

Whingate Primary School
Safeguarding/Child Protection Policy

September 2018.



*Our Child Protection Policy is in place to safeguard
all children from Nursery to Year 6.*

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Our Safeguarding & Child Protection Policy is available on the school website and is reviewed and ratified annually by the governing body or as events or legislation requires. Any deficiencies or weaknesses identified will be remedied without delay.

Academic year	Designated Safeguarding Lead	Deputy Designated Safeguarding Lead/s	Nominated Governor	Chair of Governors
2018-19	Janet Harris	Stephen Archer Claire Beswick Karen Loney Melissa Varley Mellanie Rose	Samantha Stewart	Ian Stokes

Policy Review date	Date Ratified by governors	Date Shared with staff
October 2018		

1. Aims

1.1 Whingate Primary School aims to ensure that:

- Appropriate action is taken in a timely manner to safeguard and promote children's welfare
- All staff are aware of their statutory responsibilities with respect to safeguarding
- Staff are properly trained in recognising and reporting safeguarding issues

1.2 The Governing Body and staff of Whingate Primary School take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess and support those children who are suffering harm and to keep them safe and secure whilst in our care.

1.3 The responsibilities set out in this policy apply (as appropriate) to all members of the school community including pupils, staff, governors, visitors/contractors, volunteers and trainees working within the school. It is fully incorporated into the whole school ethos and is underpinned throughout the teaching of the curriculum, within PSHE and within the safety of the physical environment provided for the pupils.

2. Legislation and statutory guidance

2.1 This policy is based on the Department for Education's statutory guidance, [Keeping Children Safe in Education \(KCSIE\) 2018](#) and [Working Together to Safeguard Children \(WTTSC\) 2018](#), and the [Governance Handbook](#). We comply with this guidance and the procedures set out by our Local Safeguarding Children partnership.

2.2 This policy is also based on the following legislation:

- Section 175 of the [Education Act 2002](#), which places a duty on schools and local authorities to safeguard and promote the welfare of pupils
- [The School Staffing \(England\) Regulations 2009](#), which set out what must be recorded on the single central record and the requirement for at least one person on a school interview/appointment panel to be trained in safer recruitment techniques
- [The Children Act 1989](#) (and [2004 amendment](#)), which provides a framework for the care and protection of children
- Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the [Serious Crime Act 2015](#), which places a statutory duty on teachers to report to the Police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18
- [Statutory guidance on FGM](#), which sets out responsibilities with regards to safeguarding and supporting girls affected by FGM
- [The Rehabilitation of Offenders Act 1974](#), which outlines when people with criminal convictions can work with children
- Schedule 4 of the [Safeguarding Vulnerable Groups Act 2006](#), which defines what 'regulated activity' is in relation to children
- Statutory [Guidance on the Prevent duty](#), which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism
- Guidance for safer working practice for those working with children and young people in education settings (GSWP) (Safer Recruitment Consortium October 2015)
- LSCP Procedures
- Children Missing Education – Statutory guidance for local authorities (DfE September 2016)
- The policy conforms to locally agreed inter-agency procedures and has been ratified by the LSCP Education Reference Group. It is available to all interested parties on our website and on request from the main school office. It should be read in conjunction with other relevant policies and procedures and KCSIE
- The [Childcare \(Disqualification\) Regulations 2018](#) and [Childcare Act 2006](#), which set out who is disqualified from working with children

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- This policy also meets requirements relating to safeguarding and welfare in the [Statutory framework for the Early Years Foundation Stage](#)

3. Definitions

3.1 **Safeguarding and promoting the welfare of children** means:

- Protecting children from maltreatment
- Preventing impairment of children's 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

3.2 **Child protection** is part of this definition and refers to activities undertaken to prevent children suffering, or being likely to suffer, significant harm.

3.3 **Appendix 1** explains the different types and indicators of abuse.

3.4 **Children** includes everyone under the age of 18.

4. Equality statement

4.1 Some children have an increased risk of abuse, and additional barriers can exist for some children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise children's diverse circumstances. We ensure that all children have the same protection, regardless of any barriers they may face.

4.2 We give special consideration to children who:

- Have special educational needs or disabilities
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence
- Are at risk of FGM, sexual exploitation, forced marriage, or radicalisation
- Are asylum seekers

5. Roles and responsibilities

5.1 Safeguarding and child protection is **everyone's** responsibility. This policy applies to all staff (including those not directly employed by the school), volunteers, and

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governors in the school. Our policy and procedures also apply to extended school and off-site activities.

5.2 All staff

5.2.1 All staff will read and understand part 1 and Annex A of the Department for Education's statutory safeguarding guidance, [Keeping Children Safe in Education](#), and review this guidance at least annually.

5.2.2 All staff will be aware of:

- Our systems which support safeguarding, including Guidance for Safer Working Practice
- The role of the designated safeguarding lead (DSL)
- The behaviour policy, and the safeguarding response to children who go missing from education
- The early help process and their role in it, including identifying emerging problems, liaising with the DSL, and sharing information with other professionals to support early identification and assessment
- The process for making referrals to local authority children's social work service (CSWS) and for statutory assessments that may follow a referral, including the role they might be expected to play. Fig 1: **Summary of in-school procedures to follow where there are concerns about a child** (page 10) illustrates the procedure to follow if you have concerns about a child's welfare. Wherever possible, speak to the DSL, deputy DSL or head teacher (in the absence of a DSL) first to agree a course of action. In the absence of a DSL or head teacher being available, staff must not delay in directly contacting children's social work duty and advice team or the police if they believe a child is at immediate risk of significant harm
- We work in partnership with other agencies in the best interests of the children. Requests for service to CSWS should (wherever possible) be made by the Designated Safeguarding Staff, to the CSWS advice and duty team (0113 3760336). Where a child already has a child protection social worker, the school will immediately contact the social worker involved or in their absence, the team manager of the child protection social worker
- What to do if they identify a safeguarding issue or a child tells them they are being abused or neglected, including specific issues such as Female Genital Mutilation (FGM), and how to maintain an appropriate level of confidentiality while liaising with relevant professionals
- In school procedures for recording any cause for concerns and passing information on to DSLs in accordance with school's recording systems
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), FGM and radicalisation

Appendix 1 details different kinds of abuse. .27.

Appendix 2 provides guidance to staff on how to handle disclosures.

