

# Child Protection & Safeguarding Policy

## Grange Park Junior School



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## **Definition of safeguarding**

Taken from Working Together To Safeguard Children (2018) – safeguarding children and young people is defined as:

- Protecting children from maltreatment
- Preventing impairment of children’s health and development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

Child protection is understood to be actions to be taken when children suffering, or being likely to suffer, significant harm.

Abuse is defined as treating with cruelty or violence, especially regularly or repeatedly and may involve inflicting harm or failing to act to prevent harm.

It is important that everyone at Grange Park Junior School understand their responsibilities under Working Together to Safeguard Children (2018) and the latest Keeping Children Safe in Education (KCSIE) document in order to safeguard children and prevent them from coming to harm. Every member of staff must read part 1 of KCSIE and annex A and the latest Guidance for Safer Working Practice.

## **Equality, Diversity and Inclusion**

Some children have an increased risk of abuse, these children may have difficulty recognising or disclosing abuse. We are committed to anti-discriminatory practice and recognise children’s diverse circumstances. We ensure that all children have the same protection, regardless of any barriers they may face, for example as a result of: special educational needs or disability; gender or sexuality-based issues; ethnicity or religion. These are protected characteristics under the Equality Act 2010 and the Human Rights Act 1998.

## **Safeguarding knowledge**

To support our culture of safeguarding, it is vital that you understand that safeguarding action may be needed to protect our children from (and not limited to) the abuse in the list below. Regular training is provided so that you know what to look for to help prevent or report the abuse that children may be suffering. You can also follow the hyperlinks for more information:

- Neglect
- Physical Abuse
- Sexual Abuse
- Emotional Abuse
- Bullying, including online bullying and prejudice-based bullying
- Racist, disability and homophobic or Transphobic abuse (Hate Crimes)
- Gender-based violence
- Child on Child/Peer-on-peer abuse such as sexual violence and harassment – See appendix 1 for further information.
- Radicalisation and/or extremist behaviour
- Child sexual exploitation and trafficking
- Child criminal exploitation including county lines

- Serious violent crime
- Online abuse: Risks linked to using technology and social media, including online bullying; the risks of being groomed online for exploitation or radicalisation and risks of accessing and generating inappropriate content, for example 'sexting'
  - Grooming
  - Teenage relationship abuse
  - Upskirting
  - Sexting (or sharing of nudes/semi-nudes)
  - Substance misuse
  - Issues that may be specific to a local area or population, for example gang activity or youth violence
- Domestic Abuse – in order to support children and families experiencing this, we has signed up to Operation Encompass
  - Female genital mutilation
  - Forced marriage
  - Poor parenting
  - Homelessness
  - So-called honour-based violence

Make sure you are familiar with the signs that a child may be experiencing abuse. IF YOU ARE NOT SURE – JUST ASK.

You also need to understand that safeguarding also includes broader aspects of care and education including: children's health and safety, their wellbeing including their mental health.

### **Related Policies**

In addition to this you must be aware of the sort of policies we have in place to carry out the care and education of our children. These are: Allegations Management – including Low Level Concerns, Anti-bullying policy, Attendance Policy (including Children Who Are Absent from Education), Relational or Behaviour Policy, Educational Visits policy, First Aid policy, GDPR policy, Health and Safety policy, Intimate care policy, Medical needs policy, Online safety policy, Positive handling policy, Risk Assessment procedure, SEND Policy, Volunteers and Visitors Policy and Whistleblowing Policy.

These are summarised for all staff during induction, with the member of staff responsible for your induction ensuring that you understand the relevant content for your role – please ask if you have any questions about these. They are available for reference on the shared server. You are also required to read the Staff Code of Conduct.

It is vital that all children are registered on arrival at school and at the beginning of the afternoon as part of the safeguarding process. Children missing education are at greater risk of abuse. Further information can be found in the Attendance Policy.

Senior staff and those leading induction read all the policies on an annual basis and ensure that regular reminders are cascaded to all other staff. Other policies will be given to staff who need to know them to read and understand, for example Relationship and Sex Education Policy – teaching staff, Child Missing Education policy - attendance team.

## Indicators of abuse

If you think a child is being abused, you must pass this on to the Designated Safeguarding Lead in person and via CPOMs as soon as possible. The following might indicate that a child is being abused. Further information can be found on the NSPCC website

- Unexplained changes in behaviour or personality
- Becoming withdrawn
- Seeming anxious
- Becoming uncharacteristically aggressive
- Evidence of a poor relationship with a parent
- Knowledge of adult issues
- Running away or going missing from home
- Bruising
- Unexplained weight loss
- Unexplained or regular missing from school episodes

Children are often not able to tell that they are being abused so you must be vigilant to signs that a child might have been harmed. **IF YOU ARE NOT SURE – JUST ASK.**

## Leadership of Safeguarding

At Grange Park Junior School there is clear leadership of our culture of Safeguarding through the following people:

Designated Safeguarding Lead: Rena Madar

Deputy Designated Safeguarding Leads: Rayna Ramtohl-Butler, Arun Sharma and Ella Allen

Additional leaders with enhanced safeguarding training: Nicole Alexis, Kim Doohan, Kajal Patel and Sandy Viridi.

