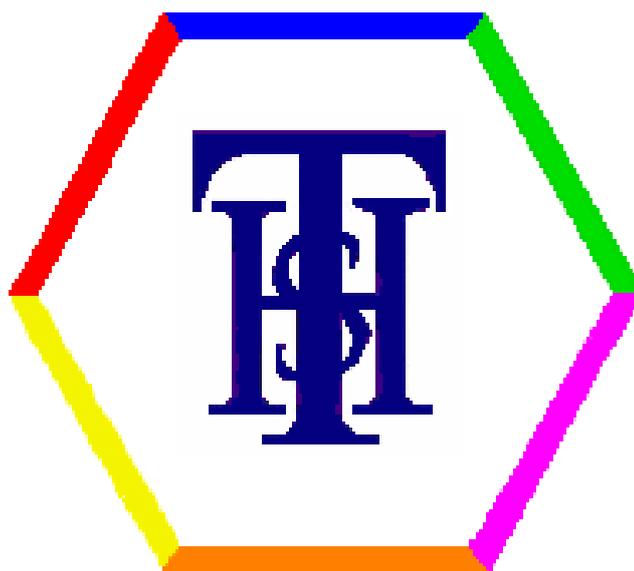


Tang Hall Primary School



Child Protection Policy

Signed _____ (Chair of Governors)

Tang Hall Primary School

Child Protection Policy

Tang Hall Primary School recognises that:

- The welfare of the child is paramount
- All children, regardless of age, disability, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- Working in partnership with children, young people and their parents, carers and other agencies is essential in promoting young people's welfare

The purpose of the policy:

- To provide protection for the children and young people who receive Tang Hall Primary School services, including the children of adult members or users.
- To provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of harm
- The policy applies to all staff, including senior managers, governors, volunteers, paid staff, agency workers and students

We will seek to safeguard children and young people by:

- Valuing, listening to and respecting them
- Adopting child protection guidelines through procedures and a code of conduct for staff and volunteers
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Sharing information about a child protection and good practice with children, parents, staff and volunteers
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately
- Providing effective management for staff and volunteers through supervision, support and training

The following definitions and how to recognise the signs of abuse have been taken from the City of York Safeguarding Boards website

Definition of 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 fabricates the symptoms of, or deliberately induces, illness in a child.

Signs of Physical abuse

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury;
- Several different explanations provided for an injury;
- Unexplained delay in seeking treatment;
- The parent/s are uninterested or undisturbed by an accident or injury;
- Parents are absent without good reason when their child is presented for treatment;
- Repeated presentation of minor injuries (which may represent a 'cry for help' and if ignored could lead to a more serious injury);
- Frequent use of different doctors and accident and emergency departments;
- Reluctance to give information or mention previous injuries.

Definition of Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent effects on the child's emotional development, and may involve:

- Conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person;
- Imposing age or developmentally inappropriate expectations 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 participating in normal social interaction;
- Seeing or hearing the ill-treatment of another;
- Serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children;
- Exploiting and corrupting children.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Signs of Emotional Abuse

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical.

The indicators of emotional abuse are often also associated with other forms of abuse. Professionals should therefore be aware that emotional abuse might also indicate the presence of other kinds of abuse.

The following may be indicators of emotional abuse:

- Developmental delay;
- Abnormal attachment between a child and parent (e.g. anxious, indiscriminate or no attachment);
- Indiscriminate attachment or failure to attach;
- Aggressive behaviour towards others;
- Appeasing behaviour towards others;
- Scapegoated within the family;
- Frozen watchfulness, particularly in pre-school children;
- Low self esteem and lack of confidence;
- Withdrawn or seen as a 'loner' – difficulty relating to others.
- Alopecia – hair loss

Definition of Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts.

Sexual abuse includes abuse of children through sexual exploitation. Penetrative sex where one of the partners is under the age of 16 is illegal, although prosecution of similar age, consenting partners is not usual. However, where a child is under the age of 13 it is classified as rape under s5 Sexual Offences Act 2003.

Sexual abuse includes non-contact activities, such as involving children in looking at, or in the production of pornographic materials, watching sexual activities or encouraging children to behave in sexually inappropriate ways.

Signs of Sexual abuse

Behavioural indicators which may help professionals identify child sexual abuse include:

- Inappropriate sexualised conduct;
- Sexually explicit behaviour, play or conversation, inappropriate to the child's age;
- Contact or non-contact sexually harmful behaviour;
- Continual and inappropriate or excessive masturbation;
- Self-harm (including eating disorder), self-mutilation and suicide attempts;
- Involvement in sexual exploitation or indiscriminate choice of sexual partners;
- An anxious unwillingness to remove clothes for e.g. sports events (but this may be related to cultural norms or physical difficulties).

Physical indicators associated with child sexual abuse include:

- Pain or itching of genital area;
- Blood on underclothes;
- Pregnancy in a child;
- Physical symptoms such as injuries to the genital or anal area, bruising to buttocks, abdomen and thighs, sexually transmitted disease, presence of semen on vagina, anus, external genitalia or clothing.

Definition of 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 of maternal substance abuse.

Once a child is born, neglect may involve a parent 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

Signs of Neglect

Evidence of neglect is built up over a period of time. Professionals should therefore compile a chronology and discuss concerns with any other agencies which may be involved with the family, to establish whether seemingly minor incidents are in fact part of a wider pattern of neglectful parenting.

