DSP will make contact with the parent in the event of a concern, suspicion or disclosure.

However, if the school believes that notifying parents could increase the risk to the child or exacerbate the problem, then advice will first be sought from children’s social care.

Referral to children’s social care

The DSP will make a referral to children’s social care if it is believed that a pupil is suffering or is at risk of suffering significant harm. The pupil (subject to their age and understanding) and the parents will be told that a referral is being made, unless to do so would increase the risk to the child.

Only designated persons will normally make referrals. When an initial referral is made to the Social Services duty desk, it should be followed up within 48 hours with a written referral and a copy faxed to the Child Protection Co-ordinator. Copies of the inter-agency referral and pre-referral forms are available at each establishment.

Throughout this process advice and support is available from the Education, Leisure and Community Services’ Child Protection Team.

Confidentiality and sharing information

All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the pupil and staff involved but also to ensure that being released into the public domain does not compromise evidence.

Staff should only discuss concerns with the designated person, headteacher or chair of governors (depending on who is the subject of the concern). That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis.

Child protection information will be stored and handled in line with Data Protection Act 1998 principles. Information is:

- processed for limited purposes
- adequate, relevant and not excessive
- accurate
- kept no longer than necessary
- processed in accordance with the data subject's rights
- secure.

Record of concern forms and other written information will be stored in a locked facility and any electronic information will be password protected and only made available to relevant individuals.

Every effort should be made to prevent unauthorised access and sensitive information should not be stored on laptop computers, which, by the nature of their portability, could be lost or stolen. If it is necessary to store child protection information on portable media, such as a CD or flash drive, these items should also be kept in locked storage. Child protection information will be stored separately from the pupil's school file and the school file will be 'tagged' to indicate that separate information is held.

Child protection records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them.

The Data Protection Act does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child.

Reporting directly to child protection agencies

Staff should follow the reporting procedures outlined in this policy.

However, they may also share information directly with children's social care, police or the NSPCC if:

- the situation is an emergency and the designated senior person, their deputy, the headteacher and the chair of governors are all unavailable
- they are convinced that a direct report is the only way to ensure the pupil's safety.

If you have concerns about a colleague

The behaviour of an adult or colleague (including members of the public) towards children or young people may give cause for concern.

The abuse of a child or young person by a fellow member of staff can be a particularly difficult and potentially damaging matter to deal with. If there are concerns regarding a colleague, staff must be prepared to "Think the unthinkable". Any such doubts or uncertainties must be raised immediately, with the designated member of staff with responsibility for child protection, who must then discuss the Child Protection Co-ordinator for Education who will be able to offer further advice.

Staff who are concerned about the conduct of a colleague towards a pupil are undoubtedly placed in a very difficult situation. They may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague's career. All staff must remember that the welfare of the child is paramount. The school encourages staff to raise concerns or allegations in confidence enabling a sensitive enquiry to take place. 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.**

Our complaints procedure will be followed where a pupil or parent raises a concern about poor practice towards a pupil that initially does not reach the threshold for child protection action. Poor practice examples include unfairly singling out a pupil, using sarcasm or humiliation as a form of control, bullying or belittling a pupil or discriminating against them in some way. Complaints are managed by senior staff, the headteacher and governors.

Complaints from staff are dealt with under the school's complaints and disciplinary and grievance procedures

Staff who are the subject of an allegation

When an allegation is made against a member of staff, set procedures must be followed. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events can and do happen. A child may also make an allegation against an innocent party because they are too afraid to name the real perpetrator. Even so, we must accept that some professionals do pose a serious risk to pupils and we must act on every allegation. Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress. Suspension is not mandatory, nor is it automatic but, in some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected.

Allegations against staff should be reported to the Headteacher . Allegations against the headteacher should be reported to the chair of governors.

N.B. The member of staff who is the subject of a concern must not be informed of the allegation by the Headteacher until advice is sought from the Child Protection Co-ordinator for Education and should not undertake their own enquiries.

Such complex issues must involve the Police and Social Services.

Also refer to guidance on allegations against staff (see staffroom board and LEA Guidance)

SUPPORTING THE PUPIL AT RISK

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth and to view the world as benevolent and meaningful. They may feel helplessness, humiliation and some sense of self-blame

Afon y Felin Primary school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn.