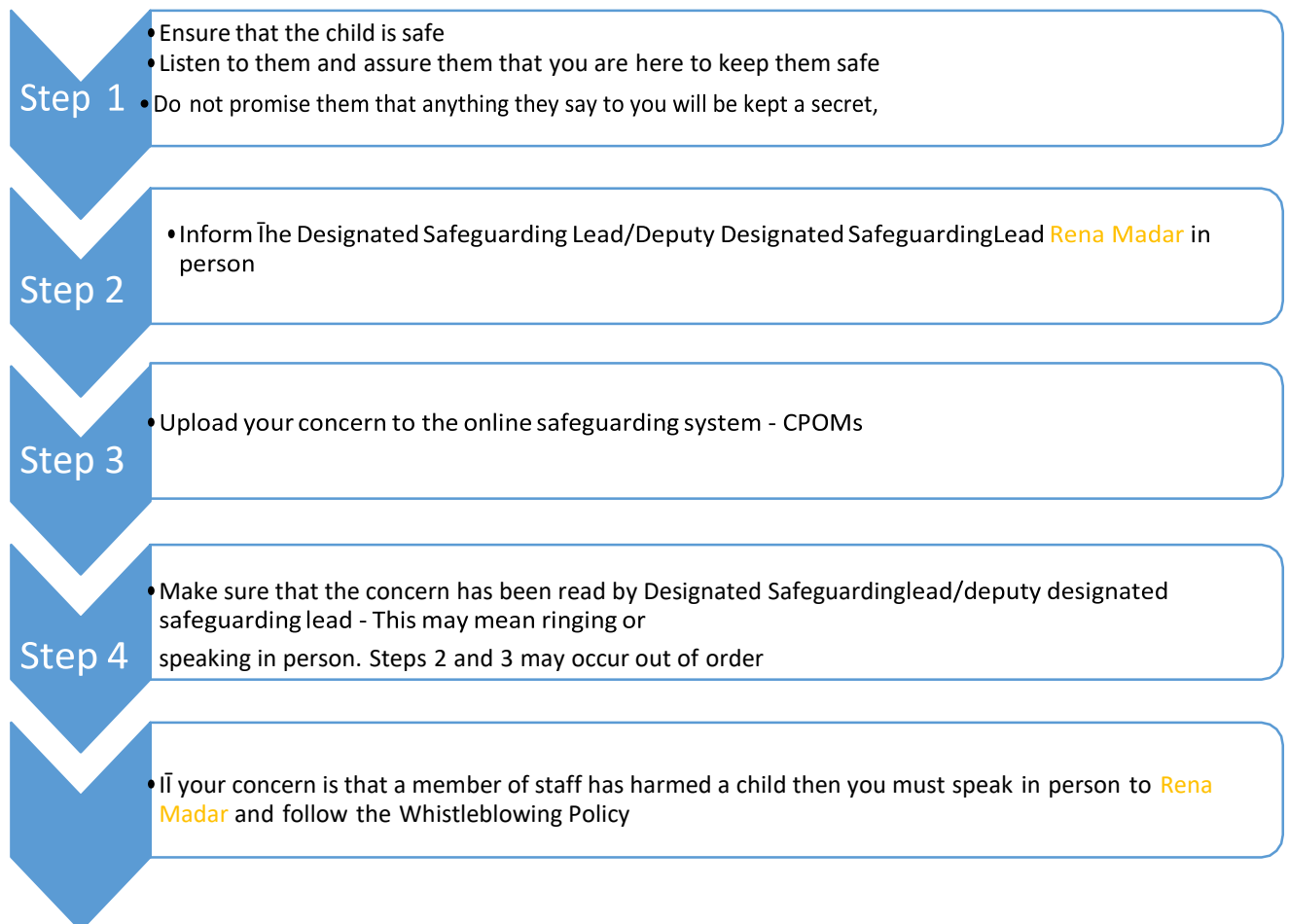
Governing Body – Governor with responsibility for Safeguarding: Rosalie Taylor

These people make up our safeguarding team, they have undertaken enhanced training in safeguarding. They will always be willing to talk to you about any concerns that you may have.

