

WWW.CUMBRIALSCB.COM

Cumbria Local Safeguarding Children's Board represents and coordinates the work of statutory sector agencies and partners in the voluntary sector to safeguard and promote the wellbeing and welfare of children in Cumbria. The website contains information, advice, and contact

details. If you are unsure about the wellbeing of a child, this is a good starting point.

**PLEASE FAMILIARISE YOURSELF WITH THIS WEBSITE AND STORE IT IN YOUR FAVOURITES.**

#### ALLEGATIONS AGAINST STAFF

If you have concerns regarding the conduct of a member of staff, these should be reported to a member of the safeguarding team **AND** referred directly to the Local Authority Designated Officer (LADO). This applies to all paid, unpaid, volunteers, casual, agency employees or anybody working in a self employed capacity.

The LADO is located within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

- Behaved in a way that has harmed, or may have harmed, a child
- Possibly committed a criminal offence against children, or related to a child
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children

#### WHISTLE BLOWING

Reasons for whistle blowing:

Each individual has a responsibility for raising concerns about unacceptable practise or behaviour:

- To prevent the problem worsening or widening
- To protect or reduce risk to others
- To prevent yourself becoming implicated

What stops people from whistle blowing?

- Fear of starting a chain of events which spirals out of control
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed

**DON'T THINK 'WHAT IF I'M WRONG' — THINK 'WHAT IF I'M RIGHT'**

# CHILD PROTECTION

The shared responsibility of all staff and visitors to the school

At Fairfield Primary school, child protection is the highest priority for all staff. We are committed to protecting our children and safeguarding them in our school.



The Designated Safeguarding Lead (DSL) – Mrs J Sutton

The Deputy Designated Safeguarding Lead (DDSL) – Mr C Steele,  
Mrs L Harrison

The Designated Safeguarding Supervisor – Mr D Edwards

The Designated Safeguarding Governor – Mrs S Sapsford

**CUMBRIA LSCB**  
CUMBRIA LOCAL SAFEGUARDING CHILDREN BOARD



## What do I do if I am worried about a child?

If you become concerned about:

- Something a child says\*
- Marks or bruising on a child
- Changes in a child's behaviour or demeanour
- Changes in their presentation

OR

**you feel that a child is at risk of significant harm:**

**USE THE REFERRAL PROCESS AS STATED ON PAGE 3**

Everybody has a responsibility to keep all children under the age of 18 safe and this applies to both home and school environments.

The 4 main Elements of abuse are identified below:

**PHYSICAL** – Hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating.

**EMOTIONAL** – persistent, emotional ill treatment causing severe and adverse effects on a child's emotional development.

**NEGLECT** – persistent failure to meet basic physical and/or physiological needs likely to result in serious impairment of child's health/development.

**SEXUAL** – forcing or enticing to take part in sexual activities, physical sexual contact, looking at/producing pornography, watching sexual activity, encouraging inappropriate sexual behaviour.

It can be very difficult to match concerns to definitions.

**IF IN DOUBT, ALWAYS REFER.**

\*includes extreme or radicalised political views

## RESPONDING TO CHILDREN WHO MAY BE IN NEED OF PROTECTION ALWAYS

### ALWAYS

- Believe
- Stay calm
- Listen carefully to what they are saying and confirm
- Reassure
- Tell the child what you are going to do and why
- REFER using the appropriate forms (unless using CPOMS)

### NEVER

- Agree to keep secrets or confidences
- Make promises about outcomes
- Question or interrogate
- Doubt
- Panic
- Attach blame
- Do nothing

## NEVER INVESTIGATE; ALWAYS REFER

### HOW TO REFER

If you have concerns, however insignificant you feel they may be, discuss them with the designated safeguarding lead (Mrs J Sutton) or one of the deputy safeguarding leads (listed on page 1) in their absence.

If unsure check procedures in the safeguarding policy or ring the safeguarding hub on 0333 240 1727 for more information. [www.cumbrialscb.com](http://www.cumbrialscb.com)

Ensure you have up to date details of child's name, DOB, address and completed concern form (available from administrative offices or staffrooms).

Referrals that do not meet the threshold for Children's Services may best be supported through an Early Help intervention – See a member of the safeguarding team listed above.

### RESPONSIBILITIES OF ADULTS WORKING WITHIN OUR SCHOOL

- **Be professional; Interact with children in an appropriate fashion.**
- **Avoid physical contact unless preventing a child from harming themselves or others. In other circumstances, discuss the issues with the DSL or refer to the school's intimate care policy.**
- **Be aware of and follow, the school's safeguarding procedures .**
- **Discuss any concerns or questions you have, with the appropriate members of staff.**