

Head of School: Miss Wenda Smith

Named personnel with designated responsibility for Safeguarding

Academic year	Designated Senior person	Deputy Designated Senior person	Nominated Governor	Chair of Academy Trust
2012/13 (pre opening)	Wenda Smith	Emma Boynton	Lesley Appleton	Steve Docking
2013/14	Wenda Smith	Emma Boynton	Lesley Appleton	Brendan Wignall
2014/15	Wenda Smith	Emma Boynton/Sarah Leese	Lesley Appleton	Brendan Wignall

Policy review dates

Review Date	Changes made	By whom	Date Shared
July 2014	Yes	Wenda Smith	July 2014

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Our Promise

This policy is our main safeguarding policy. We carry all statutory policies and these are available on request. All other policies and guidance that are non-statutory are kept in school and updated yearly. This policy refer to keeping safe but as a school we see this in a much broader context from supervision at break times through to creating a school where the children are the key exponents for their own wellbeing. Our ethos is such that we are learning through mutually shared respect and as such our promise is to keep the children as safe as possible at all times.

Introduction

This policy is in line with the Local Safeguarding Children Board (LSCB) Child Protection Procedures, (www.cheshirewestandchester.gov.uk/children_and_young_people/child_protection/lscb_home.aspx), "Working Together to Safeguard Children" (1999, 2006 and 2010) and 'What to do if you are worried a child is being abused' (2006)

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

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

- providing a safe environment for children and young people to learn and develop in our school setting,
- identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in our school setting'

SCHOOL COMMITMENT

St Martin's Academy is committed to Safeguarding and Promoting the Welfare of all of its pupils. Each pupil's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse. We recognise that children who are abused or neglected may find it difficult to develop a sense of self worth and to view the world in a positive way. Whilst at school, their behaviour may be challenging. We recognise that some children who have experienced abuse may harm others. This school believes that it has an important role in militating against the harm that children can experience because of exposure to forms of abuse. We will always take a considered and sensitive approach in order that we can support all of our pupils. This school will undertake to regularly review the emotional well being of its pupils

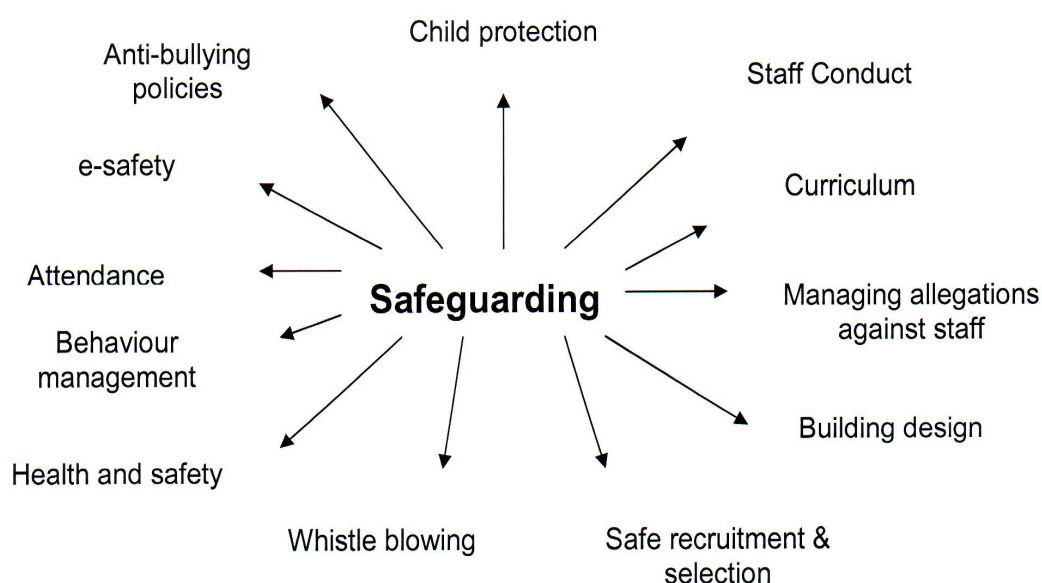


Fig. 1 Policy and practice inked to Safeguarding Children in Schools.

