



Policy on Child Protection

This policy should be read in conjunction with Keeping Children Safe in Education 2019, and any supplementary guidance in addition to Working Together to Safeguard Children, 2018, Sexual Violence and Sexual Harassment between children, May 2018 and Bradford Safeguarding Children Partnership Procedures. Electronic version only now available on the BSCB website <http://bradfordscb.org.uk/>

Rationale

- The health, safety and welfare of all our children are of paramount importance to all the adults who work in our school. Our children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school.

Child abuse takes a variety of forms:

- **Physical abuse** involves the hitting, shaking or other treatment of a child that can cause actual bodily harm.
- **Sexual abuse** involves forcing or enticing a child into sexual activities, whether or not the child is aware what is happening. This includes non-contact situations, such as showing children pornography.
- **Emotional abuse** is the persistent emotional ill-treatment of children, such as frightening them, or putting them in positions of danger. It is also an abuse to convey to children the feeling that they are worthless or unloved.
- Children are abused also if they are **neglected**. This could involve failure to provide proper food and warmth, but it might also be failure to see to the emotional well-being of the child.

At Russell Hall, we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for them selves.

Our teaching of personal, social and health education and citizenship, as part of the National Curriculum, helps to develop appropriate attitudes in our children, and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations, and how to behave in response to them.

At Russell Hall Primary School staff recognise that children with Special Educational Needs and Disabilities are at a higher risk of abuse and can face additional safeguarding challenges. More vulnerable pupils are considered carefully when differentiating the PSHCE curriculum to ensure that they have understood how to keep themselves safe and who to speak to if they are worried.

Aims and objectives

Our aims are to provide a safe environment for children to learn in;

- to establish what actions the school can take to ensure that children remain safe, at home as well as at school;
- to raise the awareness of all staff to these issues, and to define their roles and responsibilities in reporting possible cases of abuse;
- to identify children who are suffering, or likely to suffer significant harm;
- to ensure effective communication between all staff on child protection issues;
- to set down the correct procedures for those who encounter any issue of child protection.

Staff responsibilities

It is the responsibility of the head teacher to ensure all of the following:

- that the governing body adopts appropriate policies and procedures to safeguard children in the school;
- that these policies are implemented by all staff;
- that sufficient resources and time are allocated for staff to carry out their responsibilities effectively;
- that all staff and adult helpers in the school are able to voice their concerns if they feel that a child is vulnerable, or that there are any particular practices that are unsafe.

The Designated Safeguarding Lead at Russell Hall is Mrs A Grist (Headteacher) and the deputy Safeguarding Leads are Mrs H Higgs (Deputy Head) and Mrs C Hargrave (Family and Pupil Liason Officer).

Role of the designated safeguarding lead

The designated safeguarding lead should take lead responsibility for safeguarding and child protection. They should provide advice and support to other staff on child welfare and child protection matters, to take part in strategy discussions and inter-agency meetings, and/or to support other staff to do so, and to contribute to the assessment of children.

The designated safeguarding lead is expected to:

- refer cases of suspected abuse to the local authority children's social care as required;
- support staff who make referrals to local authority children's social care;
- refer cases to the Channel programme where there is a radicalisation concern as required; support staff who make referrals to the Channel programme;
- maintain the Child Protection file
- be available to deal with CP concerns raised or be responsible for delegating this responsibility to a Deputy DSL in instances where they are not present in school.

The Designated Governor for Safeguarding at Russell Hall Primary School is Mrs A Mistry who can be contacted by emailing anita.mistry@russellhall.bradford.sch.uk

Training

Three staff in school have been trained as Safeguarding Leads by the Local Authority. This training is kept up to date by staff attending refresher training biannually.

All staff receive annual training in Child Protection and all staff and Governors are annually required to read the most up to date version of Keeping Children Safe in Education and sign to say that they have done so and understood what they have read.

Staff and Volunteers receive Child Protection training at the point of induction.

The DSL will also provide regular updates to training through emails and bulletins throughout the year.

The DSL will also raise awareness of any key issues by updating information on the staff noticeboard.

Employment and recruitment

We will do all we can to ensure that all those working with children in our school are suitable people. This involves scrutinising applicants, verifying their identity and obtaining references, as well as acquiring DBS checks .

Every recruitment panel will contain a member who has attended 'Safer Recruitment training'.

All regular volunteers are accepted subject to a DBS check. At their induction meeting advice and information is given regarding child protection and safeguarding.

Procedure to be followed if an adult has concerns about a child

Any action taken by the DSL when dealing with an issue of child protection must be in accordance with the procedures outlined in the LA's Child Protection guidelines.

All adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded.

If teachers suspect that a child in their class may be a victim of abuse, they should not try to investigate, but should **immediately** inform the DSL about their concerns. If the DSL is not available, then one of the Deputy DSL's should be informed. Staff must not keep to themselves any information about abuse which a child gives them; they are required by law to pass this information on. At Russell Hall Primary School, we ask staff to always speak to the DSL regarding their concerns immediately. If a child makes a lengthy disclosure, the staff member will always be asked to write their account of what was said straight away and sign and date this account.

The DSL will always tell the member of staff how they wish the information to be recorded and who will do so. All information is centrally stored on CPOMS. Drawings and notes by children are kept in a locked filing cabinet and a note is recorded on CPOMS to say that this has been done.

Where the DSL decides that a referral to Children's Social Care is needed, they will usually speak to the parent to gain consent or inform them of their intended actions. In instances where it is believed that this may put the child at risk of greater harm, the referral will be made without first speaking to the parent.