5.3 The designated safeguarding lead (DSL) and deputy designated staff

- 5.3.1 Our DSL is Janet Harris, Child & Family Support Manager. The DSL takes lead responsibility for child protection and wider safeguarding.
- 5.3.2 During term time, the DSL will be available during school hours for staff to discuss any safeguarding concerns. Out of school hours Janet can be contacted by email, janet.harris@whingate.com, by telephone via school, 0113 2638910, or mobile 07841 849297.
- 5.3.3 When the DSL is absent, the deputies – Claire Beswick/Karen Loney, Deputy Headteachers, Melissa Varley, SENCo, Mellanie Rose (currently training as DSL) will act as cover.
- 5.3.4 If the DSL and deputies are not available, Stephen Archer, Headteacher, will act as cover (for example, during out-of-hours/out-of-term activities).
- 5.3.5 The DSL will be given the time, training, resources and support to:
- Provide advice and support to other staff on child welfare and child protection matters
 - Take part in strategy discussions and inter-agency meetings and/or support other staff to do so
 - Contribute to the assessment of children
 - Refer suspected cases, as appropriate, to the relevant body (children's social care duty and advice team, Channel programme, and/or police), and support staff to comply with their mandatory reporting duties in cases where FGM has been identified.
 - Ensure that all staff involved in direct case work of vulnerable children, where there are child protection concerns/issues, have access to regular safeguarding supervision. (Ref: LCC Safeguarding Supervision: Policy and Guidance - Revised 2013).
 - Keep the Head teacher informed of any issues, and liaise with local authority officers and relevant professionals for child protection concerns as appropriate.
 - Ensure representation at appropriate inter-agency meetings such as Initial and Review Child Protection Conferences, and Planning and Core Group meetings, as well as Family Support Meetings.
 - Provide reports as required for meetings. If school is unable to attend a meeting, a written report will be sent. Reports will, wherever possible, be shared with parents/carers at least 24 hours prior to the meeting.
 - Contribute to the preparation, implementation and review of the plan as appropriate where a child in school is subject to an inter-agency child protection plan or any multi-agency risk management plan.

The full responsibilities of the DSL are set out in Annex B of KCSIE – Role of the designated safeguarding lead. All designated safeguarding leads and deputy safeguarding leads must read and comply with this.

5.4 The Governing Body

5.4.1 The governing body will approve this policy at each review, and hold the head teacher to account for its implementation.

5.4.2 The governing body will appoint a lead governor to monitor the effectiveness of this policy in conjunction with the full governing board. The DSL cannot also be the lead governor with responsibility for child protection.

5.4.3 In the event that an allegation of abuse is made against the head teacher, the chair of governors will act as the ‘case manager’. See also **10.2**

5.4.4 The governing body, along with the school’s senior leadership team, are responsible for satisfying themselves and obtaining written assurances from any relevant school lettings and alternative/off site providers and provisions that their safeguarding arrangements are secure and in keeping with KCSIE. Whingate Primary School use the following alternative or off-site providers and have written evidence of safeguarding arrangements:

- ABC; Leeds West AIP
- Oasis; Leeds West AIP

The full responsibilities of the governing body are set out in Part Two of KCSIE – The management of safeguarding. All governing bodies should read Part Two of KCSiE in order to ensure that the school is fully compliant with their statutory safeguarding responsibilities.

5.5 The Headteacher

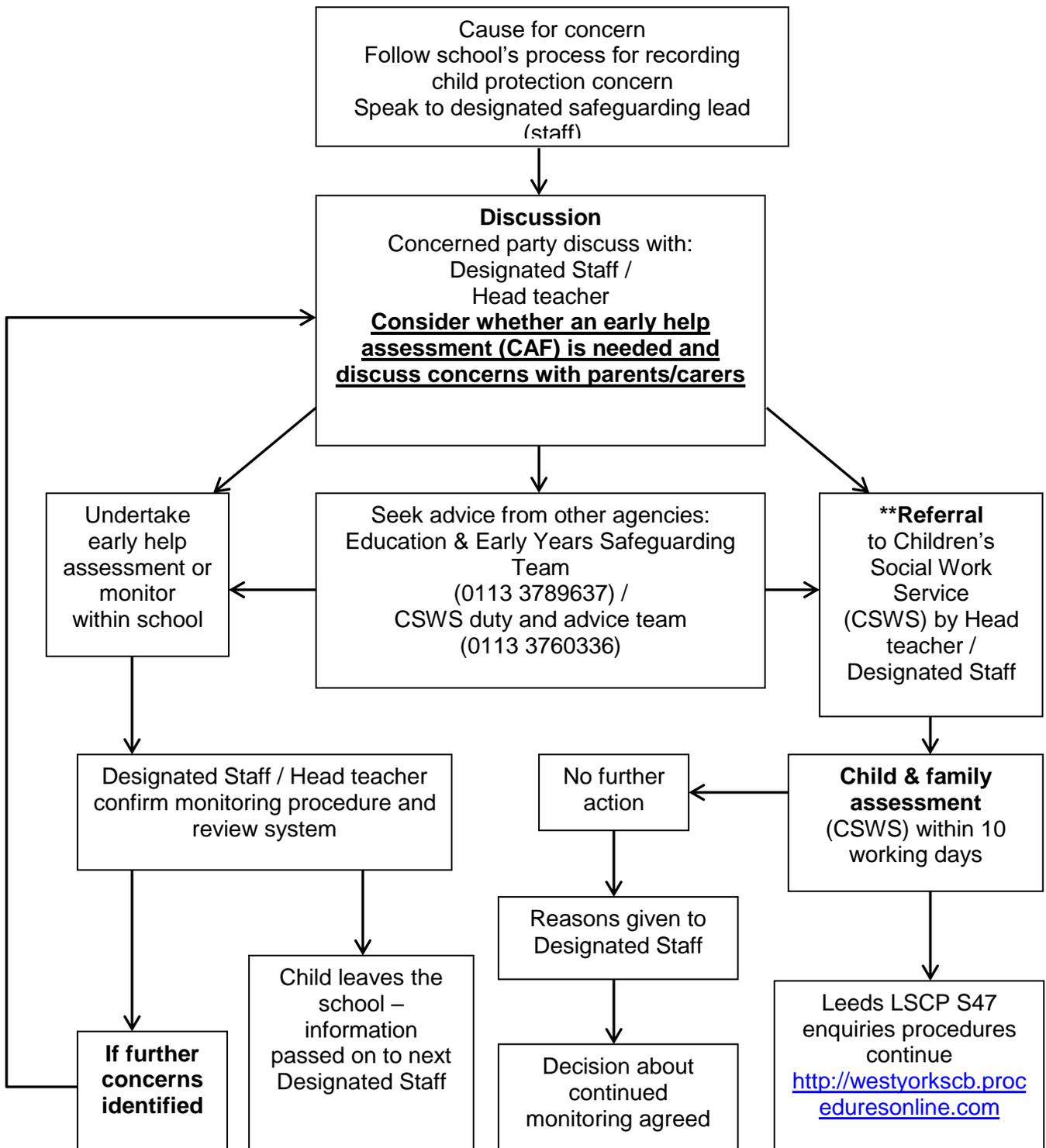
5.5.1 The Headteacher is responsible for the implementation of this policy, including:

- Ensuring staff (including temporary staff) and volunteers are informed of this policy as part of their induction
- Communicating this policy to parents when their child joins the school and via the school website
- Ensuring that the DSL has appropriate time, training and resources, and that there is always adequate cover if the DSL is absent
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly
- Acting as the ‘case manager’ in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate.

