



Child protection and Safeguarding Policy

| | |
|--------------------|-----------------------------|
| Review Frequency | Annual |
| Most Recent Review | Autumn 2020 |
| Next Review Due | Autumn 2021 |
| Head Teacher | Leah Wright |
| Governor | Julia Diaz Gerard Dineen |

We at John Perryn have a statutory duty to safeguard and promote the welfare of children as described in section 175 of the **Education Act 2002** and we have due regard to the guidance [Keeping Children Safe In Education](#) (September 2020) as the safety and protection of children is of paramount importance to everyone in this school.

Since July 2015 we have had further regard to the need to prevent people being drawn into terrorism. This duty is known as the 'Prevent Duty'.

This policy is linked to:

- Preventing Radicalisation Policy
- Allegation Against a Professional Policy
- Whistleblowing Policy

Safeguarding and promoting the welfare of children is defined as:

Protecting children from maltreatment • preventing impairment of children's mental and physical health or development • ensuring that children grow up in circumstances consistent with the provision of safe and effective care • taking action to enable all children to have the best outcomes. (Keeping Children Safe in Education 2020)

Furthermore, Keeping Children Safe in Education stipulates a 'child centred and coordinated approach' which is described in the statutory guidance [Working Together to Safeguard Children](#). It promotes the welfare of children as being everyone's responsibility and any staff member, who has a concern about a child's welfare, should follow the referral process to social services.

We at John Perryn, believe that all children have the right to be safe in our society. Therefore, we recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of children by creating a positive school atmosphere, through our teaching and learning, pastoral support and care for both pupils and school personnel, training for school personnel and working with parents.

We at John Perryn, want all our children to achieve their full potential by:

- being as physically and mentally healthy as possible (Article 24 of the UNCRC);
- experiencing good quality education opportunities (Article 28/29 of the UNCRC);
- living in a safe environment (Article 27);
- learning and working in a safe environment (Article 28);
- experiencing emotional well-being;
- feeling loved and valued;
- receiving support from a network of reliable and affectionate relationships;
- learning to look after themselves;
- coping with everyday living;
- having a sense of identity and a positive image of themselves;
- developing their confidence and their interpersonal skills.

At John Perryn, we recognise that the safety and protection of pupils is the responsibility of all school personnel and volunteers as they are in a unique position to notice injuries, marks or bruises when children are undertaking certain activities, which might indicate a child has been abused. We believe that we must report and investigate all injuries for the safety and protection of the children in our care.

We acknowledge that children can be **harmed physically, emotionally, sexually or by neglect**. It is our duty to report any concerns that we have of child abuse as the health, safety and protection of all children is paramount. (Article 19, UNCRC)

Categories of child abuse

There are many aspects to child abuse and they are not always easy to spot. The four main areas are identified:

1. **Neglect** – The persistent or severe neglect of a child, or the failure to protect a child from exposure to any kind of danger, including cold or starvation, or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child’s health or development including psychological failure to thrive.
2. **Physical abuse** – Actual or likely physical injury to a child or failure to prevent physical injury, or suffering to a child including poisoning, suffocation and Munchausen’s syndrome by proxy.
3. **Sexual abuse** – Actual or likely sexual exploitation of a child or adolescent. The child may be dependent and/or developmentally immature. A child is sexually abused when they are forced or persuaded to take part in sexual activities. This doesn’t have to be physical contact, and it can happen online. **Child sexual exploitation** is a type of sexual abuse in which children are sexually exploited for money, power or status.
4. **Emotional abuse** – Actual or likely severe adverse effect in the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection. All abuse involves some emotional ill treatment. This category should be used where it is the main or sole form of abuse.

We are fully aware of the impact on children of living in families experiencing difficulties relating to mental health, substance abuse and domestic violence. We also recognise that children may experience abuse or neglect as a result of these circumstances.

Complex forms of abuse can often be difficult to identify and may even fall into more than one category.