PART I

PROVIDING A SAFE AND SUPPORTIVE ENVIRONMENT

1. Safer Recruitment and Selection

The school will pay full regard to current DCSF guidance 'Safeguarding Children and Safer Recruitment in Education' Jan 2007. We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and, where appropriate, undertaking List 99 and Disclosure and Barring Service checks.

In line with statutory changes, underpinned by regulations, the following will apply:

- A DBS Enhanced Disclosure is obtained for **all** new appointments to our school's workforce through staffing personnel and payroll.
- This school is committed to keep an up to date single central record detailing a range of checks carried out on our staff
- All new appointments to our school workforce who have lived outside the UK will be subject to additional checks as appropriate.
- Our school ensures that supply staff have undergone the necessary checks and will be made aware of this policy
- Identity checks must be carried out on all appointments to our school workforce before the appointment is made, in partnership with the LA/DBS.
- All staff and volunteers complete a Disqualification Declaration on a yearly basis
- The disqualification status of all teaching staff is checked prior to appointment

2. Safe Practice

Our school will comply with the current Safe Practice guidance to be found in LSCB Safeguarding Procedures at www.cheshirewestandchester.gov.uk/children_and_young_people/child_protection/lscb_home.aspx

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

- Are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions;
- Work in an open and transparent way;
- Where possible do not put themselves in situations open to question
- Discuss and/or take advice from school leadership team over any incident which may give rise to concern;
- Record any incidents or decisions made;
- Apply the same professional standards regardless of gender or sexuality;
- Be aware of confidentiality policy
- Are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

Photographing and videoing of children

It is the school's policy to ensure we have written permission of parents for photography and videoing to take place. Within this permission slip we also seek parental permission for pictures to be used for the press and the school website. In order to obtain the pictures staff must use school equipment only not personal devices unless specific permission has been given by the Headteacher to do so.

3. Safeguarding Information for pupils

All pupils in our school are aware of a number of staff members with whom they can talk. All pupils know that we have a senior member of staff with responsibility for child protection and know who this is. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm.

The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. They are taught to recognise when pressure from others (including people they know) threatens their personal safety and wellbeing. They are encouraged to develop effective ways of resisting pressure, including knowing when and where to get help.

Children are made aware that information regarding their safety can be found via a number of sources including, websites, assemblies, displays and the work. Children are encouraged to talk to their class teacher in the first instance if they have a problem or any member of staff who they trust.

E-Safety

St Martin's Academy recognises that the growth of different electronic media in everyday life and an ever developing variety of devices including PCs, laptops, mobile phones, webcams etc. place an additional risk on our children. Internet chat rooms, discussion forums or social networks can all be used as a means of contacting children and young people with a view to grooming them for inappropriate or abusive relationships. The anonymity of the Internet allows adults, often pretending to be children, to have conversations with children and in some cases arrange to meet them.

We recognise that access to abusive images is not a 'victimless' act as it has already involved the abuse of children. The Internet has become a significant tool in the distribution of indecent photographs of children and should be a concern to all those working with pupils at this school. Pupils can engage in or be a target of bullying using a range of methods including text and instant messaging to reach their target. Mobile phones are also used to capture violent assaults of other children for circulation (happy slapping).

This school believes that the best protection is to make pupils aware of the dangers through curriculum teaching particularly in ICT, PSHE and Sex and Relationships Education and Citizenship.

Protection is Prevention

- Software is in place to minimise access and to highlight any person accessing inappropriate sites or information.
- Pupils will be encouraged to discuss openly their use of technology and anything that makes them feel uncomfortable. (If this results in child protection concerns the school's designated child protection officer should be informed immediately)
- Pupils are made aware that they should not give out their personal details, phone numbers, schools, home address, computer passwords etc.
- Pupils should adhere to the school policy on mobile phones.

The police will be involved if there is any criminal element to misuse of the Internet, phones or any other form of electronic media.

4. Partnership with Parents

The school shares a purpose with parents to educate and keep children safe from harm and to have their welfare promoted. We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to protect a child. St Martin's Academy will share with parents any concerns we may have about their child unless to do so may place a child at risk of harm (see 3 Action by Senior Designated Person). We encourage parents to discuss any concerns they may have with staff. We make parents aware of our policy through our school newsletter and website and parents are made aware that they can view a written version of this policy on request.