Make sure that you know who these people are (their photos are posted around the school)

## What to do if you have a concern

If you have a concern about a child, you should follow the steps on the following diagram:



## **Children and Young People**

Children who are at risk of significant harm are often placed on a child protection plan (Section 47) or child in need plan (Section 17) these are determined by The Children Act 1989 and 2004. Children can also be removed from the care of their parents (LAC or CIC). Children who have this level of child protection need are likely to have experienced trauma or adverse childhood experiences (ACES). Please be aware of this when you are working with the children in our school.

If a child or young person chooses to disclose current or past abuse to you it is likely that they see you as a trusted adult with whom they have a good relationship. Treat them with care and respect, honouring their confidence by ensuring that you only share the information with a member of the safeguarding team. Reassure them that you will do whatever you can to help and this will mean you cannot keep the information a secret.

## **Online Safety**

Children in our school are protected in their use of the internet through our filtering and monitoring system provided by LGFL. We carefully monitor this to ensure that any breach is addressed and so that harmful content is blocked within the school.

Further information can be found in the Online Safety Policy which all staff are familiar with.

Parents and Carers

If a child or young person discloses abuse where possible any onward referral will be made with the consent of parents provided this does not put the child or young person at further risk.

## **Early Help**

The school aims to prevent abuse causing trauma to children and so provide an early help pathway to support children and their families. This help could be any of the following:

Benefits Advice

Parent Counselling (subject to availability) Parent cafe / social groups / siblings groups Details of out of school and holiday activities

Provide contact details of other support services and agencies Parent Workshops

Pastoral Support

General care, support and advice

The school's Safeguarding Team manages the school's offer of early help – if you feel a family or child would benefit please ask.

### **Confidentiality**

All child protection or safeguarding issues should only be disclosed to those who need to know. In Grange Park Junior School this means the Safeguarding Team. They will ensure that anyone else who needs to know has the information and that safeguarding follows the GDPR policy.

### **Training**

All staff receive regular training in safeguarding including:

- A yearly update through INSET training
- Staff briefing updates
- Termly focus

In addition, every member of staff has carried out the government's online Prevent Training to address issues of radicalisation. Should you be concerned about a child please discuss this with the safeguarding team in the first instance.

All safeguarding leaders have received enhanced safeguarding training and ensure that they keep themselves up to date with current safeguarding issues. The enhanced training is renewed every two years.

All safeguarding training is recorded so that we know who has received what training.

### **Recording and record keeping**

The school uses CPOMs to record all safeguarding incidents. Please ensure that you have a login for this.

Make sure that you know how to record incidents – especially the detail that is required. Ensure written incidents includes staff members' full names and is written in the third person.

Safeguarding incidents require sensitivity and confidentiality. Please do not share information with anyone other than the safeguarding leads unless asked to do so by them.

If you are unsure of this any of The safeguarding Team will help you with this.

**IF YOU ARE NOT SURE – JUST ASK.**

### **Allegations Management, Whistleblowing and Low-Level Concerns**

At Grange Park Junior School, we always consider that the worst could happen here. This means that all staff are vigilant with regards to behaviour of others.



If you are concerned about the behaviour of a member of staff when they are with children, you must speak to the most senior member of staff onsite. This will usually be the head or deputy. If the concern is about the head you must speak to the Chair of Governors. They can be reached via email in the first instance:

They will then refer any issues to the Local Authority Designated Officer (LADO) – Hannah Ives who will support the school to decide next steps.

Should you feel that your concerns are not being listened to, you are required to whistle-blow using the one of the following routes:

- Protect, an independent whistleblowing charity, previously known as Public Concern at Work (helpline: 02031172502, email: [whistle@protect-advice.org.uk](mailto:whistle@protect-advice.org.uk), website: [www.pcaw.co.uk](http://www.pcaw.co.uk)).
- Through the NSPCC whistle-blowing helpline - 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

Further information can be found in the Whistleblowing Policy.

## **Recruitment and Induction**

All staff are recruited using safer recruitment procedures – This means that references and DBS are in place for every member of staff before they take up their post.

All recruitment panels have at least one person who has undertaken Safer Recruitment Training. All staff have their details recorded on The Single Central Record. Further information is available in The Recruitment policy.