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- Ensuring the relevant staffing ratios are met, where applicable
- Making sure each child in the Early Years Foundation Stage is assigned a key person

Fig 1: Summary of in-school procedures to follow where there are concerns about a child



** If unhappy about the outcome of the referral to Children's Services Social Care, please refer to: Leeds LSCP Local Protocol: Concerns Resolution.
<http://www.leedsLSCP.org.uk/LSCP/media/Images/Concern-Resolution.pdf>

6. Confidentiality and Information Sharing

6.1 Confidentiality is an issue that needs to be understood by all those working with children, particularly in the context of safeguarding.

6.2 Whingate Primary School recognises that the only purpose of confidentiality in this respect is to benefit the child. Staff, volunteers and visitors to school should never promise a child that they will not tell anyone about an allegation/disclosure, and must pass any cause for concerns immediately to the DSL or a member of the Safeguarding Team.

6.3 Confidentiality is addressed throughout this policy with respect to record-keeping (see section 10), dealing with disclosure (see .27.

6.4 Appendix 2), allegations of abuse against staff (see section 10.2), information sharing (see section 6.4) and working with parents (see section 6.5).

6.4 Information sharing

6.4.1 Timely information sharing is essential for effective safeguarding. Whingate Primary School will share safeguarding information as appropriate in keeping with the principles outlined in the government guidance document, [Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers \(DfE 2018\)](#). This guidance has been produced to support practitioners in the decisions they take to share information, which reduces the risk of harm to children and young people and promotes their well-being.

6.5 Working with parents and other agencies to protect children

6.5.1 Parents/carers should be aware that Whingate Primary School will take any reasonable action to safeguard the welfare of its pupils. In cases where the school has reason to be concerned that a child may be suffering significant harm, ill-treatment or neglect or other forms of harm, staff have no alternative but to follow the Leeds Safeguarding Partnership (LSCP) procedures and contact Children's Social Work Service Duty and Advice team to discuss their concerns.

6.5.2 In keeping with KCSIE, we will endeavour wherever possible to obtain at least two emergency contacts for every child in the school in case of emergencies, and in case there are welfare concerns at the home.

6.5.3 In general, we will discuss concerns with parents/carers before approaching other agencies and will seek to inform parents/carers and receive their consent when making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the DSL. The exception to

this rule will be in situations where a member of staff has reasonable cause to believe that informing parents/carers of a referral to another agency may increase the risk of significant harm to the child.

- 6.5.4 Parents/carers are informed about our Safeguarding & Child Protection policy through: school prospectus, website, newsletters etc. A safeguarding & child protection statement is prominent in the school foyer/reception area.

6.6 Multi-agency work

- 6.6.1 We will co-operate with CSWS in accordance with the requirements of the Children Act and allow access to child and child protection records for them to conduct section 17 or section 47 assessments.
- 6.6.2 In the best interests of our pupils, we will work with all relevant professionals and agencies as required to safeguarding children and promote their welfare.

7. Our role in the prevention of abuse

We will identify and provide opportunities for children to develop skills, concepts, attitudes and knowledge to promote their safety and well-being.

7.1 The Curriculum

- 7.1.1 Relevant issues will be addressed through the PSHE curriculum including self-esteem, emotional literacy, assertiveness, power, relationship and sex education, online safety, online bullying, sexting, child sexual exploitation (CSE), youth generated images, female genital mutilation (FGM), preventing radicalisation, peer on peer abuse and anti-bullying. Schools can seek advice on the PSHE curriculum from the Health & Wellbeing Service (schoolwellbeing@leeds.gov.uk).
- 7.1.2 Relevant issues will be addressed through other areas of the curriculum. For example, circle time, English, History, Drama, PSHE, Art and assemblies.

7.2 Other areas of work

- 7.2.1 All our policies that address issues of power and potential harm, e.g. Anti-Bullying, Equal opportunities, Positive Handling, Behaviour, will be linked to ensure a whole school approach.
- 7.2.2 Our Safeguarding and Child Protection policy cannot be separated from the general ethos of the school which should ensure that children are treated with respect and dignity, feel safe, and are listened to.

8. Our role in supporting children

We will offer appropriate support to individual children who have experienced abuse or who have abused others.

8.1 In cases where children have experienced abuse/abused others, the DSL should ensure that appropriate support is offered. An individual support plan will be devised, implemented and reviewed regularly should the pupil (victim, perpetrator, of other child affected) require additional pastoral support/intervention. This plan will detail areas of support, who will be involved (i.e. learning mentor, key worker) and the child's wishes and feelings. A copy of the individual support plan will be kept in the pupil's child protection record (see Appendix 4).

8.2 Children with additional needs

8.2.1 Whingate Primary School recognises that while all children have a right to be safe, some children *may* be more vulnerable to abuse e.g. those with a disability or special educational need, those living with domestic violence or drug/alcohol abusing parents, etc.

8.2.2 When the school is considering excluding, either fixed term or permanently, a vulnerable pupil and/or a pupil who is either subject to a S47 Child Protection plan or there are/have previously been child protection concerns, we will undertake an informed (multi-agency where other professionals are involved) risk-assessment prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision to permanently exclude, the risk assessment must be completed prior to convening a meeting of the Governing body.

8.3 Children in Specific Circumstances

8.3.1 This school follows the Leeds LSCP (www.leedsLSCP.org.uk) online multi-agency procedures and will, where necessary, have due regard to the government guidance for children in specific circumstances as outlined in Part 1 and Annex A of KCSIE.

Female Genital Mutilation: The Mandatory Reporting Duty

8.3.2 The Department for Education's Keeping Children Safe in Education (KCSiE) explains that FGM comprises "all procedures involving partial or total removal of the external female genitalia, or other injury to the female genital organs".

- 8.3.3 FGM is illegal in the UK and a form of child abuse with long-lasting, harmful consequences. It is also known as 'female genital cutting', 'circumcision' or 'initiation'.
- 8.3.4 **Any teacher** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** must immediately (in consultation with the DSL) report this to the police, personally. This is a statutory duty, and teachers will face disciplinary sanctions for failing to meet it.
- 8.3.5 The duty above does not apply in cases where a pupil is *at risk* of FGM or FGM is suspected but is not known to have been carried out. Staff should not examine pupils.
- 8.3.6 **Any other member of staff** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** must speak to the DSL and follow our local safeguarding procedures.
- 8.3.7 **Any member of staff** who suspects a pupil is *at risk* of FGM must speak to the DSL and follow our [local safeguarding children's partnership procedures](#).

8.4 Radicalisation

- 8.4.1 Radicalisation is defined as the process by which people come to support terrorism and violent extremism and, in some cases, to then participate in terrorist groups. For further information on this subject please refer to pages 83 to 85 of Keeping Children Safe in Education (2018).

