



Test Valley School

Child Protection Policy (Safeguarding Pupils)

Rights Respecting Schools:

- Article 2:** The Convention applies to everyone: whatever their ethnicity, gender, religion, abilities, whatever they think or say, whatever type of family they come from.
- Article 3:** The best interests of the child must be a top priority in all things that affect children
- Article 4:** Governments must do all they can to make sure every child can enjoy their rights
- Article 12:** Every child has the right to say what they think in all matters affecting them, and to have their views taken seriously

Rationale and Aims

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. However, Child Protection is just one aspect of safeguarding; it is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.

Test Valley School fully recognises its moral and statutory responsibilities to safeguard and promote the welfare of all children and will therefore:

- Establish and maintain an environment where pupils feel safe, are encouraged to talk, are listened to and valued; this is underpinned by a culture of openness where both pupils and adults feel secure and believe that they are being listened to.
- Ensure all pupils know that there are adults in the school whom they can talk to if they are worried for themselves or about other pupils.
- Encourage staff to listen to the pupil and to take their worries seriously and share any relevant information with the Designated Safeguarding Lead (DSL)
- Maintain an attitude of “it could happen here” where safeguarding is concerned
- Include opportunities in the PSHE curriculum for pupils to develop the skills they need to recognise and stay safe from all forms of abuse.
- In addition, we will provide pupils with information of who they can talk to outside of school both within the community and with local or national organisations who can provide support or help.



Safeguarding is everyone's responsibility. As such it does not rest with the Designated Safeguarding Lead (DSL) to take the lead responsibility in all of the areas covered within this policy. Therefore, we will aim to:

- Provide staff with the framework to promote and safeguard the wellbeing of children and in doing so ensure they meet the statutory responsibilities
- Ensure consistent good practice across the school
- Demonstrate our commitment to safeguarding children.

We will educate and encourage pupils to keep safe through:

- The content of our curriculum
- A school ethos that helps pupils to feel safe.

Our policy applies to all staff, governors and volunteers working in the school to maintain an attitude of "it could happen here" with regards to all safeguarding issues.

We will follow the procedures set out by Hampshire Children's Services and take account of guidance issued by HM Government and the Department for Education to:

- Provide children with a right to feel secure as they cannot learn effectively unless they do so.
- Acknowledge that all children have a right to be protected from harm.
- Ensure all staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm, either in the school or in the community, taking into account contextual safeguarding, in accordance with the guidance.
- Acknowledge that working in partnership with other agencies protects children and reduces risk and so we will engage in partnership working throughout the Child Protection process to safeguard children.
- Ensure we have a senior designated teacher for child protection who has received appropriate training and support for this role, known as the Designated Safeguarding Lead (DSL), previously known as the Child Protection Officer (CPLO)
- Ensure every member of staff, volunteer and governor is made aware of the name of the designated teacher responsible for child protection and their role
- Ensure all staff and volunteers receive appropriate levels of training and understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated teacher responsible for child protection
- Ensure that parents have an understanding of the responsibility placed on the school and staff for safeguarding children by setting out its obligations via this policy to be found on the school website



- Ensure we have a nominated governor responsible for monitoring the Child Protection Policy, who will be kept aware of changes to legislation; meet with the DSL to carry out an annual review of Child Protection practice; to ensure that the policy is being followed; report to the Governing Body annually and monitor that the Child Protection Policy is being appropriately amended.
- Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters including attendance at case conferences
- Ensure safe selection recruitment practices are always followed.
- Work openly with parents as far as possible but we reserve the right to contact Children's Social Care or the police, without notifying parents if this is believed to be in the child's best interests.

Definitions

The umbrella term '**Safeguarding**' is defined in the Children Act 2004 as protecting from maltreatment; preventing impairment of health and development; ensuring that children grow up with the provision of safe and effective care; and work in a way that gives the best life chances and transition to adulthood. Our safeguarding practices applies to every pupil and child visiting the school.

Child Protection is an aspect of safeguarding, but is focused on how we respond to pupils who have been significantly harmed or at risk of significant harm.

The term **Staff** applies to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity. This includes parents and Governors.

Child refers to all young people who have not yet reached their 18th birthday. On the whole, this will apply to pupils of Test Valley School; however, the policy will extend to visiting children and pupils from other establishments.

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

Abuse could mean neglect, physical, emotional or sexual abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and/or failure to provide proper care. Staff within the school will also have access to information to support them to be able to recognise and report signs, indicators or risks of radicalisation, child sexual exploitation or female genital mutilation.

Objectives

Our overall objectives are to ensure all staff are aware of safeguarding issues and able to recognise symptoms in order for cases of suspected or identified abuse to be properly considered and pursued in the appropriate way. The welfare of the pupil is paramount.



The six main elements of our policy are to:

- Establish a safe environment in which pupils can learn and develop effectively and be protected from harm regardless of age, gender, race, ability, sexuality, religion, culture or language
- Provide induction procedures for all staff to inform them about safeguarding practices and procedures
- Define procedures for identifying and reporting cases, or suspected cases, of abuse by raising awareness of child protection issues and equipping staff with the skills and knowledge needed as all staff have a key role in the prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a pupil is at risk of harm
- Work in partnership with other agencies to protect pupils and so reduce risks
- Ensure we practise safe recruitment in checking the suitability of staff and volunteers to work with pupils in accordance with EPS.

Leadership and Management

We recognise that staff anxiety around child protection can compromise good practice and have therefore established clear lines of accountability, training and advice to support the process and individual staff within that process.