The school will endeavour to support the pupil through:-

- encouraging self-esteem and self-motivation
- the school ethos which promotes a positive, supportive and secure environment.
- ensuring that the pupil knows that some behaviour is unacceptable but he/she is valued and not to be blamed for any abuse which has occurred;
- Access to ELSA and/or SAP
- liaison with other agencies who support the student such as
- Social Services, Child and Adolescent Mental Health Services,

- the Educational Psychology Service, Behaviour Support Service and the Education Welfare Service and;
- keeping records and notifying Social Services as soon as there is a recurrence of a concern.

When a pupil on the child protection register leaves, we will transfer information to the new school immediately and inform Social Services.

Support for those involved in a child protection issue

Child abuse is devastating for the child and can also result in distress and anxiety for staff who become involved. We will support pupils and their families and staff by:

- taking all suspicions and disclosures seriously. Nominating a link person who will keep all parties informed and be the central point of contact. Where a member of staff is the subject of an allegation made by a pupil, separate link people will be nominated to avoid any conflict of interest
- responding sympathetically to any request from pupils or staff for time out to deal with distress or anxiety
- maintaining confidentiality and sharing information on a need-to-know basis only with relevant individuals and agencies
- storing records securely
- offering details of helplines, counselling or other avenues of external support
- following the procedures laid down in our whistleblowing, complaints and disciplinary procedures
- cooperating fully with relevant statutory agencies.

PHYSICAL INTERVENTION

We follow the LA guidance for the Exercise of Physical Control.

Safe recruitment

Our school endeavours to ensure that we do our utmost to employ 'safe' staff by following the guidance in *Safeguarding Children and Safer Recruitment in Education* (p20-p54) together with the local authority and the school's individual procedures.

Safer recruitment means that all applicants will:

- complete an application form
- provide two referees, including at least one who can comment on the applicant's suitability to work with children
- provide evidence of identity and qualifications
- be checked through the Criminal Records Bureau as appropriate to their role and be registered with the Independent Safeguarding Authority (from 2010 onwards)
- be interviewed.

All new members of staff will undergo an induction that includes familiarisation with the school's child protection policy and identification of their child protection training needs.

All staff sign to confirm they have received a copy of the child protection policy (see: appendix 2).

Extended school and off-site arrangements

Where extended school activities are provided by and managed by the school, our own child protection policy and procedures apply. If other organisations provide services or activities on our site we will check that they have appropriate procedures in place, including safer recruitment procedures.

When our pupils attend off-site activities, we will check that effective child protection arrangements are in place.

Photography and images

The vast majority of people who take or view photographs or videos of children do so for entirely innocent, understandable and acceptable reasons. Sadly, some people abuse children through taking or using images, so we must ensure that we have some safeguards in place. To protect pupils we will:

- seek their consent for photographs to be taken or published (for example, on our website or in newspapers or publications)
- seek parental consent
- use only the pupil's first name with an image
- ensure pupils are appropriately dressed
- encourage pupils to tell us if they are worried about any photographs that are taken of them.

e-Safety

Most of our pupils will use mobile phones and computers at some time. They are a source of fun, entertainment, communication and education. However, we know that some men, women and young people will use these technologies to harm children. The harm might range from sending hurtful or abusive texts and emails, to enticing children to engage in sexually harmful conversations, webcam photography or face-to-face meetings. The school's e-safety policy explains how we try to keep pupils safe in school. Cyber-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 procedures.

Chatrooms and social networking sites are the more obvious sources of inappropriate and harmful behaviour and pupils are not allowed to access these sites in school. Some pupils will undoubtedly be 'chatting' on mobiles or social networking sites at home and we have produced a short factsheet to help parents and pupils understand the possible risks.

Staff training

It is important that all staff have training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern. New staff and governors will receive training during their induction. All staff, including the headteacher and governors will receive training that is updated at least every three years and the DSP will also receive multi-agency training in inter-agency procedures. Supply staff and other visiting staff will be given the school's Visiting Staff Leaflet (see: appendix 1).

Roles and responsibilities

All schools must nominate a senior member of staff to coordinate child protection arrangements. The local authority maintains a list of all designated senior persons (DSPs) for child protection.