8.5 Responding to concerns about radicalisation

- 8.5.1 If staff are concerned about a change in the behaviour of an individual or see something that concerns them (**this could be a colleague too**) they should seek advice appropriately with the DSL who should contact the Education Safeguarding Team or the Prevent Education Officer– Julia Holden, 07891 273720 for further advice (see Appendix 9).
- 8.5.2 Schools and colleges are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them. The Education Safeguarding Team and the Prevent team can advise and identify local referral pathways.
- 8.5.3 Effective early help relies on all staff to be vigilant and aware of the nature of the risk for children and young people, and what support may be available. Our school will ensure that as far as possible all front line staff will undertake Prevent awareness training (e.g. Workshop to Raise Awareness of Prevent [WRAP]).

8.6 Peer on peer abuse

- 8.6.1 We recognise that children are capable of abusing their peers and that peer on peer abuse can manifest in many different ways, including on-line bullying, youth produced imagery (sexting), criminal and sexual exploitation, initiation/hazing and inappropriate/harmful sexualised behaviours. It is very clear that this abuse should always be treated seriously, and never just as banter or part of growing up. Any concerns around peer on peer abuse must be reported and recorded in line with the child protection procedures outlined in this policy. The DSL is responsible on responding to such concerns in keeping with LSCP protocols referenced below. The DSL is responsible for providing support to any victims, and the perpetrators.
- 8.6.2 Where children and young people have exhibited inappropriate/harmful sexualised behaviour and/or exhibited inappropriate/harmful sexualised behaviours towards others, an AIM (Assessment, Intervention, Moving On) checklist must be completed and contact made with Children's Social Work Service if appropriate (see Appendix 8). There should be a co-ordinated multi-agency approach through a risk assessment management plan (RAMP) to respond to their needs which will include parent/carers, youth justice (where appropriate), children's social work service and health. Further support and advice on AIM Checklists and/or undertaking a RAMP can be obtained from the Education Safeguarding Team on 0113 3789685.
- 8.6.3 We will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.
- 8.6.4 Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-agency risk assessment.
- 8.6.5 Where child sexual exploitation, or the risk of it, is suspected, frontline practitioners should complete a cause for concern form and pass onto the designated member of staff for child protection.
- 8.6.6 The DSL should complete the CSE checklist tool for partners (see Appendix 8) and refer to the table at the end of the tool to help decide how to proceed. A copy of the completed tool must be kept in the child's child protection records for future reference.
- 8.6.7 If the child /young person already has an allocated social worker, the DSL must contact them (or their team manager) to discuss any concerns about sexual exploitation.
- 8.6.8 A copy of the CSE checklist tool for partners can be obtained from the LSCP Website: [CSE Checklist Tool for Partner Agencies](#)

8.6.9 We will ensure the school works in partnership with parents / carers and other agencies as appropriate. This includes facilitating return to home interviews as requested.

9. Children missing from education

9.1 A child going missing from education is a potential indicator of abuse or neglect. School and college staff members must follow the Leeds Children's Services LA procedure

9.2 Contact: cme@leeds.gov.uk. Tel: 0113 3789686.

9.3 Children who are absent, abscond or go missing during the school day are vulnerable and at potential risk of abuse or neglect. School and college staff members should follow the school's or college's procedures for dealing with children who are absent/ go missing, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future (see Appendix 10).

9.4 **We will comply with our statutory duty to inform the local authority of any pupil who falls within the reporting notification requirements outlined in [Children Missing Education – Statutory guidance for local authorities \(DfE September 2016\)](#).**

10. A Safer School Culture

Governors have agreed and ratified the following policies which must be read in conjunction with this policy and be provided to all staff as part of their induction procedures:

- Whistle Blowing/Confidential reporting policies (guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken when staff have concerns about any adult's behaviour)
- School's procedures for managing children who are missing education (CME)
- Guidance on Safer Working Practices
- Safeguarding and Child Protection policy (including online safety).
- School behaviour policy

10.1 Safer Recruitment, selection and pre-employment vetting

10.1.1 The school pays full regard and commitment to following the safer recruitment, selection and pre-employment vetting procedures as outlined in

part three of KCSiE (2018). The school will maintain a single central record which demonstrates the relevant vetting checks required including: a barred list check, DBS check at the correct level, identity, qualifications, prohibition order and right to work in the UK. (see Part 3 of KCSiE 2018).

- 10.1.2 All recruitment materials will include reference to the school's commitment to safeguarding and promoting the wellbeing of pupils. (see Appendix 6)
- 10.1.3 The school will ensure that all recruitment panels include at least one person that has undertaken the safer recruitment consortium, safer recruitment training as recommended by the Local Authority/Leeds LSCP.
- 10.1.4 The school/college will ensure that written risk assessments are undertaken in situations where information provided on DBS certificates necessitates so. Written risk assessments must be undertaken for all volunteers **not** engaging in regulated activity. Advice and support for carrying out risk assessments can be accessed through the school's HR Advisor/Provider/Contact or the Education Safeguarding Team.

10.2 Procedures in the event of an allegation against a member of staff or person in school

- 10.2.1 These procedures must be followed in any case in which it is alleged that a member of staff, governor, visiting professional or volunteer 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 s/he may pose a risk of harm to children

10.2.2 Inappropriate behaviour by staff/volunteers could take the following forms:

- Physical, for example intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.
- Emotional, for example intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes which discriminate on the grounds of race, gender, disability or sexuality.
- Sexual, for example sexualised behaviour towards pupils, grooming, sexual harassment, sexual assault and rape.
- Neglect which may include failing to act to protect a child or children, failing to seek medical attention or failure to carry out appropriate/proper risk assessment etc.

- Staff have a duty to disclose to the head teacher where their relationships and associations both within and outside of the workplace (including online) may have implications for safeguarding children in school.
- 10.2.3 A safeguarding complaint that meets the above criteria must be reported to the Headteacher/Principal (“case manager”) immediately. If the complaint involves the Headteacher then the next most senior member of staff must be informed and the Chair of Governors.
- 10.2.4 The case manager should gather as much information about the alleged incident as necessary in order to establish whether there is substance to the allegation. The case manager must use the local authority designated officer (LADO) notification form (see Appendix 13) in order to assess the level of concern. As part of this initial consideration, the case manager should consult with their school’s HR Advisor/provider/contact. The completed LADO notification form must be sent to lado@leeds.gcsx.gov.uk **within one working day of the allegation being made**. This will assist the case manager and HR in consultation with the LADO to decide on the most appropriate course of action.
- 10.2.5 The case manager **should not** carry out an investigation or **directly interview** an individual about whom there is a concern until the above process has been duly completed and relevant partners have been consulted.
- 10.2.6 A multi-agency allegations management meeting may be arranged to look at the complaint in its widest context. The case manager must attend this meeting, which will be arranged by the LADO. All issues must be recorded and the outcome reached must be noted to ensure closure.
- 10.2.7 In many cases it may be appropriate to provide further training and support to staff/volunteers and ensure that they are clear about the expectations for their conduct.
- 10.2.8 In more serious cases, allegations may be investigated under the formal disciplinary procedures and, where allegations are upheld, formal warnings issued as well as specific training and support. In cases where children/young people may be at further risk and/or evidence/witnesses may be compromised and/or the allegations are so serious that they may, if upheld, constitute gross misconduct, suspension of the member of staff/volunteer may be appropriate and should be considered in line with the school’s Disciplinary Policy.
- 10.2.9 Any staff/volunteers who are dismissed by the school for gross misconduct or cumulative misconduct relating to safeguarding of children/young people will be referred to the DBS for consideration of barring. Similarly, where the school has a reasonable belief that the member of staff/volunteer would

have been dismissed by the school had they been employed at the time of the conclusion of investigations, they will be referred to the DBS. The school will keep written records of all of the above.