- Fabricated/ induced illness (FII): this form of abuse occurs when a child is presented for medical attention with signs or symptoms which have been fabricated or induced by the child’s carer.
- Harmful practices related to culture and faith based beliefs: Not all practices related to culture, faith and beliefs are harmful, but there are some that are unsafe and also illegal in the UK.
- Child trafficking is the recruitment and movement of children for the purpose of exploitation.
- Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse or exploitation. Children and young people can be groomed online or in the real world, by a stranger or someone they know – for example a family member, friend or professional.
- Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones.
- Female Genital Mutilation (FGM), also known as female circumcision is child abuse and is illegal in the UK.
- Radicalisation is when a person is encouraged to become and advocate of a radical political reform by supporting terrorism and violent extremism.

We are aware that if abuse is suspected by another child, then child protection procedures will be applied to both children.

All staff are aware that children can abuse other children. This is often referred to as 'peer on peer abuse'. It can include bullying, cyber bullying, physical abuse, sexual violence, sexual harassment, which may be stand-alone or part of a broader pattern of abuse. This includes 'up-skirting', which involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. **This is now a criminal offence.**

John Perryn is aware of the impact of gangs, county lines, violent crime and exploitation. It is recognised that the initial response to a child victim is important and that staff will take any allegation seriously and work in ways that support children and keep them safe.

All staff have been trained and recognise the need to be vigilant for the signs that may include, but not exclusively:

- Unexplained gifts/new possessions – these can indicate children have been approached by/involved with individuals associated with criminal networks/gangs.
- Increased absence from school.
- Change in friendships/relationships with others/groups.
- Significant decline in performance.
- Signs of self-harm/significant change in wellbeing.
- Signs of assault/unexplained injuries.

With effect from October 2015, all schools are subject to a mandatory reporting requirement in respect of female genital mutilation (FGM). When a staff member suspects or discovers that an act of FGM is going to be or has been carried out on a girl aged under 18, that staff member has a statutory duty to report it to the Police.

At John Perryn, we will inform the Local Authority Designated Officer (LADO) of any allegations of abuse by any member of the school personnel, whether they took place on the school premises or elsewhere and of the action taken in respect of these allegations. This is unless an incident occurs on the Children's Centre site, in which case it needs to be brought to the attention of the Designated Child Protection Officer of the Children's Centre or if an incident occurs in after school provision with the provider, Aktiva, in which case their designated safeguarding lead must be informed.

At John Perryn, our Head teacher or Designated Safeguarding Lead will also inform the Local Authority Designated Officer of any person connected to the school who is considered to be unsuitable to work with children or who is alleged to have been behaving inappropriately either during working hours or outside of these hours. (See teacher's standards and John Perryn Code of Conduct).

The LADO for Ealing is:

Paul Andrews

asv@ealing.gov.uk / child.protection@ealing.cjsm.net

020 8825 8930

Sherwyn Sicat, Child Protection Advisor (CPA) also provides LADO support to the LADO on Mondays, Thursdays and Fridays and is contactable via the details above.

The email address and telephone number above is managed by the child protection administration team. They will forward a referral or consultation request to the LADO and LADO support.

In the absence of both the LADO and LADO support, a duty CPA will respond to a referral/consultation.

We are committed to establishing and maintaining an ethos where children and parents feel secure in being able to talk confidently to school personnel about any concerns or fears they may have knowing that they will be taken seriously. This is through meetings between parents and the designated safeguarding officer. Parenting courses, referrals to the SAFE team or through ECIRS are all strategies used to support families for whom there may be concerns. The school also provides therapeutic support through a school counsellor.

We will ensure that the curriculum deals with safeguarding through activities and opportunities in PSHE/Citizenship lessons that will equip the children with the necessary skills and awareness to stay safe from abuse.

We are committed to establishing and maintaining procedures for safer recruitment and sound working relationships with parents and support agencies

At John Perryn we recognise that safeguarding and promoting the welfare of children is **everyone's responsibility**. All professionals should make sure their approach is child centred. This means that they should consider, at all times, what is the **best interest** of the child.' (Article 3, UNCRC)

We at John Perryn support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views. Children are taught about their rights and responsibilities and John Perryn has obtained a silver award as a Rights Respecting school.

At John Perryn, we as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and this policy is in line with the Equality Act 2010.