The DSP:

- is appropriately trained
- acts as a source of support and expertise to the school community
- has an understanding of Western Bay Safeguarding Children Board (WBSCB) procedures
- keeps written records of all concerns, ensuring that such records are stored securely and flagged on, but kept separate from, the pupil's general file
- refers cases of suspected abuse to children's social care or police as appropriate
- notifies children's social care if a child with a child protection plan is absent for more than two days without explanation
- ensures that when a pupil with a child protection plan leaves the school, their information is passed to their new school and the pupil's social worker is informed
- attends and/or contributes to child protection conferences
- coordinates the school's contribution to child protection plans
- develops effective links with relevant statutory and voluntary agencies
- ensures that all staff sign to indicate that they have read and understood the child protection policy
- ensures that the child protection policy is updated annually

- liaises with the nominated governor and headteacher (where the role is not carried out by the headteacher) as appropriate
- keeps a record of staff attendance at child protection training
- makes the child protection policy available to parents.

The deputy designated person(s) is appropriately trained and, in the absence of the designated person, carries out those functions necessary to ensure the ongoing safety and protection of pupils. In the event of the long-term absence of the designated person, the deputy will assume all of the functions above.

The governing body ensures that the school has:

- a DSP for child protection who is a member of the senior leadership team and who has undertaken training in inter-agency working, in addition to basic child protection training
- a child protection policy and procedures that are consistent with Western Bay Safeguarding Children Board (WBSCB) requirements, reviewed annually and made available to parents on request
- procedures for dealing with allegations of abuse made against members of staff including allegations made against the headteacher
- safer recruitment procedures that include the requirement for appropriate checks
- a training strategy that ensures all staff, including the headteacher, receive child protection training, with refresher training at three-yearly intervals. The DSP should receive refresher training at two-yearly intervals
- arrangements to ensure that all temporary staff and volunteers are made aware of the school's arrangements for child protection.

The governing body nominates a member (normally the chair) to be responsible for liaising with the local authority and other agencies in the event of an allegation being made against the headteacher.

The headteacher:

- ensures that the child protection policy and procedures are implemented and followed by all staff
- allocates sufficient time and resources to enable the DSP and deputy to carry out their roles effectively, including the assessment of pupils and attendance at strategy discussions and other necessary meetings
- ensures that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively and in accordance with the whistleblowing procedures
- ensures that pupils' safety and welfare is addressed through the curriculum.

Terminology

Safeguarding and promoting the welfare of children refers to the process of protecting children from abuse or neglect, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

Child protection refers to the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

Staff refers to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity.

Child refers to all young people who have not yet reached their 18th birthday.

Parent refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

Context

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.

Research suggests that more than 10 per cent of children will suffer some form of abuse. Due to their day-to-day contact with pupils, school staff are uniquely placed to observe changes in children's behaviour and the outward signs of abuse. Children may also turn to a trusted adult in school when they are in distress or at risk. It is vital that school staff are alert to the signs of abuse and understand the procedures for reporting their concerns.

In compliance with: **Keeping Learners Safe**, Guidance document no: 158/2015

- We will follow the All Wales Child Protection Procedures 2008, that have been endorsed by Local Safeguarding Children Board.
- adhere to the procedures set out in the Welsh Government circular 002/2013: 'Disciplinary and Dismissal Procedures for School Staff'
- ensure that recruitment and selection procedures are made in accordance with Welsh Government guidance
- adhere to procedure set out in Welsh Government circular 009/2014 'Safeguarding Children in education'.

Appendix 1: Visiting staff child protection information leaflet

SAFEGUARDING AND CHILD PROTECTION GUIDANCE FOR TEMPORARY STAFF WHILE WORKING AT AFON Y FELIN PRIMARY SCHOOL

Welcome to **Afon y Felin Primary School**, we pride ourselves on being a safe and happy school. In this context we have provided you with this brief guide to key members of staff who are there to support and guide you should any significant issues emerge while you are with us.

CHILD PROTECTION MATTERS: The following members of staff are the Child Protection Officer at the School:

Child Protection Officer: **Ms Nicola Williams** (Headteacher)

Deputy Child Protection Officer: **Mrs Denise Jones** (Deputy Headteacher)

Safeguarding Governor: **Mrs C. Stephens**

Local Authority Education Engagement Team Manager: Gail Biggs (01656 815129)

Local Authority Vulnerable Groups Coordinator: Jayne Barbour 01656 815015

Local Authority Family Support Services Manager David Wright (01656 815 424)

OTHER SAFEGUARDING MATTERS: Issues regarding behaviour or concern about Health and Safety in the classroom should be referred to Headteacher, Deputy Headteacher, Administrative Team or ALNCo

MEDICAL MATTERS INCLUDING MEDICAL EMERGENCY: These are co-ordinated via the main administrative office.