- **LADO Contacts: Claire Ford or Carolyn Hargreaves Tel: 0113 3789687**
- **Advice can also be sought from Raminder Aujla – Team Manager Education Safeguarding Team 0113 3789637**

10.2.10 Where a staff member feels unable to raise an issue with their employer or feels that their genuine concerns are not being addressed, staff can contact any of the professionals named in the above paragraph, in addition to other whistleblowing channels which may be open to them.

10.2.11 The Leeds City Council whistleblowing policy states that concerns can be raised by the following methods:

- Whistleblowing hotline 0113 3788008 (dedicated hotline answered by a member of the Internal Audit team or an answerphone).
- E-mail concerns@leeds.gov.uk
- In writing Internal Audit, 3rd Floor West, Civic Hall, Leeds, LS1 1JF
- The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday and Email: help@nspcc.org.uk.

10.3 Training and Support

10.3.1 All staff members should be aware of systems within our school that support safeguarding and these will be explained to them as part of our staff induction. This includes: the school's/college's safeguarding/child protection policy; the school's safer working practice document and the school's whistleblowing procedures.

10.3.2 We recognise the stressful and traumatic nature of child protection work. Support is available for any member of staff from Janet Harris, Claire Beswick, Karen Loney, Melissa Varley, Mellanie Rose, Stephen Archer. Access to regular and timely supervision is an essential form of support for all designated safeguarding staff. Children's Services Education Safeguarding team are also potentially available for advice and support (Tel: 0113 3789685).

10.3.3 Designated Safeguarding staff must have attended the 3-day Children's Services Education child protection training course, and the Leeds LSCP multi-agency Working Together to Safeguard Children and Young People training. They will attend refresher training at least every two years. The DSL will undertake Prevent Awareness Training (e.g. Workshop to Raise Awareness of

Prevent [WRAP]) to enable them to provide advice and support to other members of staff on protecting children from the risk of radicalisation.

- 10.3.4 The school will ensure all staff including temporary and volunteers receive induction and updated INSET appropriate to their roles and responsibilities, especially staff new to the school. All staff will access refresher training at least every three years and regular safeguarding and child protection updates (for example, via email, e-bulletins, staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. Access to training can be via the Children's Services Education Safeguarding Team and the LSCP.
- 10.3.5 The Headteacher will attend appropriate safeguarding training at least every three years.
- 10.3.6 Governors, including the nominated Governor, will attend specific training for their role, updated at least every three years.
- 10.3.7 Any training accessed through third party/independent providers must reflect the LSCP protocols and the LSCP minimum standards checklist. This training should be recorded by the school on a separate database.

11. Child Protection Records

11.1.1 Child protection and safeguarding records will be held securely, with access being restricted to the DSL and their deputies, Headteacher and in cases of Early Help, the nominated lead professional, if this is not a designated safeguarding lead/officer. For further information please see [Early Help Assessments](#). The following information must be kept securely with restricted access, whether paper or electronic:

- Chronology (summary of significant events and the actions and involvement of the school/college)
- All completed child protection cause for concern records
- Any child protection information received from the child's previous educational establishment
- Records of discussions, telephone calls and meetings with colleagues and other agencies or services
- Professional consultations
- Letters and emails sent and received relating to child protection matters
- Referral forms sent to CSWS, other external agencies or education-based services
- Minutes or notes of meetings, e.g. child protection conferences, core group meetings, etc., copied to the file of each child in the family, as appropriate

- Formal plans for, or linked to, the child e.g. child protection plans, Early Help (previously known as CAF's), risk assessments etc
- **A copy of any support plan for the pupil concerned** (see Appendix 4)

11.1.2 Where a pupil leaves their existing provision, Whingate Primary School will ensure that the child protection file is transferred securely and separately from the main pupil file to the receiving school/educational establishment (where this is known) as soon as possible and within 15 school days. This is a legal requirement set out under regulation 9 (3) of 'The Education (Pupil Information – England) Regulations 2005'. A copy of the chronology must be retained for audit purposes.

11.1.3 Where there is an existing risk management plan/assessment in place for behaviours that are deemed potentially harmful to the pupil or others (i.e self-harming or harmful sexualised behaviour), this information must be shared with the destination provision prior to the pupil starting so that appropriate care and control measures can be put in place to mitigate the potential of any risk of further harm occurring. The DSL should also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving, for example prior to a transfer programme.

11.1.4 **Where a child leaves a school before statutory school leaving age, the child protection file must be transferred to the new school or college.** There is no need to keep written or electronic copies of the child protection records, therefore these must be deleted from electronic systems once the successful transfer has been confirmed. The exception to this rule will be in any of the following instances:

- Where a vulnerable young person is moving to a Further Education establishment, consideration should be given to the pupil's wishes and feelings about their child protection information being passed on, in order that the FE establishment can provide appropriate support. In cases where it is deemed appropriate, relevant child protection information must be shared via the FE Safeguarding Information Sharing Form only. The original records should be retained and archived by the school/college. Due consideration must be given to the sharing of any additional information requested by the receiving establishment.
- Where the destination school is not known (*the original records should be retained by the school/college*)
- Where the child has not attended the nominated school (*the original records should be retained by the school/college*)
- There is any on-going legal action (*the original file should be retained by the school and a copy sent*)

11.1.5 Pupil records should be transferred in a secure manner, for example, through secure electronic file transfer or by hand. When hand-delivering pupil records, a list of the names of those pupils whose records are being

transferred and the name of the school/college they are being transferred to must be made and a signature obtained from the receiving school/college as proof of receipt. When sending records through secure electronic file transfer, a delivery and read receipt of the transfer must be retained for audit purposes.

- 11.1.6 If a pupil moves from our school, child protection records will be forwarded onto the named DSL at the new school, with due regard to their confidential nature. Good practice suggests that this should always be done with a face to face handover between designated staff or a verbal conversation is had over the telephone if a face to face handover is not possible. A signed receipt of file transfer or an electronic delivery and read receipt must be obtained for audit purposes by the delivering school.
- 11.1.7 If sending by post, children's records should be sent "Special Delivery". A **note** of the special delivery number should also be made to enable the records to be tracked and traced via Royal Mail.
- 11.1.8 For audit purposes a note of all pupil records transferred or received should be kept in either paper or electronic format. This will include the child's name, date of birth, where and to whom the records have been sent, and the date sent and/or received. A copy of the child protection chronology will also be retained for audit purposes and kept securely.
- 11.1.9 If a pupil is permanently excluded and moves to an alternative or specialist provision, child protection records will be forwarded onto the relevant organisation in accordance with the 'The Education (Pupil Information – England) Regulations 2005, following the above procedure for delivery of the records.
- 11.1.10 If a parent chooses to electively home educate (EHE) their child, the child protection record must be forwarded to Julia Green, Admin Coordinator, EHE Team, Adams Court, Kildare Terrace, Leeds LS12 1DB, following the above procedure for delivery of the records.
- 11.1.11 When a DSL member of staff resigns their post or no longer has child protection responsibility, there should be a full face to face handover/exchange of information with the new post holder.
- 11.1.12 In exceptional circumstances when a face to face handover is unfeasible, it is the responsibility of the head teacher to ensure that the new post holder is fully conversant with all procedures and case files.
- 11.1.13 All DSLs receiving current (live) files or closed files must keep all contents enclosed and not remove any material.