5. Partnerships with others

Our school recognises that it is essential to establish positive and effective working relationships with other agencies who are partners in the LSCB. (E.g. LA, Social Care, Community Police, Health (School Nurse), CAMHS, Childline in Partnership with schools, NSPCC, National Youth Advocacy Service, Surestart etc.) There is a joint responsibility on all these agencies to share information to ensure the safeguarding of all children.

6. School Training and Staff Induction

The school's senior member of staff with designated responsibility for child protection will undertake Basic Awareness child protection training to level 2 and training in inter-agency working, (that is provided by the LSCB) and refresher training at 2 yearly intervals. All other school staff, including non teaching staff, will undertake appropriate induction training (Basic Awareness Level 1) to equip them to carry out their responsibilities for child protection effectively, which is kept up to date by refresher training at 3 yearly intervals.

7. Support, Advice and Guidance for Staff

All Staff in school will be supported and advised by the designated senior child protection officer (and deputy officer) in school. The designated senior person for Safeguarding/Child Protection will in turn be supported by the Head of School, the nominated governor, CWAC Safeguarding Unit and Social Care.

8. Related School Policies

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

Safeguarding Children and Safer Recruitment in Education DCSF 2007

See also:

Child Protection Policy, Whistle Blowing Policy, Anti-Bullying Policy, Behaviour Policy, Drugs, Alcohol and Substance Misuse Policy, First Aid Policy, Admissions Policy.

Children Missing from Education

The school follows the CWAC procedures "Children Who May Be Missing/Lost From Education." Contact Missing Education Team on: 01274 336509. Where children on roll at a school do not turn up, and this school has made the usual enquiries they should refer the case to the Education Social Work Service in the usual way. If the allocated worker can not locate the child/family they will inform the Children Missing Education team and the school will be advised by them or the ESW Service that they can take the child off roll (normally after 4 weeks).

Confidentiality

St Martin's Academy has regard to "Information Sharing: Practitioner's guide" HM Government, 2006

www.ecm.gov.uk/deliveringservices/informationsharing

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

Confidentiality is an issue that needs to be understood by all those working with children, particularly in the context of child protection. Professionals can only work together to safeguard children if there is an exchange of relevant information between them. This has been recognised in principle by the courts. However, any disclosure of personal information to others, including social service departments, must always have regard to both common and statute law.

Normally, personal information should only be disclosed to third parties (including other agencies) with the consent of the subject of that information (Data Protection Act 1998 European Convention on Human Rights, Article 8). Wherever possible consent should be obtained before sharing personal information with third parties. In some circumstances, however, consent may not be possible or desirable but the safety and welfare of the child dictate that the information should be shared.

The law requires the disclosure of confidential information necessary to safeguard a child or children. Under Section 47 of the Children Act 1989 statutory agencies have a duty to co-operate. Therefore, if the Police or Social Care/Services are conducting a Section 47 investigation under the 1989 Children Act, staff must share requested information relevant to the investigation. Legal advice should be sought if in doubt from the County Legal Services Department

9. Pupil Information

Our school will endeavour to keep up to date and accurate information in order to keep children safe and provide appropriate care for them. The school requires accurate and up to date information regarding:

- Names and contact details of persons with whom the child normally lives
- Names and contact details of all persons with parental responsibility (if different from above)
- Emergency contact details (if different from above)
- Details of any persons authorised to collect the child from school (if different from above)
- Any relevant court orders in place including those, which affect any person's access to the child (e.g. Residence Order, Contact Order, Care Order, Injunctions etc.)
- If the child is or has been subject to a care plan
- Name and contact details of G.P.
- Any other factors which may impact on the safety and welfare of the child

10. Roles and Responsibilities

Our Academy Trust will ensure that:

- The school has a child protection policy and procedures in place that are in accordance with local authority guidance and locally agreed inter-agency procedures, and the policy is made available to parents on request;
- The school operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who work with children;
- The school has procedures for dealing with allegations of abuse against staff and volunteers that comply with guidance from the local authority and locally agreed inter-agency procedures;
- A senior member of the school's leadership team is designated to take lead responsibility for child protection (and deputy);
- Staff undertake appropriate child protection training;
- They remedy, without delay, any deficiencies or weaknesses regarding child protection arrangements.
- A governor is nominated to be responsible for liaising with the LA and /or partner agencies in the event of allegations of abuse being made against the head teacher

- Where services or activities are provided on the school premises by another body, the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection and liaises with the school on these matters where appropriate.
- They review their policies and procedures annually and provide information to the LA about them and about how the above duties have been discharged

Our Head of School will ensure that:

- The policies and procedures adopted by the Academy Trust and Directors are fully implemented, and followed by all staff;
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities; and
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing policies.

