

[www.cumbriasafeguardingchildren.co.uk](http://www.cumbriasafeguardingchildren.co.uk)

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

Any concerns regarding a member of staff or volunteer should be reported immediately to a member of the Senior Leadership Team. Any concerns about the Headteacher should be made directly to the Chair of Governors: Mrs. Sally. Sapsford – [sallys@fairfieldprimary.co.uk](mailto:sallys@fairfieldprimary.co.uk).

Concerns should then be referred directly to the 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.

**To speak to a LADO for advice: 03003 033892 or email: [lado@cumbria.gov.uk](mailto:lado@cumbria.gov.uk)**

### IMPORTANT CONTACT DETAILS:

Cumberland Safeguarding Hub:

0333 240 1727 or visit  
[www.cumbriasafeguardingchildren.co.uk](http://www.cumbriasafeguardingchildren.co.uk)



Early Help Team:

03003 033896 or email [early.help@cumbria.gov.uk](mailto:early.help@cumbria.gov.uk)

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

# CHILD PROTECTION

The shared responsibility of all staff and visitors at  
Fairfield Primary 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 photographs below show the safeguarding team here at Fairfield.



**Mr. C. Steele**  
Deputy Safeguarding Lead



**Mr. J. Gale**  
Designated Safeguarding Lead



**Mrs. H. Birkett**  
Deputy Safeguarding Lead



**Mrs. L. Barrow**  
Deputy Safeguarding Lead



**Mrs. C. Jones**  
Safeguarding Governor

## WHAT DO I DO IF I AM CONCERNED ABOUT A CHILD?

If you become concerned about...

- Something a child says (including extreme or radicalised political views)
- 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](#)

## 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

## TYPES OF ABUSE

**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 a 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.**

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

| ALWAYS   | NEVER                                |
|--|--------------------------------------|
| Tell the child what you are going to do and why        | Agree to keep secrets or confidences |
| Believe  | Make promises about outcomes         |
| Stay calm  | Question or interrogate              |
| Listen carefully to what they are saying and confirm   | Doubt or do nothing                  |
| Reassure   | Panic                                |
| REFER using the appropriate forms (unless using CPOMS) | Attach blame                         |

## 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 (Mr. J Gale) or one of the deputy safeguarding leads (listed on page 1) in his absence.

If unsure check procedures in the safeguarding policy or ring the Safeguarding Hub on 0333 240 1727 for more information.

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

### 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.