11.1.14 All receipts confirming file transfer must be kept in accordance with the recommended retention periods. For further information, refer to the archiving section.

11.2 Archiving

11.2.1 The school that the pupil attended until statutory school leaving age (or the school where the pupil completed sixth form studies) is responsible for retaining any child protection records they may hold. The recommended retention period is 35 years from closure when there has been a referral to CSWS. If no referral has been made to CSWS, the child protection record should be retained until the child's 25th birthday, after which point the paper file (if one still exists prior to using CPOMS) will be destroyed confidentially and electronic records deleted from our system. The decision of how and where to store child protection files must be made by the school via the governing body. Due to sensitivity of the information, the paper records should continue to be held in a secure area with limited access e.g. designated officer or Headteacher. The DSL is responsible for ensuring that all CP files are archived in accordance with the timescales referenced above. The DSL is responsible for ensuring that the appropriate timeframes for archiving and destroying child protection records referenced above are set on electronic systems accordingly for each pupil.

11.3 Children's and parents' access to child protection files

11.3.1 Under Data Protection legislation (General Data Protection Regulation (GDPR) & Data Protection Act 2018) a pupil or their nominated representative have a number of legal rights in respect of information relating to them. These rights include the right to access and the right to rectification of inaccurate data. Therefore, it is important to remember that all information should be accurately recorded, objective in nature and expressed in a professional manner.

11.3.2 Any child who has a child protection file has a right to request access to it. However, neither the child nor the parent has an automatic right to see all the information held in child protection records. Information can be withheld if disclosure:

- Could cause serious harm or is likely to cause serious harm to the physical or mental health or condition of the child or another person; or
- Could reveal that the child or another person has been a subject of or may be at risk of child abuse, and the disclosure is not in the best interests of the child; or
- Is likely to prejudice an on-going criminal investigation; or
- Information about the child also relates to another person who could be identified from it or the information has been given by another person

who could be identified as the source, unless the person has consented to the disclosure or the person providing the information is an employee of the establishment or the Local Authority.

11.3.3 It is best practice to make reports available to the child or their parents unless the exceptions described above apply. If an application is made to see the whole record, advice can be sought from the Leeds Adults, Health and Children's Information Governance Hub:

- Contact email: IMG.AC@leeds.gov.uk
- Telephone: 0113 3784251.

11.3.4 The establishment's report to the child protection conference should be shared with the child, if old enough, and parent at least two days before the conference.

11.4 Safe Destruction of the pupil record

11.4.1 Where records have been identified for destruction, they should be disposed of securely at the end of the academic year (or as soon as practical before that time). Records which have been identified for destruction should be confidentially destroyed. This is because they will either contain personal or sensitive information, which is subject to the requirements of Data Protection legislation or they will contain information which is confidential to school or the Local Education Authority. Information should be shredded (or deleted as appropriate) prior to disposal or confidential disposal can be arranged through private contractors. For audit purposes the school should maintain a list of records which have been destroyed and who authorised their destruction. This can be kept securely in either paper or an electronic format.

Appendix 1: Definitions and indicators of abuse

Reference: Working Together to Safeguard Children (DfE 2018). See also KCSiE Part one and Annex A.

Neglect: Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Examples which may indicate neglect (it is not designed to be used as a checklist):

- Hunger
- Tiredness or listlessness
- Child dirty or unkempt
- Poorly or inappropriately clad for the weather
- Poor school attendance or often late for school
- Poor concentration
- Affection or attention seeking behaviour
- Untreated illnesses/injuries
- Pallid complexion
- Stealing or scavenging compulsively
- Failure to achieve developmental milestones, for example growth, weight
- Failure to develop intellectually or socially
- Neurotic behaviour

Physical abuse: Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Examples which may indicate physical abuse (not to be used as a checklist):

- Patterns of bruising; inconsistent account of how bruising or injuries occurred
- Finger, hand or nail marks, black eyes
- Bite marks
- Round burn marks, burns and scalds

- Lacerations, wealds
- Fractures
- Bald patches
- Symptoms of drug or alcohol intoxication or poisoning
- Unaccountable covering of limbs, even in hot weather
- Fear of going home or parents being contacted
- Fear of medical help
- Fear of changing for PE
- Inexplicable fear of adults or over-compliance
- Violence or aggression towards others including bullying
- Isolation from peers

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Examples which may indicate sexual abuse (it is not designed to be used as a checklist):

- Sexually explicit play or behaviour or age-inappropriate knowledge
- Anal or vaginal discharge, soreness or scratching
- Reluctance to go home
- Inability to concentrate, tiredness
- Refusal to communicate.
- Thrush, Persistent complaints of stomach disorders or pains
- Eating disorders, for example anorexia nervosa and bulimia
- Attention seeking behaviour, self-mutilation, substance abuse
- Aggressive behaviour including sexual harassment or molestation
- Unusually compliant
- Regressive behaviour, Enuresis, soiling
- Frequent or open masturbation, touching others inappropriately
- Depression, withdrawal, isolation from peer group
- Reluctance to undress for PE or swimming
- Bruises, scratches in genital area

Emotional abuse: Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child in participating in normal social interaction. It may also involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment

Examples which may indicate emotional abuse (it is not designed to be used as a checklist):

- Over-reaction to mistakes, continual self-deprecation
- Delayed physical, mental, emotional development
- Sudden speech or sensory disorders
- Inappropriate emotional responses, fantasies
- Neurotic behaviour: rocking, banging head, regression, tics and twitches
- Self-harming, drug or solvent abuse
- Fear of parents being contacted
- Running away / Going missing
- Compulsive stealing
- Masturbation, Appetite disorders - anorexia nervosa, bulimia
- Soiling, smearing faeces, enuresis

N.B.: Some situations where children stop communication suddenly (known as "traumatic mutism") may indicate maltreatment.

