

# Congleton High School Safeguarding Policy



## Safeguarding and Promoting Welfare

“Safeguarding” is an umbrella term encompassing the whole wellbeing of a child and recognises the importance of the preventative agenda. Child Protection is an important component of “safeguarding”

### Definition

All adults working in education have a duty to safeguard and promote the welfare of children which is defined in the Children Act as:

- *Protecting children from maltreatment*
- *Preventing impairment of children’s health and development*
- *Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and*
- *Undertaking that role so as to have optimum life chances and to enter adulthood successfully.*

### Children Act 2004/Working Together 2006

This school recognises that every member of its staff has a key role in prevention of harm, early identification, intervention and support for pupils at risk of significant harm and will endeavour to provide an environment where children are valued and know that their concerns will be taken seriously. Where young people are safe, feel safe and so are able to achieve success together.

### Leadership and Management

This school acknowledges that anxiety undermines good practice and has identified clear line of accountability to ensure that staff dealing with child welfare concerns are supported and have access to appropriate training and advice. In this school any individual can contact the following if they have concerns about a young person;-

Safeguarding Lead is **Gill Taylor**.

**Karen Bennett** and **Linda Pyatt** will deputies in her absence.

The Safeguarding Governor is **Richard Hinckley**.

*“Staff across frontline services need appropriate support and training to ensure that as far as possible they put themselves in the place of the child or young person and consider first and foremost how that situation must feel for them. “*

**Lord Laming 2009**

All frontline staff in Education should be aware of the signs and symptoms of abuse and know how to respond appropriately to these concerns. Every one has a duty to make a brief, accurate record of the concerns and to discuss these without delay with the safeguarding lead.

All staff need to attend safeguarding training accredited by the local Safeguarding Child Board every 3 years.

The safeguarding leads need updating every 2 years and must attend additional multiagency training in order to ensure the school works well with partner agencies to safeguard children.

## **Listening to and responding to children**

*“Every child should be listened to, no matter how difficult they are to talk to”.*  
**Laming Report 2009**

This school acknowledges that empowering young people to talk to adults that they trust and ensuring that these individuals respond appropriately is the most effective way of keeping children safe from abuse. This school has developed strategies to ensure that its pupils have a range of adults with whom to share their concerns such as a very effective Guidance system, Behaviour and Learning Mentors, the XL Centre with all the Learning Support Staff, a Peer Counselling Group and “The Button” reporting system.

### **Record keeping procedure**

**Record in writing all concerns, discussion about the child, decisions made and the reason for those decisions.**

**DfE- “What to do if you’re worried a child is being abused”**

- Any member of staff who has concerns about the welfare of a child must share this information , without delay with the Safeguarding Lead
- Staff must make a brief accurate record of these concerns recording any allegations that the child makes in the child’s own words if possible.
- These records must be stored securely and the information shared with staff only on a “need to know basis”.
- The child protection record must be transferred to the Safeguarding Lead of the admitting school should the child change schools.

### **Confidentiality**

- We recognise that all matters relating to child protection are confidential
- The Head teacher or Safeguarding Lead will disclose any information about a student to other members of staff on a need to know basis only.
- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children
- All staff must be aware that they cannot make a promise to a child to keep secrets

### **Referral**

The designated safeguarding lead should assess all information available to the school about a child and refer to the Children’s Assessment Team if appropriate and confirm this referral in writing by completing Safeguarding Children in Education Referral Form (within 48 hours). This form can be found on the LSCB website at [www.cheshireeast.gov.uk](http://www.cheshireeast.gov.uk)

### **Contact Numbers**

Children’s Assessment Team Tel No: 0300 123 5012

Out of Hours Duty Team Tel No: 0300 123 5022

### **Support for Vulnerable pupils**

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. e.g by including programmes such as PSHE and Social Emotional Aspects of Learning (SEAL).

We are committed to working with other agencies to support our most vulnerable students. We recognise we can contribute to this by contributing to the CAF process, attending Child Protection Conferences, Core Groups and Child Care meetings.

This school will undertake to regularly review the emotional wellbeing of its pupils.

### **E-Safety**

We acknowledge that new technologies while enhancing learning opportunities can provide ways of exposing young people to potentially harmful experiences. This school has an acceptable user policy and all staff must take such abuse seriously.

Procedures are outline in the E-Safety policy.

### **Domestic Abuse**

*“The effect of domestic violence on children is such that it must be considered as abuse”.*

Safeguarding Children and Safer Recruitment in Education 2007

Statistics confirm the strong link between domestic abuse and Child Abuse.

Our Staff must take any incidents of domestic abuse seriously and take a proactive role in ensuring the safety of those impacted including contributing to the MARAC process and referring pupils for additional support.

### **Bullying**

*A bullying incident should be addressed as a child protection concern when there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’*

Preventing and Tackling Bullying 2011

All incidents of bullying are taken seriously, dealt with and recorded as outlined in the Anti Bullying policy

### **Making Children Aware**

As part of developing a healthy lifestyle children should be taught:-

- To recognise and manage risks in different situations and then decide how to behave appropriately
- To judge what kind of physical contact is acceptable and unacceptable
- To recognise when pressure from others (including people they know) threatens their personal safety and develop effective ways of resisting pressure, including knowing where and when to get help
- To use assertiveness techniques to resist unhelpful pressure

Children should feel valued, respected and able to discuss any concerns they have. The School provides helpful information including Children’s Helplines (NSPCC, ChildLine) to help to provide assurance that it’s okay to talk.

### **Safer Recruitment and Retention**

This school operates vetting and safe recruitment practices.

- Interview panel staff are accredited in Safer Recruitment and at least one member of the recruitment panel will have passed the require assessment.

- All staff will be given safeguarding and code of conduct information as part of their induction.
- Procedures are in place to support all staff who have concerns about the conduct of any adults working in school, either in a professional role or in a voluntary capacity.

**Allegations against professional carers**

In the event of an allegation about the behaviour of a teacher or other professional carers this school will contact the personnel department/safeguarding unit and follow Local Authority Procedures.

**Useful Links**

[www.cheshire.gov.uk/socialcareandhealth/children/LSCB](http://www.cheshire.gov.uk/socialcareandhealth/children/LSCB)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

[www.everychildmatters.gov.uk](http://www.everychildmatters.gov.uk)

[www.ceop.gov.uk](http://www.ceop.gov.uk)

[www.teachernet.gov.uk](http://www.teachernet.gov.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.dfe.gov.uk](http://www.dfe.gov.uk)