Aims

- To have in place procedures to ensure that we meet our responsibilities for safeguarding and promoting the welfare of children from abuse/radicalisation (Article 19, UNCRC)
- To ensure that all school personnel are aware of what action to take when dealing with a safeguarding issues
- To work with other schools to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body:

- has in place a Safeguarding and Child Protection policy and other related procedures;
- has appointed a member of staff to act as the Designated Safeguarding Lead (Catherine Amaioua);
- has nominated a governor (Julia Diaz and Gerard Dineen) to liaise with the Designated Safeguarding Lead;
- has delegated powers and responsibilities to the Head Teacher to ensure everyone connected with the school is aware of and complies with this policy;
- has in place safe recruitment procedures, including appropriate use of reference checks on new staff and volunteers;
- has in place procedures to deal with allegations of abuse against members of staff and volunteers (see Allegation Against a Professional policy)
- has undertaken appropriate training about the ways of safeguarding children, which will be updated annually;
- will ensure that the Head Teacher, school personnel and volunteers undertake safeguarding training annually;
- will annually review all safeguarding policies and procedures;
- will receive termly reports from the Head Teacher on safeguarding pupils in the school;
- has responsibility for the effective implementation, monitoring and evaluation of this policy
- has the responsibility for ensuring that the school complies with all equalities legislation;
- has responsibility for ensuring funding is in place to support this policy;
- has responsibility for ensuring this policy and all policies are maintained and updated regularly;
- has responsibility for ensuring all policies are made available to parents;
- has nominated a link governor (Julia Diaz) to visit the school regularly, to liaise with the Head Teacher and the Designated Safeguarding Lead and to report back to the Governing Body

Role of the Head Teacher

The Head Teacher will:

- ensure the implementation of this policy, all procedures and other related policies ensure everyone connected with the school is aware of this policy;
- work closely with the designated teacher and nominated governor for child protection;
- provide adequate resources for the designated teacher to undertake his/her role;
- ensure DBS checks are undertaken for everyone working with children in the school;

- ensure that all school personnel and volunteers are able to highlight improvements to the safeguarding policies and procedures;
- ensure that all new staff undertake training in child protection procedures;
- regularly report to the governing body and keep them updated;
- undertake training in safeguarding and child protection for all staff and governors
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- report annually to the governing body on the effectiveness of the policy

Role of the Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead (Catherine Amaioua) will:

- ensure the implementation of this policy;
- ensure everyone connected with the school is aware of this policy;
- work closely with the Head Teacher and the nominated governor;
- be trained in child protection policy procedures;
- renew training annually (last attended 22nd October 2020);
- keep a confidential Safeguarding Register of all those pupils known to be at risk and only if it is confirmed by social services that the child is at risk;
- be trained in working with all agencies;
- familiarise school personnel with the policy and procedures;
- investigate and deal with all cases of suspected or actual problems associated with child protection;
- make child protection referrals;
- record all child protection referrals;
- co-ordinate action within the school;
- liaise and seek advice from the Local Authority Designated Officer (Paul Andrews) when the need arises;
- liaise with social care and other agencies such as SAFE (Supportive Action for Families in Ealing)
- transfer the child protection file of any pupil leaving to join another school;
- provide support for any child at risk such as referring to counselling service or CAMHS
- act as a source of advice within the school;
- keep up to date with all new guidance on safeguarding children;
- keep all school personnel up to date with any changes to procedures;
- organise appropriate training for school personnel and governors;
- ensure all incidents are recorded, reported and kept confidential;
- keep all paperwork up to date;
- report back to the appropriate school personnel when necessary
- annually review the policy with the Head
- attend ARISE meetings for Radicalisation

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Head Teacher and the Designated Safeguarding Lead;
- ensure policies and systems fulfil all safeguarding and child protection responsibilities and are consistent with Local Authority guidelines and LSCB procedures;
- take responsibility for taking action according to Local Authority procedures where there are allegations against the Head Teacher;
- ensure recruitment of school personnel and volunteers is in line with the Safe Recruitment policy;
- undertake safeguarding training annually