Our Child Protection Policy is available on request.

GOOD PRACTICE GUIDE

TREAT all children, young people and vulnerable adults with respect.

AVOID inappropriate conduct in speech or action.

CHALLENGE AND REPORT unacceptable behaviour.

RESPECT the rights of individuals to privacy and dignity.

BE CAUTIOUS when discussing sensitive issues with children, young people, vulnerable adults and parents/carers.

CONTACT the safeguarding officers if you have any cause for concern.

RESPONDING TO DISCLOSURE

DO listen and continue to listen.

DO explain what will happen next.

DO report all allegations/suspicions of abuse to School Safeguarding Officer.

DO NOT question or investigate.

DO NOT pass judgement or draw conclusions.

DO NOT promise confidentiality.

DO NOT discourage children, young people or vulnerable adults who want

to talk to you about attitudes or behaviour of others.

DO NOT allow yourself to be alone with children, young people or vulnerable adults.

DIOGELU AC AMDDIFFYN PLANT

ARWEINIAD AR GYFER STAFF AC YMWELWYR WRTH WEITHIO/YMWELD AG YSGOL GYNRADD BRYNCETHIN

Croeso i **Ysgol Gynradd Afon y Felin**, rydym yn ymfalchio ar fod yn ysgol ddiogel a hapus. Yn y cyd-destun hwn rydym wedi darparu ar eich cyfer canllaw byr i'r aelodau allweddol o staff sydd yno i gefnogi ac arwain chi os oes unrhyw faterion o bwys yn dod i'r amlwg tra byddwch gyda ni.

MATERION AMDDIFFYN PLANT: Mae'r aelodau canlynol o staff yn Swyddogion Amddiffyn Plant yn yr Ysgol:

Swyddog Amddiffyn Plant: **Ms Nicola Williams** (Pennaeth)

Dirprwy Swyddog Amddiffyn Plant: **Mrs Denise Jones** (Dirprwy Bennaeth)

MATERIAON DIOGELU ERAILL: Dylai materion yn ymwneud ag ymddygiad neu bryder am Iechyd a Diogelwch yn yr ystafell ddosbarth cael eu cyfeirio at y Pennaeth, Dirprwy Bennaeth, Tîm Gweinyddol neu Gydlynnydd AAA.

MATERION MEDDYGOL YN CYNNWYS ARGYFWNG MEDDYGOL: Cydlynir drwy'r brif swyddfa weinyddol.

Mae Polisi Amddiffyn Plant ar gael.

CANLLAW ARFER DA

TRIN holl blant, pobl ifanc ac oedolion sy'n agored i niwed gyda pharch.

OSGOI ymddygiad amhriodol mewn lleferydd neu weithred.

HERIO AC ADRODD ymddygiad annerbyniol.

PARCHU hawliau unigolion i breifatrwydd ac urddas.

BYDDWCH yn ofalus wrth drafod materion sensitive gyda phlant, pobl ifanc, oedolion sy'n agored i niwed a rhieni/gofalwyr.

CYSYLLTWCH â swyddogion diogelu os oes gynnwch unrhyw achos i bryderu

YMATEB I DDATGELU

GWRANDEWCH a pharhewch i wrando.

ESBONIWCH beth fydd yn digwydd nesaf.

ADRODDWCH honiadau/amheuo'n o gam-drin i Swyddog Diogelu Ysgolion.

PEIDIWCH cwestiynu neu ymchwilio.

PEIDIWCH pasio barn neu ddod i gasgliadau.

PEIDIWCH addo cyfrinachedd.

PEIDIWCH atal plant, pobl ifanc neu oedolion sy'n agored i niwed i siarad â chi am agweddau neu ymddygiad pobl eraill.

PEIDIWCH caniatáu i chi eich hun fod ar eich pen eich hun gyda phlant, pobl ifanc neu oedolion sy'n agored i niwed.

Appendix 2: Confirmation of receipt of child protection policy



Afon y Felin Primary School Ysgol Gynradd Afon y Felin



Name: _____

Date of joining school: _____

Post: _____

Date of induction: _____

Name and designation of staff member responsible for induction: Ms Nicola Williams,
Headteacher:

- I confirm that I have received and read the school child protection policy.
- I have been made aware of my duty to safeguard and promote children's welfare.
- The procedure for reporting concerns about a pupil has been explained to me.