Staff at Russell Hall Primary School are aware of the following forms of abuse

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity

- (a) in exchange for something the victim needs or wants, and/or
- (b) for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact, it can also occur through the use of technology.

Some of the following signs may be indicators of child sexual exploitation / grooming :

- children who appear with unexplained gifts or new possessions;
- children who associate with other young people involved in exploitation;
- children who have older boyfriends or girlfriends;
- children who suffer from sexually transmitted infections or become pregnant;

- children who suffer from changes in emotional well-being;
- children who misuse drugs and alcohol;
- children who go missing for periods of time or regularly come home late; and
- children who regularly miss school or education or do not take part in education.

Child criminal exploitation / County Lines

County Lines Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns.

Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism should be considered.

FGM

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

FGM mandatory reporting duty for teachers Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers along with regulated health and social care professionals in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18.

Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils or students, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies.

If an adult suspects that FGM may have taken place but does not have evidence, they should still report their concerns to the DSL.

So-called ‘honour-based’ violence (including Female Genital Mutilation and Forced Marriage)

So-called ‘honour-based’ violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving “honour” often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take.

All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

Children missing from education

All staff should be aware that children going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect, which may include sexual abuse or exploitation and child criminal exploitation. It may indicate mental health

problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation or risk of forced marriage.

Early intervention is necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing in future.

At Russell Hall Primary School, pupil attendance is monitored closely and staff are vigilant in following policies and procedures around attendance.

Attendance Policy

In line with the Attendance Policy, school ensure that they have at least two emergency contact numbers for each child.

Absconding Policy

Children Missing Education: statutory guidance for Local Authorities

Preventing radicalisation

Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk is a part of Russell Hall Primary School's safeguarding approach. Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs.

This also includes calling for the death of members of the armed forces. Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet). However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised.

As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a referral to the Channel programme.

All staff receive annual training in Prevent.

Mrs L Reilly is trained to deliver Workshop To Raise Awareness in Prevent (WRAP) and will offer guidance and support, alongside the DSL for staff who have questions or concerns regarding radicalisation.

Peer on peer abuse

Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to):

bullying (including cyberbullying);

sexual violence and sexual harassment;

physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;

sexting and initiation/hazing type violence and rituals.

Peer on peer abuse will be taken seriously at Russell Hall and will be dealt with in the same way as any other Child Protection Concern, ensuring that incidents are recorded and investigated thoroughly. We minimise the risk of peer on peer abuse through the teaching that takes place in

each year group and sometimes through more targeted support that may be delivered in smaller groups or 1-1. Where incidents of peer on peer abuse occur, Russell Hall staff are committed to supporting both victims and perpetrators by offering in school support as well as signposting and referring to external support where necessary.

Upskirting

'Upskirting' typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence.

Private fostering

Private fostering occurs when a child under the age of 16 (under 18, if disabled) is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or a relative in their own home. A child is not privately fostered if the person caring for and accommodating them has done so for less than 28 days and does not intend to do so for longer. Such arrangements may come to the attention of school staff through the normal course of their interaction, and promotion of learning activities, with children. The school or college should then notify the local authority to allow the local authority to check the arrangement is suitable and safe for the child.

Allegations against staff

If an allegation is made against a member of the school staff (or a volunteer helper), it will always be investigated by a Senior Leader, as instructed by the headteacher, or, in the case of the allegation being against the headteacher, by the chair of the governing body. The person responsible for investigation, will report any allegation to the Designated Officer from that Local Authority (LADO). If it is felt, after these initial investigations, that a further enquiry is needed, then the member of staff may be suspended. Suspension is a neutral act, and in no way implies that the person is guilty of any wrongdoing. However, it is acknowledged that this would be distressing for the person concerned, and the school will do all it can to balance the interests of any individual with that of the need to keep children safe. The school will seek advice from the LA on these matters, and comply with national and locally agreed guidance.

The Chair of the Governing body can be contacted by emailing
david.young@russellhall.bradford.sch.uk

Whistleblowing Policy

Where staff do not feel that a concern has been dealt with appropriately, they should refer to the school Whistleblowing Policy for further guidance. A copy is displayed in the school staffroom and is on the school website.

Confidentiality

We regard all information relating to individual child protection issues as confidential, and we treat it accordingly. We pass information on to appropriate persons only.

We comply with the government requirements set out in DHS Circular LA 83/14, and by the LA, with regard to confidentiality. The files we keep on children would be made open to those children's parents or carers at their request. Information from third parties will not be disclosed without their prior consent. Access to these files may be withheld in certain prescribed cases where there are instances of actual or alleged abuse (see DCSF Circular 16/19).

All information is stored safely and in line with GDPR (See Data Protection Policy).

Monitoring and review

This policy is reviewed annually by the governing body.

This Policy should be read in conjunction with the following policies:

Absconding Policy
Attendance Policy
Safeguarding Policy
Code of Conduct
Whistleblowing Policy
Equal Opportunities Policy
Health and Safety Policy
Behaviour Policy
Looked After Children Policy
Intimate Care Policy
Safe Handling Policy

Legislation that covers Safeguarding in schools includes:

Keeping Children Safe in Education
Working Together to Safeguard Children
What to do if you are worried about a child being abused
Sexual Violence and Sexual Harassment between children
Information Sharing
Prevent Duty

This Policy was written by Anita Mistry and Andrea Grist on 16.01.20 and agreed by the Governing Body on

Signed : _____

Date: _____

To be reviewed on: 16.01.21