Senior Member of Staff with Designated Responsibility for Child Protection will:

(See Head of School responsibilities)

The member of staff with Designated Responsibility for Child Protection will ensure the following procedures are in place.

Referrals

- Assess all information available to the school about a child and refer to the Social Care Access Team if appropriate and confirm this referral in writing by completing a Safeguarding Children in Education Referral Form (within 48 hours)
- Act as a source of support, advice and expertise within the school
- Liaise with the Head of School (if someone different) to inform them of any issues and on going investigations and ensure there is always cover for this role.

Training

- Recognise how to identify signs of abuse and when it is appropriate to make a referral;
- *Have a working knowledge of how the LSCB operate, the conduct of a child protection case conference and be able to attend and contribute to these.*
- Ensure that all staff have access to and understand the school's child protection policy;
- Ensure that all staff have induction training;
- Keep detailed accurate secure written records and/or concerns
- Obtain access to resources and attend any relevant or refresher training courses at least every two years.

Raising Awareness

- Ensure the child protection policy is updated and reviewed annually and work with the Governing Body regarding this;
- Ensure parents are made aware of the child protection policy which alerts them to the fact that referrals may be made and the role of the school in this to avoid conflict later;
- Where a child leaves the school, ensure the child protection file is copied for the new establishment ASAP and transferred to the new school separately from the main pupil file. If a child goes missing or leaves to be educated at home, then the child protection file should be copied and the copy forwarded to the Education Social Work Service.
- Where the parents inform school that they wish to 'parentally educate' their child, the ESW Service endeavours to undertake a home visit to discuss this with the parents and the information is then passed to EARS service who monitors 'Parentally Educated Children' (PECS).

All staff and volunteers will:

- Fully comply with the school's policies and procedures
- Attend appropriate training
- Inform the designated person of any concerns
- Be aware of the signs and symptoms of abuse and know how to respond appropriately to these concerns – see "Taking Action To Ensure that Children are safe at School and at Home" below

PART II

IDENTIFYING CHILDREN AND YOUNG PEOPLE WHO MAY BE SUFFERING SIGNIFICANT HARM

Teachers and other adults in school are well placed to observe any physical, emotional or behavioural signs, which indicate that a child may be suffering significant harm. The relationships between staff, pupils, parents and the public which foster respect, confidence and trust can lead to disclosures of abuse, and/or school staff being alerted to concerns.

Definitions

As in the Children Acts 1989 and 2004, a **child** is anyone who has not yet reached his/her 18th birthday.

- **Harm** means ill-treatment or impairment of health and development, including, for example, impairment suffered from seeing or hearing the ill-treatment of another; **Development** means physical, intellectual, emotional, social or behavioural development; **Health** includes physical and mental health; **Ill-treatment** includes sexual abuse and other forms of ill-treatment which are not physical.
- **Abuse and Neglect** are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm or failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them, or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children.
- **Physical Abuse** may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of or deliberately induces illness in a child.
- **Sexual Abuse** involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- **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 insofar as they meet 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, though it may occur alone.
- **Neglect** is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:
 - Provide adequate food and clothing, shelter (including exclusion from home or abandonment)
 - Protect a child from physical and emotional harm or danger
 - Ensure adequate supervision (including the use of inadequate caretakers)
 - Ensure access to appropriate medical care or treatment.It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

PART III

TAKING ACTION TO ENSURE THAT CHILDREN ARE SAFE AT SCHOOL AND AT HOME

All staff will follow the CWAC LSCB Child Protection Procedures which are consistent with 'Working Together to Safeguard Children' and 'What to do if you are worried a child is being abused'.

It is **not** the responsibility of the school staff to investigate welfare concerns or determine the truth of any disclosure or allegation. All staff however, have a duty to recognise concerns and maintain an open mind. Accordingly all concerns regarding the welfare of pupils will be recorded and discussed with the designated senior person with responsibility for child protection (or another senior member of staff in the absence of the designated person) prior to any discussion with parents.

1. Staff must immediately report:

- Any suspicion that a child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play
- Any explanation given which appears inconsistent or suspicious
- Any behaviours which give rise to suspicions that a child may have suffered harm (e.g. worrying drawings or play)
- Any concerns that a child may be suffering from inadequate care, ill treatment, or emotional maltreatment
- Any concerns that a child is presenting signs or symptoms of abuse or neglect
- Any significant changes in a child's presentation, including non-attendance
- Any hint or disclosure of abuse from any person
- Any concerns regarding person(s) who may pose a risk to children (e.g. living in a household with children present)

2. Responding to Disclosure

Disclosures or information may be received from pupils, parents or other members of the public. School recognises that those who disclose such information may do so with difficulty, having chosen carefully to whom they will speak. Accordingly all staff will handle disclosures with sensitivity. Such information cannot remain confidential and staff will immediately communicate what they have been told to the designated person and make a contemporaneous record.

Principles

Staff will not investigate but will, wherever possible, elicit enough information to pass on to the designated person in order that s/he can make an informed decision of what to do next.

Staff will:

- Listen to and take seriously any disclosure or information that a child may be at risk of harm
- Try to ensure that the person disclosing does not have to speak to another member of school staff
- Clarify the information
- Try to keep questions to a minimum and of an 'open' nature e.g. 'Can you tell me what happened?' rather than 'Did x hit you?'
- Try not to show signs of shock, horror or surprise
- Not express feelings or judgements regarding any person alleged to have harmed the child
- Explain sensitively to the person that they have a responsibility to refer the information to the senior designated person
- Reassure and support the person as far as possible
- Explain that only those who 'need to know' will be told
- Explain what will happen next and that the person will be involved as appropriate

3. Action by the Designated Senior Person (or other senior person in their absence)

Following any information raising concern, the senior designated person will consider:

- Any urgent medical needs of the child
- *Whether the child is subject to a Child Protection Plan*
- Discussing the matter with other agencies involved with the family
- Consulting with appropriate persons e.g. Safeguarding Officer, Social Care
- The child's wishes

Then decide:

- Wherever possible, to talk to parents, unless to do so may place a child at risk of significant harm, impede any police investigation and/or place the member of staff or others at risk
- Whether to make a child protection referral to social care because a child is suffering or is likely to suffer significant harm and if this needs to be undertaken immediately

OR

- Not to make a referral at this stage.

- If further monitoring is necessary
- If it would be appropriate to undertake an assessment (e.g. CAF) and/or make a referral for other services

All information and actions taken, including the reasons for any decisions made, will be fully documented. All referrals to social care will be accompanied by a standard referral form.

4. Action following a child protection referral

The designated senior person or other appropriate member of staff will:

- Make regular contact with the Social worker involved to stay informed
- Wherever possible, contribute to the Strategy Discussion
- Provide a report for, attend and contribute to any subsequent Child Protection Conference
- If the child or children are placed on the Child Protection Register, contribute to the Child Protection Plan and attend Core Group Meetings and Review Child Protection Conferences
- Where possible, share all reports with parents prior to meetings
- Where in disagreement with a decision made e.g. not to apply Child Protection Procedures or not to convene a Child Protection Conference, discuss this with the Safeguarding Officer for Learning or the Manager of the Child Protection and Review Unit
- Where a child on the child protection register moves from the school or goes missing, immediately inform the key worker in Social Care

5. Recording and monitoring

Accurate records will be made as soon as practicable and will clearly distinguish between observation, fact, opinion and hypothesis. All records will be signed and dated; any information given will be recorded verbatim where possible and a note made of the location and description of any injuries seen.

All C.P. documents will be retained in a 'Child Protection' file, separate from the child's main file. This will be locked away and only accessible to the Head of School and senior designated person. These records will be copied and transferred to any school or setting the child moves to, clearly marked 'Child Protection, Confidential, for attention of Designated Person Child Protection.' If the child goes missing from education or is removed from roll to be educated at home then any Child Protection file should be copied and the copy sent to the Education Social Work Service. Original copies will be retained until the child's 25th birthday.