Signature: _____

Please sign and return this form to the designated senior person:

Ms Nicola Williams

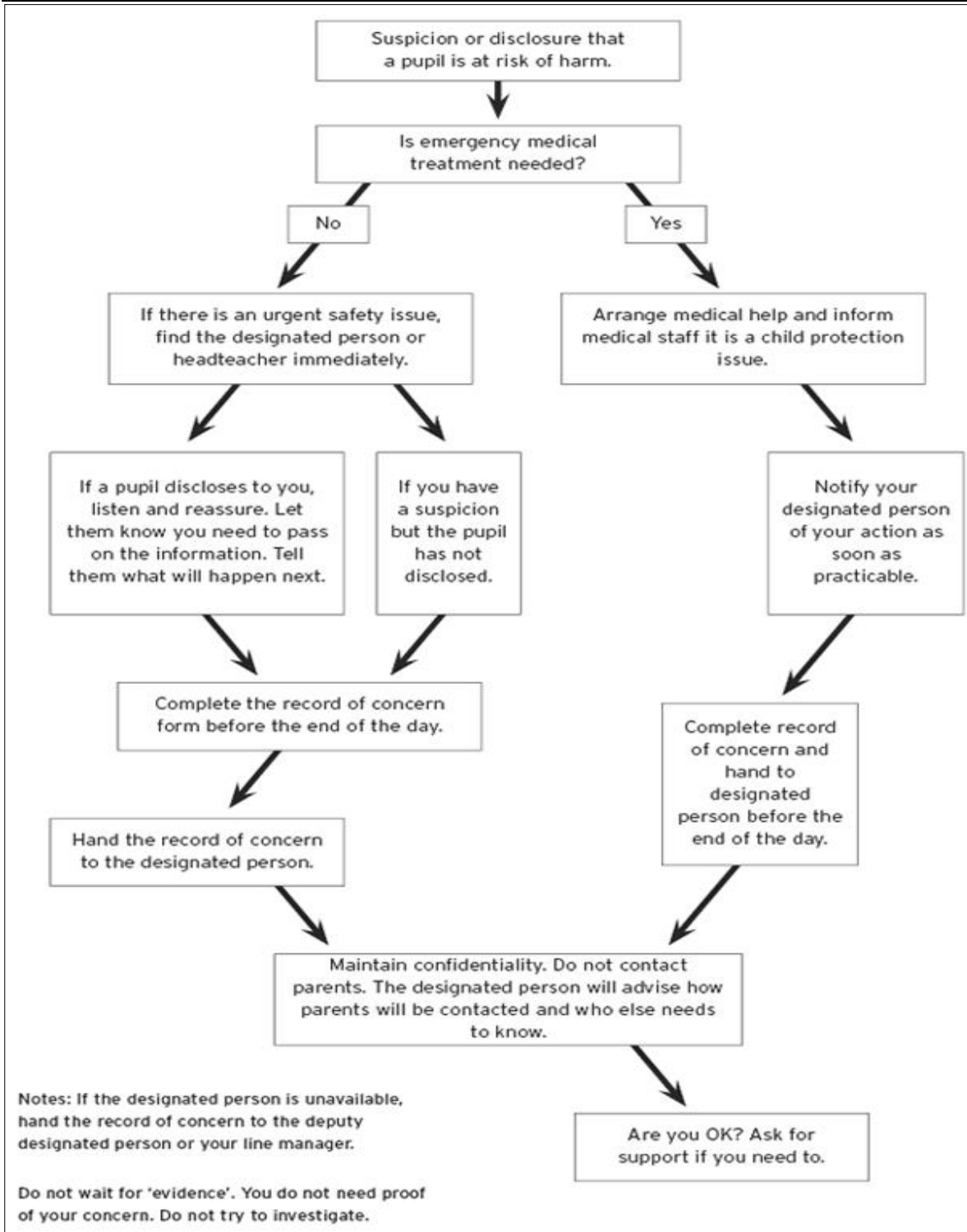
Name: _____

Date: _____

Appendix 3: Reporting a concern flowchart



Afon y Felin Primary School Ysgol Gynradd Afon y Felin



Appendix 4: School welfare concern form



Afon y Felin Primary School
Ysgol Gynradd Afon y Felin



Welfare Record of Concern

Name: _____

Class: _____

Date: _____

Time: _____

Completed by: _____

Brief description of concern:

Course of action:

Parent is aware of concern? (If not please note reason)

Date: