



Hanley St Luke's C of E Aided Primary School

Learning, Laughing, Loving at Family St Luke's

Headteacher: Mrs L Williamson

Telephone: 01782 234390/1

Email: office@hanleystlukes.com

Website: www.hanleystlukes.com

Summary of the Safeguarding and Child Protection Policy and Procedures	
Date adopted	September 2021
Date reviewed	September 2022
Next review date	September 2023
Subject lead	Charlie Martin
Governor/Committee <small>(where applicable)</small>	David Shemilt

**PLEASE NOTE
THAT THIS DOES
NOT REPLACE
THE FULL
SAFEGUARDING
POLICY BUT
INSTEAD ACTS
AS A QUICK
GUIDE FOR
STAFF**

Our Vision:

Jesus said: 'I have come that they may have life and have it to the full.'

Promoting *life-long learning*

Developing *life-giving relationships*

Exploring *life-enhancing faith*

Inspiring *life-enriching aspiration*

Our Designated Safeguarding staff:

		
Charlie Martin	Lynne Williamson	Vicki Cartwright-Davies
Designated Safeguarding Lead (DSL). Deputy Headteacher. Designated Teacher for Children in Care	Headteacher Deputy DSL	Safeguarding Officer Deputy DSL
01782 234390	01782 234390	01782 234390
		
Emma Facey	David Shemilt	Adam Thompson
Deputy DSL Assistant Head teacher/KS1 Lead	Safeguarding Governor	Chair of the local governing body
01782 234390	01782 234390	07342982240

Aim

1. Schools and their staff form part of the wider safeguarding system for children. Everyone who comes into contact with children and their families and carers has a role to play in keeping them safe. To fulfil this responsibility effectively, all professionals must ensure their approach is child-centred. This means that they must always consider what is in the best interests of the child.
2. These procedures are for all staff, parents, governors, volunteers and the wider school community. They form part of the safeguarding arrangements for our school. They should be read in conjunction with the school's policies on safeguarding, safer recruitment and selection, staff code of conduct, health and safety and acceptable use of ICT, and the school's policies on behaviour (including the anti-bullying strategy and approach to physical intervention) and educational visits policy. They should also be read in conjunction with Keeping Children Safe in Education (Department for Education, September 2022). Safeguarding and promoting the welfare of children is defined in Keeping Children Safe in Education as:
 - a. protecting children from maltreatment
 - b. preventing impairment of children's mental and physical health or development
 - c. ensuring that children grow up in circumstances consistent with the provision of safe and effective care
 - d. taking action to enable all children to have the best outcomes

Expectations

3. All staff and volunteers must read and agree to these procedures before they start working with us. All children and their families will be provided with these procedures before enrolment. It is important for families to be aware of actions staff may take if there are any concerns for a child's safety, and for them to understand that they might not be consulted before action is taken. Knowing about child protection procedures ahead of time helps parents to engage better in the process, meaning that change is more likely to take place.
4. All adults working in our school who have contact with pupils are in positions of trust. Staff and volunteers should understand their responsibilities to safeguard and promote the welfare of pupils. This means that staff and volunteers:
 - a. are responsible for their own actions and behaviour and must avoid any conduct which would lead any reasonable person to question their motivation or intentions
 - b. must work, and be seen to work, in an open and transparent way
 - c. must acknowledge that deliberately invented/malicious allegations are extremely rare and that all concerns should be reported and recorded
 - d. must discuss and/or take advice promptly from their line manager if they have acted in a way which may give rise to concern
 - e. must apply the same professional standards regardless of culture, disability, gender, language, racial origin, religious belief or sexual orientation
 - f. must not consume or be under the influence of alcohol or any substance, including prescribed medication, which may affect their ability to care for children
 - g. must be aware that breaches of the law and other professional guidelines could result in disciplinary action being taken against them, criminal action and/or other proceedings including barring by the Disclosure and Barring Service (DBS) from working in regulated activity, or for acts of serious misconduct prohibition from teaching by the Teaching Regulation Agency (TRA).

What to look out for (recognising children who are experiencing or at risk of harm)

5. Children can be harmed in several ways; abuse can be physical, sexual, emotional or it can take the form of neglect (see [Part 1 and Annex A of Keeping children safe in education](#), September 2022). Children sometimes suffer more than one type of abuse at a time. Children as well as adults can be abusers; peer on peer abuse will never be tolerated or passed off as “banter” or “part of growing up” (see [Part 5 of Keeping Children safe in education \(September 2022\)](#)). Protecting children from the risk of radicalisation is part of our wider safeguarding duties (see [The prevent duty: for schools and childcare providers](#)), and is similar in nature to protecting children from other forms of harm and abuse.

Early help

6. Early help means providing support as soon as a problem emerges, at any point in a child’s life. Providing early help is more effective in promoting the welfare of children than reacting later. We have a highly skilled support team who are able to support children and their families. When a more structured or long term approach the Safeguarding Officer can support this or a referral can be made to our school counsellor. The Safeguarding and SEND teams are also able to progress cases requiring more targeted support. What to look out for (recognising children who are experiencing or at risk of harm)

What to look out for (recognising children who are experiencing or at risk of harm)

7. Children can be harmed in several ways; abuse can be physical, sexual, emotional or it can take the form of neglect (see Part 1 and Annex A of Keeping children safe in education (September 2022). Children sometimes suffer more than one type of abuse at a time. Children as well as adults can be abusers; peer on peer abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up” (see Sexual violence and sexual harassment between children in schools and colleges). Protecting children from the risk of radicalisation is part of our wider safeguarding duties (see The prevent duty: for schools and childcare providers), and is similar in nature to protecting children from other forms of harm and abuse.

Online safety

8. It is essential that children are safeguarded from potentially harmful and inappropriate online material. We adopt whole school approaches to online safety to protect and educate pupils, students and staff in their use of technology and establish mechanisms to identify, intervene and escalate concerns as appropriate.

How to respond

9. If you have a concern about a child’s wellbeing, based on:
 - a. something the child or their parent has told you
 - b. something another child has told you
 - c. something you have noticed about the child’s behaviour, health, or appearance
 - d. something another professional said or did

Pass all concerns immediately to the Designated Safeguarding Lead (DSL) or a Deputy DSL if they are not available.

10. Even if you think your concern is minor, the Designated Safeguarding Lead (DSL) may have more information that, together with what you know, represents a more serious worry about a child. It is never your decision alone how to respond to concerns – but it is always your responsibility to share concerns, no matter how small.
 - a. **Do not investigate** but decide whether you need to clarify your concerns by asking the child or parent open questions (beginning with words like who, how, why, what, where and when) and being careful not to lead them. **Do not discuss your concerns with the parent(s) if this may increase the risk to the child.**

- b. If you have heard a disclosure of abuse or are talking with a child or parent about your concerns, let them know what you will do next. For example, 'I am worried about your bruise and I need to tell Mrs Smith so that she can help us think about how to keep you safe.'
- c. **Inform the DSL immediately.** If the DSL is not available, inform a Deputy DSL. If none of the designated safeguarding staff or Headteacher are available, you must make the referral yourself. Details of how to do this are at the end of these procedures.

As soon as possible after the event, make a written record following the school's procedures: Safeguarding concerns are recorded by all staff via CPOMS. All staff have their own individual login which once recorded sends an alert to the DSL and the Headteacher. If the online system is not working or it is a visitor to our school and they have concerns we ask them to record the details on our safeguarding form which is located in the office. If there was a disclosure, record the words of the child or parent rather than your interpretation. Include analysis of what you saw or heard and why it is a cause for concern

11. Any member of staff is entitled to report a safeguarding concern directly to the local authority if they do not feel able to refer the matter to the DSL. Details of how to do this are at the end of these procedures.

Who to pass concerns on to

12. Names, photos and contact details for the DSL, Deputy DSL(s), Designated Teacher for Children in Care, Safeguarding Governor, Headteacher and Chair of the local governing body are provided at the beginning of these procedures. Details of how to make a referral to the local authority are at the end.

Safeguarding concerns about another adult in the school

13. Safeguarding concerns about another adult in the school that may meet the harms threshold set out below, must be referred to the Headteacher (or whoever is fulfilling the role in their absence) without delay. If the concerns are about the Headteacher (or a relative of the Headteacher working at the school) they must be referred to the Chair of Governors. They will contact the Local Authority Designated Officer (LADO) within one working day in respect of all cases that may meet the harms threshold, i.e. in which it is alleged that a person who works with children 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;
 - c) Behaved towards a child or children in a way that indicates they may pose a risk of harm to children; or
 - d) Behaved or may have behaved in a way that indicates they may not be suitable to work with children.
14. Low level concerns that do not meet the harms threshold set out above, should also be reported to the Headteacher. If they are about the Headteacher (or a relative of the Headteacher working at the school), they should be reported to the Chair of Governors. All low level concerns will be recorded in writing by the person to whom they are reported. The record should include details of the concern, the context in which the concern arose, action taken and the rationale for decisions.
15. The term 'low level' concern does not mean that it is insignificant. A low level concern is any concern – no matter how small, and even if no more than causing a sense of unease or a nagging doubt – that an adult working in or on behalf of the school may have acted in a way that is inconsistent with the staff (and persons in a position of trust) code of conduct, including inappropriate conduct outside of work, but that does not meet the harms threshold for referral to the LADO. Examples of such behaviour could include, but are not limited to:
 - being over friendly with children;
 - having favourites;
 - taking photographs of children on their mobile phone;
 - engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or,
 - using inappropriate sexualised, intimidating or offensive language.

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that might look inappropriate but might not be in specific circumstances, through to that which is ultimately intended to enable

abuse. Sharing, recording and dealing with low level concerns appropriately not only keeps children safe but also protects those working in or on behalf of schools.

Whistleblowing

16. If you are concerned about poor or unsafe practice or potential failures in the school's safeguarding regime, these should be raised with the Headteacher or the Chair of the local governing body, in the first instance. Please refer to the whistleblowing policy.
17. The [NSPCC whistleblowing helpline](#) is available for those who do not feel able to raise concerns regarding child protection failures internally. You can call: 0800 028 0285. This line is available from 8:00 to 20:00, Monday to Friday or email: help@nspcc.org.uk.

Reviewing these procedures

18. These procedures are reviewed at least annually and approved by the local governing body. Copies of these procedures and supporting materials, such as Keeping Children Safe in Education (Department for Education, September 2022), are available in the staffroom and on the school's website. Hard copies may be requested from the school office.

Contact details for the local authority

19. To seek advice or to make a referral to the local authority, phone The Children's advice and duty service (CHAD) on 01782 235100 (Monday to Friday 8.30am to 6pm). For out of hours, call the emergency duty team on 01782 234234.
20. The new Children's advice and duty service (CHAD) is a conversation based referral service. Therefore all new referrals should be made via the above telephone number, where a consultant social worker, experienced and trained in child protection and safeguarding, will discuss with you your concerns; and progress with the most appropriate service / outcome for that child/ren. All referrals should be phoned through to the CHAD service, with the exception of emergency services who may still require to complete a Multi-Agency Referral Form (MARF)