Child Sexual Exploitation: Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Reference: Child Sexual Exploitation. *Definition and a guide for practitioners, local leaders and decision makers working to protect children from child sexual exploitation* (DfE 2017)

Responses from parents

Research and experience indicates that the following responses from parents may suggest a cause for concern across all four categories:

- An unexpected delay in seeking treatment that is obviously needed
- An unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
- Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
- Reluctance to give information or failure to mention other known relevant injuries
- Frequent presentation of minor injuries
- Unrealistic expectations or constant complaints about the child
- Alcohol misuse or other drug/substance misuse
- Parents request removal of the child from home
- Violence between adults in the household

Disabled Children

When working with children with disabilities, practitioners need to be aware that additional possible indicators of abuse and/or neglect may also include:

- A bruise in a site that might not be of concern on an ambulant child such as the shin, might be of concern on a non-mobile child
- Not getting enough help with feeding leading to malnourishment
- Poor toileting arrangements
- Lack of stimulation
- Unjustified and/or excessive use of restraint
- Rough handling, extreme behaviour modification e.g. deprivation of liquid medication, food or clothing, disabling wheelchair batteries
- Unwillingness to try to learn a child's means of communication
- Ill-fitting equipment e.g. callipers, sleep boards, inappropriate splinting;
- Misappropriation of a child's finances
- Invasive procedures

Appendix 2 Dealing with a disclosure of abuse

When a child tells me about abuse s/he has suffered, what must I remember?

- Stay calm
- Do not transmit shock, anger or embarrassment.
- Reassure the child. Tell her/him you are pleased that s/he is speaking to you.
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- Tell the child that it is not her/his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected.
- Do not tell the child that what s/he experienced is dirty, naughty or bad.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what s/he has told you. It is essential to record all you have heard.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.

NB It is not education staff's role to seek disclosures. Their role is to observe that something may be wrong, ask about it, listen, be available and try to make time to talk.

Immediately afterwards

You must not deal with this yourself. All disclosures of abuse must be responded to in keeping with the professional roles and responsibilities outlined in Fig 1: Summary of in-school procedures to follow where there are concerns about a child (Page 10)

	Appendix Three Whingate Primary School Cause for Concern Form
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Note: Please do not interpret what is seen or heard; simply record the facts. After completing the form, pass it immediately to the Safeguarding Lead.

Name of Child _____ Class _____

Name of staff member completing form _____

Day _____ Date _____ Time _____ Place _____ *(of observed behaviour/discussion/disclosure)*

Nature of Incident / concern including relevant background *(record child's words verbatim)*

Continue on reverse if necessary

Signed _____

Action/passed to _____ Time _____

2 of 2

For Designated Safeguarding Staff

Action Taken	By whom / date	Outcome / date
Discuss with child: <i>Ensure the child's wishes and feelings are ascertained where appropriate</i>		
Monitoring sheet		
Check behaviour database		
Contact parents <i>Please tick:</i> <i>Telephone call</i> _____ <i>Meeting</i> _____		
Check SEN register		
Refer to Social Care		
Other (<i>please specify</i>) <i>i.e. seek more info/advice</i>		



Whingate Primary School
SMART Plan

Child Protection Pupil Support Plan Information	Name of Pupil:		
Current Care/living arrangements			
Support needs identified			
	Support/Intervention		
Type of support/intervention	Provider	Start Date	End Date
	Agencies Involved		
Name of professional	Agency	Email	Telephone

School Timetable

School starts at 8.55am
School finishes at 3.10pm

Assembly Times

Monday afternoon KS1
Tuesday morning whole school
Thursday morning KS2
Friday 9.00am Parents' assembly KS1
Friday 10.00am Parents' assembly KS2

Break & Lunchtime

KS1

Morning break 10.30 – 10.50am
Lunchtime 12.00 – 12.50pm
Afternoon break 2.00 – 2.15pm

KS2

Morning break 10.30 – 10.50am
Lunchtime 12.20 – 1.10pm

**We hope that you have an enjoyable
visit to Whingate Primary School**

Appendix 5

Welcome



Whingate Primary School

*Please also refer to Part One of
Keeping Children Safe in Education.*

Visitors to Whingate

Everyone at Whingate Primary School would like to extend a warm welcome to you.

Please sign in and wear the visitor's badge available from reception.

In the event of an emergency please leave the building by the nearest fire exit, which will be identified by a green exit sign and assemble in the main playground.

You are more than welcome to use the tea and coffee making facilities available in the staffroom.

Equality

All adults in Whingate Primary School work together and support each other to promote and champion equality. If you have any concerns regarding equality please speak to Mr Archer, Headteacher.

Safeguarding/Child Protection

If you have any concerns please refer to Janet Harris, Designated Safeguarding Lead Officer.

In Janet's absence, please see one of our Safeguarding Team; Melissa Varley, SENCo, Claire Beswick/Karen Loney, Deputy Headteachers, Mellanie Rose or Stephen Archer, Headteacher.

Please also refer to Part One of Keeping Children Safe in Education.



Janet
Harris



Melissa
Varley



Mellanie
Rose



Claire
Beswick



Karen
Loney



Stephen
Archer

Behaviour Policy

At Whingate we pride ourselves on being a well organised school with high expectations of behaviour. If you need to access our behaviour policy and how it impacts on the day-to-day management of pupils it can be located in Janet Harris's office.

Whingate Primary School: Additional Safeguarding Policies & Procedures

Induction of New Staff and Volunteers-Checklist

All new staff and volunteers must have an induction with a member of the SMT, before starting in school.

Name of new starter	
Date	
Name of staff member	

Checks prior to employment:

	Notes	Initialled by SMT
Proof of Identity with photograph	Passport, driver's licence etc Details noted in office On Single Central Record	
Proof of qualification	Original copy of the relevant qualification to be photocopied and kept on file.	
DBS check	Details noted in office On Single Central Record	
Disqualification declaration	Form to read and sign	
Health declaration	Form to complete	

Copies of documents to new starter:

	Signed as received, read and agreed by the new starter.
Induction Booklet: <ul style="list-style-type: none"> • Confidentiality Policy • Use of Networking sites • Use of mobile phones • Child Protection • Dress Code • Sickness Absence Policy • Keeping Children Safe in Education • Whistleblowing Policy 	

Copy read and signed

ICT Acceptable use of internet	
Disqualification declaration form	

Made aware of:

	Notes	Initialled as seen by starter
Health and Safety Policy	Accessible in Business Manager's Room. Copies seen	
Guidance for Safer Working Practice for People Who Work With Children...	Copy in Staffroom. Copy seen	



Whingate Dress Code

Staff who face children, their parents and the public should maintain a smart and clean appearance at all times. It is important to set a good example and to provide a professional image.

For example:

- No jeans to be worn in school even during PPA. Some trips may warrant jeans to be worn.
- No games kit to be worn except on P.E. or games days unless school uniform jackets.
- Appropriate kit should be worn for P.E. and games lessons including appropriate footwear.
- No hats to be worn in the classroom whilst children are present.
- Clothes should fit properly so that inappropriate parts of the body and undergarments are not visible, e.g. bottom, mid-rift, thong, bra straps, chest.
- Faces may not be covered to ensure communication with children is not hindered.
- Jewellery should be kept to a sensible and professional level.
- Leggings are not appropriate dress for a professional working environment.

NB – In the case of fancy dress, themed days or non-uniform days, **some** of this code may not be deemed appropriate.