6. Supporting the Child and Partnership with Parents

- St Martin's Academy recognises that the child's welfare is paramount, however good child protection practice and outcome relies on a positive, open and honest working partnership with parents
- Whilst we may, on occasion, need to make referrals without consultation with parents, we will make every effort to maintain a positive working relationship with them whilst fulfilling our duties to protect any child
- We will provide a secure, caring, supportive and protective relationship for the child
- Children will be given a proper explanation (appropriate to age & understanding) of what action is being taken on their behalf and why
- We will endeavour always to preserve the privacy, dignity and right to confidentiality of the child and parents. The Designated Senior Person will determine which members of staff "need to know" personal information and what they "need to know" for the purpose of supporting and protecting the child

PART IV

Allegations regarding person(s) working in or on behalf of school (including volunteers)

Where an allegation is made against any person working in or on behalf of the school that he or she has:

- a. Behaved in a way that has harmed a child or may have harmed a child
- b. Possibly committed a criminal offence against or related to a child or
- c. Has behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

St Martin's Academy will apply the same principles as in the rest of this document and we will always follow the CWAC Local Safeguarding Children Board procedures that can be accessed at

www.cheshirewestandchester.gov.uk/children_and_young_people/child_protection/lscb_home.aspx "Allegations Made Against a Person who Works with Children."

Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely. Whilst we acknowledge such allegations, (as all others), may be false, malicious or misplaced, we also acknowledge they may be founded. It is, therefore, essential that all allegations be investigated properly and in line with agreed procedures.

Initial Action

- The person who has received an allegation or witnessed an event will immediately inform a member of the senior leadership team and make a record
- The Head of School will be informed of the allegation by the SLT member.
- In the event that an allegation is made against the Head of School the matter will be reported to the Chair of Governors who will proceed as the 'Head of School'
- The Head of School will take steps, where necessary, to secure the immediate safety of children and any urgent medical needs. The Head of School may choose to nominate another individual following the LADO procedure to carry out further preliminary investigation of the circumstances
- The member of staff will not be approached at this stage unless it is necessary to address the immediate safety of children
- The Head of School may need to clarify any information regarding the allegation, however no person will be interviewed at this stage
- The Head of School will consult with the Local Authority Designated Officer, in order to determine if it is appropriate for the allegation to be dealt with by school or by the Local Authority or if there needs to be a referral to social care and/or the police for investigation
- Consideration will be given throughout to the support and information needs of pupils, parents and staff
- The Head of School will inform the Chair of Governors of any allegation.

Appendix

References

Websites

CWAC Safeguarding Children Board (Safeguarding Procedures and Training)
www.cheshirewestandchester.gov.uk/children_and_young_people/child_protection/lscb_home.aspx

Children Missing from Education

Keeping Children Safe

KS2/3

Bullying & child abuse

www.ceop.gov.uk

www.missdorothy.com

www.anti-bullyingalliance.org

www.kidscape.org.uk

www.childline.org.uk

www.nspcc.org.uk

www.thehideout.co.uk

Domestic Violence

Internet Safety

www.ceop.org.uk/thinkuknow

www.childnet-int.org

KS2/3

Jenny's story

www.kidsmart.org.uk

www.childnet-int.org/jenny

Safe Practice in Physical Education in Schools - Chapter 9 – ISBN 978-1-905540-54-9

Documents

DCSF Documents

www.teachernet.gov.uk/childprotection

Safeguarding Children and Safer Recruitment in Education (DCSF 2006)

Working Together to Safeguard Children (DCSF 2010)

What to do if you're worried a child is

Being Abused www.everychildmatters.gov.uk/safeguarding

School Documents

Guidance for Safe Working Practice for the Protection of Children and Staff in Education Setting

Guidance for Staff facing an Allegation of Abuse

Definitions and Thresholds for Managing Allegations against School Staff

Managing the Aftermath of Unfounded and Unsubstantiated Allegations

NEOST Guidance

www.lg-employers.gov.uk

Training Materials

Safe Recruitment Training

www.ncsl.org.uk for the online course