In Test Valley School any individual can contact the Designated Safeguarding Lead (DSL) if they have concerns about a young person.

The **DSL is Mrs Trish Briggs**

The **Deputy DSL is Mr Andrew Page**

There is a nominated Safeguarding Governor – Mrs K Henry - who will take responsibility for safeguarding . The Chair of Governors – Mr S Port - will receive reports of allegations against the Head Teacher and act on behalf of the Governing Body.

As an employer we comply with the “Disqualification under the Childcare Act 2006” guidance issued in February 2015.

Training

All staff at Test Valley School will be given training to ensure they are aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to all staff annually. Every third year staff receive a more intensive training session. The DSLs will refresh their initial training every two year.



Any update in national or local guidance will be shared with all staff in briefings and then captured in the next whole school training session. This policy will be updated during the year to reflect any changes brought about by new guidance.

Staff Responsibilities

All staff have a key role to play in identifying concerns and in providing support.

Listening and responding

All staff receive training in how to listen and respond to pupils and will allow the pupil to speak; asking only OPEN questions to aid clarification.

Record keeping

Any member of staff who has concerns about the welfare of a pupil must share this information with the DSL and:

- Make a brief, accurate and verbatim record of the concerns including the pupil's own words (if a disclosure) or the evidence that has led to the concerns
- Give the report to the DSL who will evaluate the risk and refer onwards if appropriate
- Never delay the referral to the DSL (or the DSL onwards) in order for a full record to be written.

Child Protection records will be stored securely and not with the main pupil records.

Confidentiality

- We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'Information Sharing Advice for Practitioners' (DfE 2015) guidance.
- Information will only be shared with agencies who have a statutory duty to share with or individuals within the school who 'need to know'. There is a lawful basis for child protection concerns to be shared.
- Information will be shared with individuals within the school who 'need to know'.
- All staff are made aware that they cannot promise a pupil that they will keep a secret.
- Disciplinary action will be considered for any breach of confidentiality

Reporting

Staff will notify and DSL of any unexplained absence of a pupil on a Child Protection Plan and will report any additional concerns, disclosures or observations after any initial referral; not assuming that a referral in itself protects children.



Referral

Following any concerns raised by staff, the DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then the DSL will contact Children's Social Care. (MASH), or, if appropriate, the police. If the DSL is not available or there are immediate concerns, the staff member will refer directly to the Head teacher or, if not available, directly to Children's Social Care, making sure that the DSL is informed as soon as possible.

The DSL will also follow the established recording and referral processes, including the use of SERAF forms, for suspected exploitation e.g. radicalisation, child sexual exploitation or female genital mutilation.

Generally, the DSL will inform the parents prior to making a referral however there are situations where this may not be possible or appropriate.

N.B. *The exception to this process will be in those cases of known FGM where there is a mandatory requirement for the teacher to report directly to the police.*

Safeguarding Pupils who are Vulnerable to Extremism

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard pupils, young people and families from violent extremism.

The school values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. Any form of exploitation and/or radicalisation will be viewed as a safeguarding concern.

Risk Reduction

As a school we will educate and encourage pupils to keep safe through:

- The content of the curriculum
- The school ethos that will help pupils to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued



The school governors, the Head teacher and the DSL will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school's RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies. The DSL will be the Prevent Single Point of Contact. If a member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the DSL.

Safeguarding pupils who are vulnerable to exploitation, forced marriage, female genital mutilation, or trafficking

The school will keep itself up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation. Staff will be supported to recognise warning signs and symptoms in relation to specific issues.

Where risk factors are present but there is no evidence of a particular risk then the DSL may provide preventative work that can be done within school to engage the pupil into mainstream activities and social groups. The DSL may well share the school's concern about the pupil's vulnerability and how the family and school can work together to reduce the risk. The DSL will also decide to notify the Multi-Agency Safeguarding Hub (MASH).

The DSL/SPOC will also offer and seek advice about undertaking an early help referral.

Dealing with Allegations against Staff

If a concern is raised about the practice or behaviour of a member of staff this information will be recorded and passed to the head teacher – Miss Hiscock. The Local Authority Designated Officer (LADO) will be contacted and the relevant guidance will be followed.

If the allegation is against the head teacher, the person receiving the allegation will contact the DSL or the LADO or Chair of Governor sdirectly.

Dealing with Allegations against Pupils

If a concern is raised that there is an allegation of a pupil abusing another pupil within the school, the 'dealing with allegations against pupils' guidance – Annex 11 applies.

Annual Review

As a school we will review this policy annually in line with DfE, HSCB and HCC guidance.

Date Approved by Governing Body:	Sept 2018
Date reviewed by Governing Body	Sept 2018
Next review date:	Sept 2019
Date of DSL Training/Refresher:	10/01/2017
Date of Whole School Training:	04/09/2018



Legal Context

Section 175 of the Education Act 2002;
Children Act 2004 & 1989

Guidance:

Hampshire Safeguarding Children's Board protocols and guidance and their procedures (from Working Together to Safeguard Children 2015/2018)
Keeping Children Safe in Education 2016/2018
Dealing with Allegations of Abuse against teachers and other staff 2012
Disqualification under the Childcare Act 2006 (2015)
FGM Act 2003 Mandatory Reporting Guidance (2016)

Additional policies/procedures that should dovetail with the above safeguarding arrangements are:

- Missing pupils in Education;(County CME procedures)
- SEND Policy
- Peer on Peer abuse – See Appendix
- Use of reasonable force, and
- Managing allegations of abuse – see Child Protection Procedures.