Whingate Primary School: Confidentiality Policy – Quick Guide
Guidelines for staff, visitors, students and volunteers

Adults in school will be party to a range of information about individuals, such as staff, children and their parents. Some information will be in written material, some observed and some shared or heard in conversation. The general and clear rule is that no such information may be shared with anyone outside of the school.

The sharing of such private or personal information with anyone outside of the school, either verbally or in written form (paper-based or through the internet) will be regarded as a disciplinary matter and a breach of the Data Protection Act.

1. All information about individual children is private and should only be shared with those staff that have a need to know.
2. All social services, medical and personal information about a child should be held in a safe and secure place which cannot be accessed by individuals other than school staff.
3. There is clear guidance for the handling of child protection incidents. And all staff must follow the guidance on child protection issues, including issues of disclosures made by children.
4. There is clear guidance for procedures if a member of staff is accused of abuse. See a member of the SMT for more information.
5. Any intolerance about gender, faith, race, culture or sexuality is unacceptable and will follow the school's discipline policy.
6. Addresses and telephone numbers of parents and children will not be passed on except in exceptional circumstances or to a receiving school.
7. Information about children will be shared with parents but only about their child. Parents should not have access to any other child's books, marks and progress grades at any time especially at parents' evening. However parents should be aware that information about their child will be shared with the receiving school when they change school.

Governors

Governors know that from time to time issues are discussed or brought to their attention about staff and children. All such information is confidential and must not be shared with anyone outside the school. Any papers be marked as confidential should be destroyed. Governors must observe complete confidentiality when asked to do so by the governing body, especially in relation to matters concerning individual staff, pupils or parents.

Although decisions reached at governors' meetings are normally made public through the minutes or otherwise, the discussions on which decisions are based should be regarded as confidential. Governors should exercise the highest degree of prudence when discussion of potentially contentious issues arises outside the governing body.



USE OF INTERNET NETWORKING SITES

The school will not check staff members' use of networking sites, so all staff, volunteers and visitors in school must conform to the following at all times:

- Do not refer to the school at all.
- Never refer to any child in any way, even without naming them.
- If you refer to colleagues at all, do so in a positive way only.
- Act in a professional manner.
- Make sure that all your sites are secure so that people whom you do not know cannot view them.
- Do not engage with pupils on social networking sites and do not look at the accounts of pupils (*note: children should be 13 or over to use a Facebook account*)

For further guidance please refer to Whingate's full E-Safety Policy.



Staff Acceptable Use Agreement / Code of conduct

ICT and the related technologies such as email, the internet and mobile phones are an expected part of our daily working life in school. This policy is designed to ensure that all staff are aware of their professional responsibilities when using any form of ICT. All staff are expected to sign this policy and adhere at all times to its contents. Any concerns or clarification should be discussed with a member of the senior management team.

- I will only use the school's email / Internet / Intranet / Learning Platform and any related technologies for professional purposes or for uses deemed 'reasonable' by the Head or Governing Body.
- I will comply with the ICT system security and not disclose any passwords provided to me by the school or other related authorities.
- I will ensure that all electronic communications with pupils and staff are compatible with my professional role.
- I will only use the approved, secure email system(s) for any school business.
- I will ensure that personal data (such as data held on SIMS) is kept secure and is used appropriately, whether in school, taken off the school premises or accessed remotely.
- I will not browse, download or upload material that could be considered offensive or illegal.
- I will not send to pupils or colleagues material that could be considered offensive or illegal.
- Images of pupils will only be taken and used for professional purposes and will not be distributed outside the school network without the permission of the parent/ carer.
- I understand that all my use of the Internet and other related technologies can be monitored and logged and can be made available, on request, to my Line Manager or Headteacher.
- I will respect copyright and intellectual property rights.
- I will support and promote the school's e-Safety policy and help pupils to be safe and responsible in their use of ICT and related technologies.

I agree to follow this code of conduct and to support the safe use of ICT throughout the school:

Signature
Date
Full Name



The Use of Mobile Phones in School.

It is not professional or appropriate for staff to be accessing mobile phones whilst performing their duties with children or in the course of their normal work, for example in meetings. Visitors and volunteers are expected to follow the same principles.

Mobile phones must not be used or checked at all:

- By adults when they are working with children e.g.
 - During lesson times.
 - Whilst supervising children in the classroom, playground, after-school clubs, or on trips

- By adults when they are performing their normal duties e.g.
 - During staff meetings or briefings
 - During meetings with colleagues, parents, other professionals
 - During training sessions in school or other sites

It is good practice to lock phones in a teacher's cupboard and to leave them on silent mode, or switched off.

Exceptions to this Rule

Phones may be left on and checked in exceptional circumstances and only with the prior agreement of the Senior Management Team, e.g.

- When off-site and needing to keep in touch with school
- When expecting an urgent or important call, such as one regarding a close relative or urgent information, such as relating to medical issues



Child Protection

A quick guide to policy and procedure

All staff should:

- Be familiar with our child protection policy which is situated in the staffroom
- Be familiar with issues of confidentiality
- Be aware of who the Designated Staff for Child Protection are
- Be alert to signs and indicators of possible abuse
- Record concerns on a 'Cause for Concern' form (copies are situated in the staffroom next to the child protection policy)
- Hand a completed cause for concern form direct to the Designated Staff
- Deal with a disclosure of abuse from a child in line with Appendix Two of our child protection policy
- Be involved in ongoing monitoring and recording
- Behave in accordance with the Education Leeds Guidance 'Safe Working Practice in Education Settings (April 2008)'



Guidelines for Volunteers

You will be supervised by the Class Teacher. If you want further support or guidance you should discuss this with a Deputy Headteacher.

Before starting in any classroom, make sure:

- You have provided the office with an up-to-date DBS check and photographic proof of your identity
- You have had an Induction Meeting with a Deputy Headteacher and seen copies of the Child Protection, Safeguarding and Health and Safety Policies
- You have agreed the days and times when you will volunteer in school

On the day of volunteering:

- Make sure you understand the rules of the classroom and the expectations of children
- Talk to the teacher and be very clear about what s/he wants you to do
- Agree with the teacher about how you should handle a situation where a child is uncooperative with you

Expectations:

There are clear expectations for you about how you should behave, dress, speak to children & adults and confidentiality. These will be discussed with you prior to the placement. The over-riding principle is that every child in the school is safe, happy and well-cared for; you will be expected to support this at all times.

General priorities in the classroom for your role:

You should try to support the learning of pupils, usually working with groups of pupils under the direction of the Teacher e.g. work with a group of pupils to support their learning in a core curriculum area or in an art activity. You might be asked to provide administrative and clerical support to the teacher e.g. collect and record monies, put up a display, do photocopying.

During Teaching Sessions:

The aim is to improve the learning of the children.

You might be asked to

- Sit alongside target children to support their engagement, explain the lesson
- Note down children who are not taking part, paying attention, and answering questions, for the teacher to follow up or the TA to follow up immediately after the taught lesson, during the independent work