## **Useful Contacts**

NSPCC National Helpline: 0808 800 5000

NSPCC Whistleblowing advice line 0800 028 0285

Key Personnel at the Local Authority:

Stronger Families Hub MASH 01895 556006

Local authority Designated Officer (LADO) Hannah Ives 07753431285

Child Protection Adviser to Schools Nicole Diamond 07943097366

Stronger Communities Manager and Prevent Lead Fiona Gibbs 01895 2777035/ 07946714637

Channel Helpline 01895250111

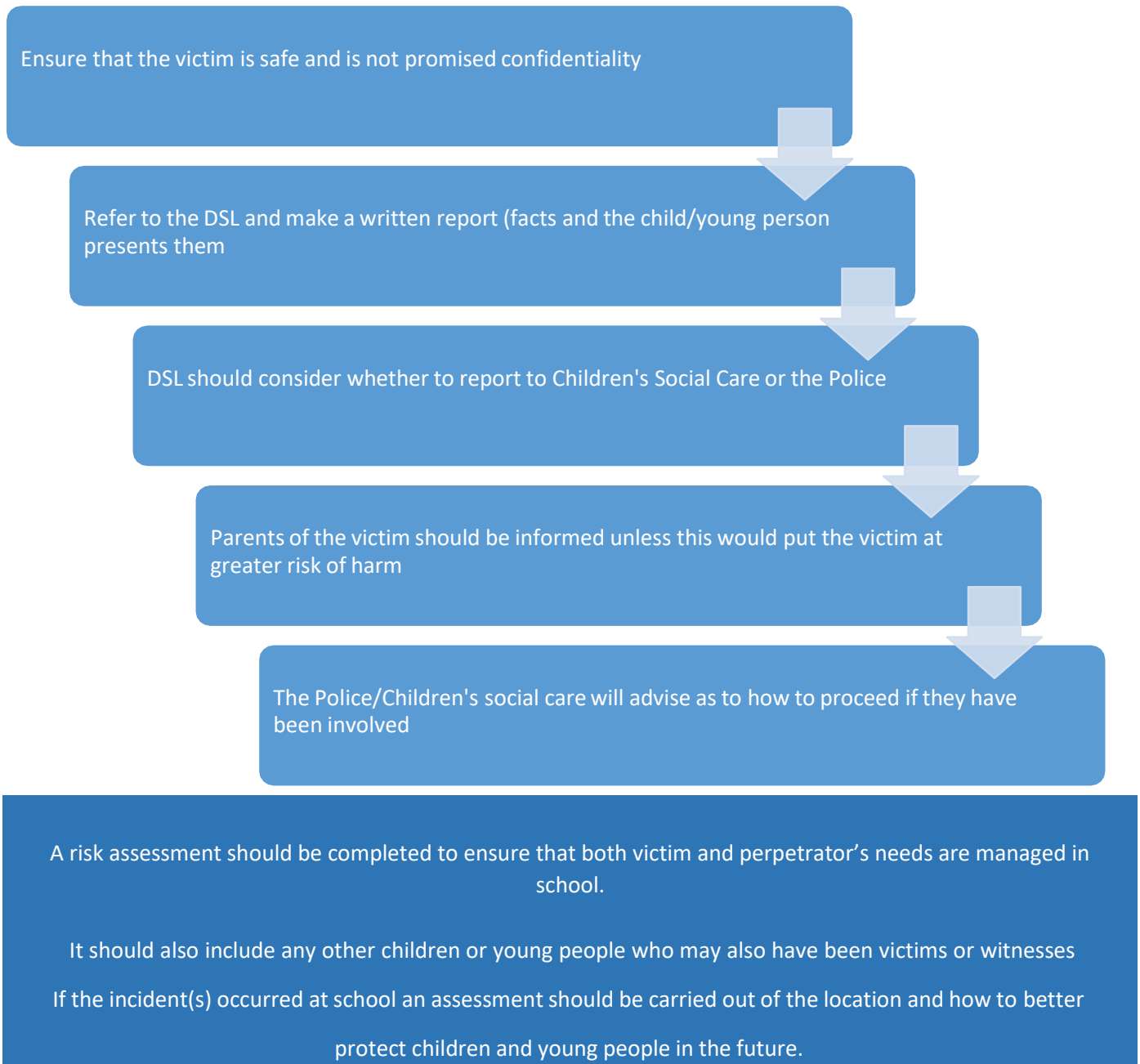
If you would like any further information about anything in this policy, please ask one of the safeguarding leaders.

## Appendix 1 – Child on child/Peer on peer abuse

This type of abuse can be very difficult to manage in schools. Whilst KCSIS refers to victims and perpetrators we ensure that this terminology is only when appropriate. This means that it is only used with the children or young people involved with very careful consideration, if ever. For ease of reference these terms are used here.

In Grange Park Junior School, we have a clear reporting mechanism for children and young people to report abuse. This information and the teaching of behaviours that are abusive are made clear to the children in assemblies, the teaching of RHSE and on information posters around the school.

When such an incident is reported the school follows this process to ensure that all involved are fully supported.



**ALL SHOULD BE DONE TO PROTECT THE IDENTITY OF BOTH VICTIMS AND PERPETRATORS**

The impact of social media should be considered and is covered in KCSIE