Role of the Local Authority Designated Officer

The Local Authority Designated Officer (Paul Andrews) will:

- ensure safeguarding procedures are correctly applied and implemented throughout the Local Authority;
- provide advice, information and guidance to personnel in the Local Authority;
- be responsible for updating the Local Authority policy for safeguarding and child protection;
- work closely with Social Services, the Police, Health professional and all other agencies;
- be the key link to Social Services or the Police during and following formal investigations;
- monitor the progress of cases to ensure that they following the appropriate procedures;
- keep up to date with all changes in legislation;
- will be the Local Authority representative on the LSCB

Role of School Personnel & Volunteers

School personnel and volunteers must:

- recognise that safeguarding is their main responsibility;
- treat children's welfare with utmost importance;
- be aware of the background of the children in their care;
- be aware of the names of the designated teachers;
- be trained in identifying signs of harm and abuse;
- be aware of the effects of abuse and neglect on children;
- undertake training on responding to a child;
- be alert at all times to the signs of abuse namely **physical, emotional, sexual or neglect** including between school staff and children
- know how to report any suspected case of harm or abuse;
- report any concerns straight away to the head-teacher, designated person or the deputy designated person through EdAware (the school's digital safeguarding system) **including concerns related to behaviour and conduct of a staff member towards a child/children, by a member of staff, supply staff member, volunteer or governor using the cause for concern form**
- know what to do if a child makes a disclosure;
- receive support and counselling if they feel distressed from being involved with a case or incident;

- be kept up to date with changes in procedures;
- ensure that they conduct themselves correctly at all times and do not put themselves at risk;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of Pupils

Pupils must be made aware of:

- basic safeguarding procedures in school such as visitors signing in and wearing visitor badges;
- how to keep themselves safe

They will be asked their views, such as:

- Do they feel safe in school?
- Are pupils aware of how to keep themselves safe?
- Do they know who to go to if they are concerned about their own safety or that of others?
- Are they aware of e-safety?
- Do they know how to keep themselves safe outside school?
- Do they know how to keep themselves safe when using the Internet?

Role of Parents

Parents are:

- asked to work hard with the school to establish excellent home-school relationships;
- aware that we have a responsibility for the welfare of all of our pupils;
- aware that we have a duty to involve Social Services if we have any concerns about a child;
- aware they will be informed of our actions.

Annually we will ask parents if:

- they have any concerns about the safety of their child when in school;
- they feel enough time is given for children to learn how to keep safe;
- they know who to talk to if they have any concerns;
- they feel their views are listened to and acted upon

Partnerships with Parents

The Safeguarding Lead:

- will ensure that parents are aware of this policy using the website
- will respect parents and children's need for privacy;
- will respect families from different backgrounds and cultures as long as it does not put the child at risk;
- when making a referral, will share all information with parents unless it places the child at risk.

Reporting Concerns

If a pupil makes a **disclosure about abuse either by an adult or a child**, then the member of the school personnel must:

- listen to the pupil;
- remain calm;
- offer reassurance;
- not ask the pupil to remove or adjust clothing if bruises are observed;
- not ask leading questions;
- let the pupil speak freely;
- accept what has been told them
- not offer opinion, criticism or blame;
- reassure the pupil at the end of the disclosure telling them that they have done the right thing;
- not promise confidentiality but inform them that other people need to be told;
- record accurately and factually what the child has said in note form;
- submit an electronic completed cause for concern sheet to the designated person as soon as possible that day and ensure that they have seen it be speaking face to face or using the internal telephones. The head teacher, designated person will seek advice from the Local Authority Designated Officer if necessary

If a member of the school personnel **suspects that a child may be a victim of abuse**, then they must:

- record accurately and factually what they have seen in note form;
- submit an electronic completed cause for concern form that is instantly emailed to the designated person and head-teacher and ensure that they have seen it be speaking face to face or using the internal telephones.

The designated person will then:

- further investigate and keep records of this investigation;
- meet with parents
- decide whether to take this referral further or to monitor the situation;
- prepare the following information on the child for a **case conference/core group meeting** or strategy meeting:
 - attendance and punctuality data
 - achievement
 - child's behaviour and attitude
 - relationships and social skills
 - appearance and presentation
 - any known incidents in or outside school
 - school contact with parents/carers

If a parent makes a disclosure to school, then the Head Teacher/Safeguarding Lead

- should meet with the parent taking down all details;

- will assure the parent that the school will take the matter seriously;
- will have to take advice from the Local Authority Designated Officer about the disclosure;
- will get back to the parent when a decision has been taken and how to proceed

Recording Information

School personnel and volunteer helpers are asked to record any concern or incident on EdAware with the following information:

| | |
|-----------------------|--|
| Date | All facts |
| Time | Observed injuries and bruises |
| Place | Note the actual words of the child |
| Nature of the concern | Submit the electric form to the DSL on the day |
| Class | |

Reporting to the SAFEGUARDING LEAD

- All concerns must be reported and discussed immediately.
- The Designated Safeguarding Lead will decide the appropriate action in consultation with the Head Teacher.

Support

- We will ensure that support mechanisms are in place for any child that is at risk in order to build their self-esteem and confidence;
- School personnel and volunteer helpers who feel distressed from being involved with a case or incident will receive support and counselling.

Confidentiality and Security of Information

- It is imperative that confidentiality is observed at all times as the protection of the child is paramount.
- School personnel have a professional responsibility to share information with other professionals who are investigating a case.
- A child, when confiding information to a member of staff, must be made aware that for the child's own sake this information cannot be kept secret.
- The child must be reassured that the information will only be shared with the designated teacher who will decide what will happen next.
- All child protection records are regarded as confidential and will be kept in a secure place.
- This also applies to a therapist/counsellor working at school.

Case Conferences and Core Group Meetings

The Safeguarding Lead will attend:

- all Child Protection Case Conferences with the appropriate member of staff;
- all Core Group meetings once a child has been placed on the Safeguarding Register

Pupils Transferring to another School

The following procedures will take place if a pupil, on the child protection register, transfers to another school:

- the DSL will contact the child's previous or new school
- the case social worker will be contacted by the Safeguarding Lead;
- child protection records will be passed on to the Safeguarding Lead at the receiving school only if that school is in the same Local Authority;
- if the child is moving to another Local Authority, then information will only be passed on with outline details of case conferences but not minutes of conferences.

Training

Training organised by the Local Safeguarding Children Board will take place for school personnel, volunteer helpers and governors:

- on induction to the school
- during NQT induction
- throughout the academic year

All school personnel must undertake appropriate training annually:

- safeguarding issues (completed 3rd September 2020)
- restraint training (January 2019)
- recognising signs of abuse (3rd September 2020)
- handling disclosures (3rd September 2020)
- PREVENT + FGM (3rd September 2020)

We ensure all school personnel have equal chances of training, career development and promotion. Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

Dealing with Allegations against a Professional, School Volunteers, the Head Teacher or another Pupil

See policy 'Dealing with Allegations against School Personnel, School Volunteers, the Head Teacher or another Pupil'.

Safer Recruitment

See policy 'Disclosure and Barring Service Checks'.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- meetings with parents such as during the induction and parent's conferences
- meetings with school personnel
- Head Teacher reports to the Governing Body

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Head Teacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

| | | |
|------------------------------------|---|--|
| Important Telephone Numbers | Local Authority Designated Officer | Paul Andrews asv@ealing.gov.uk child.protection@ealing.cjsm.net 0208 825 8930 |
| | Out of Hours Social Services | 0208 825 8000 |
| | Police | 999/ 101 |

Safeguarding at John Perryn Primary School

Are you concerned about a child?

If so, please speak to one of our safeguarding team.



Mrs. C Amaioua
Designated
Safeguarding Lead
and SENCo



Ms. C Mulvany
Deputy Designated
Safeguarding Lead
and Deputy Head



Ms. L Wright
Designated
safeguarding teacher
and Headteacher



Ms. A Lebiszczak
Designated
safeguarding teacher
and Assistant Head

If you have any safeguarding concerns about a child, you must report them to one of these people immediately either FACE TO FACE or using the internal phone system. School staff should also log all concerns onto Edaware.