- Failure by parents or carers to meet essential physical needs (e.g. adequate or appropriate food, clothes, warmth, hygiene and medical or dental care);
- Failure by parents or carers to meet essential emotional needs (e.g. to feel loved and valued, to live in a safe, predictable home environment);
- A child seen to be listless, apathetic and unresponsive with no apparent medical cause;
- Failure of child to grow within normal expected pattern, with accompanying weight loss;
- Child thrives away from home environment;
- Child frequently absent from school;
- Child left with inappropriate carers (e.g. too young, complete strangers);
- Child left with adults who are intoxicated or violent;
- Child abandoned or left alone for excessive periods.

Although neglect can be perpetrated consciously as an abusive act by a parent, it is rarely an act of deliberate cruelty. Neglect is usually defined as an omission of care by the child's parent, often due to one or more unmet needs of their own. These could include domestic violence, mental health issues, learning disabilities, substance misuse, or social isolation / exclusion, this list is not exhaustive.

Roles and Responsibilities

Tang Hall Primary school recognises and accepts that teachers, along with other adults associated with the school, because of their unique position, are well placed to observe and note any emotional, behavioural or physical signs which may be suggestive of child abuse or have concerns about their care. We recognise that the relationship between teachers, pupils and parents which foster respect, confidence and trust can lead to the disclosure of abuse.

Recognising the necessity and nature of good relationships with parents of children in its care and attempting to preserve these wherever possible, the school, however acknowledges that child's protection is paramount.

All staff will undertake basic child protection training every 3 years.

The Designated Child Protection Officer

- Ensures that she receives refresher trainings yearly to keep her knowledge up to date
- Ensures all staff who work in the school undertake appropriate training to equip them to carry out their responsibilities for safeguarding children
- Ensures new staff, volunteers and agency staff are aware of the schools safeguarding/child protection policy
- Ensures the school operates within the legislation framework and CYSB guidelines
- Develops an effective working relationship with other agencies and services
- Decides upon the appropriate level of response to specific concerns about a child eg. Early help assessment, Child In Need or Children's social services.

- Ensures accurate safeguarding records relating to individual children to be kept in a secure place.
- Ensures all information will be recorded on CPOMS
- Submits reports to, ensure the school's attendance at child protection conferences and contribute to decision making and delivery of actions planned to safeguard the child
- Ensures that the school effectively monitors children, about whom there are concerns, including notifying children's services.
- Provides guidance to parents, children, and staff about obtaining suitable support.

Child Protection information is confidential and will be shared only on a 'need to know' basis as determined by the designated Child Protection officer.

Role of the Governing Body

Governing Bodies are accountable for ensuring that their establishment has effective policies and procedures in place in accordance with the most recent DFE guidance and for monitoring the school's compliance with them.

There will be an annual item on the governors meeting agenda to address the following:

- To verify there is a designated teacher
- To ensure policy and procedures are in place and working well
- To ensure the school operates safe recruitment procedures and carries out appropriate checks
- To ensure the school has procedures for dealing with allegations of abuse against staff /volunteers that comply with LA guidelines
- To be informed of the number of children (no names) in school who are receiving level 2 or 3 (statutory) support (see pyramid of needs and responses)
- Consider training needs
- To have an understanding of CPOMS (how the school records welfare concerns)
- Review this policy

Additionally, governor s will undertake their responsibilities in relation to allegations against staff and any disciplinary procedures. They should also undertake training to support them in the discharge of their duties and reedy without delay an y deficiencies or weaknesses in regard to Child Protection arrangements.

School procedure for staff

Any member of staff who:

- has suspicion that child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play, or when the explanation given appears in consistent with the injury
- notes behaviours or actions, which give rise to suspicions that a child may have suffered abuse (may include worrying drawings or play)
- is concerned that a child may be suffering from lack of care, ill treatment, or emotional maltreatment

- has concerns that a child is presenting signs or symptoms consistent with suspicion of child abuse or neglect
- notes significant changes to child presentation otherwise unexplained
- receives hints or a disclosure of abuse from the child, another pupil, parent or member of the public
- becomes aware that a schedule 1 offender has moved into a household with children present or otherwise in a situation where that person may be posing a risk to children;

must be reported immediately to the Designated Child Protection Officer

The member of staff must record this on CPOM's and it must be a clear, precise, factual account of the observation/disclosure.

Dealing with the disclosure

- Listen to what is being said without displaying shock or disbelief
- Accept what is being said
- Allow the child to talk freely
- Reassure the child, but not make promises which might not be possible to keep
- Not promise confidentiality – it might be necessary to report to the Children's Front Door
- Reassure him/her that what has happened is not his/her fault
- Stress that it was the right thing to tell
- Listen only asking questions when necessary to clarify
- Not criticise the alleged perpetrator
- Explain what has to be done next and who has to be told
- Make a written record
- Pass to the designated Child Protection Officer

Action of Designated Child protection Officer

- The designated Child Protection Officer will decide what needs to happen next. The first consideration will be the need to address any urgent medical needs of the child.
- The designated Child Protection Officer will contact the Children's Front Door (01904 551900) or Outside office hours, weekends and public holidays Tel Duty team 08450349417.
- The designated Child Protection Officer will complete a child in need and safeguarding referral form and send it off to childrensfrontdoor@york.gov.uk
- The designated child protection Officer needs to send a written confirmation of the referral to the Children's Front Door within 48 hours.
- The Designated Child Protection Officer needs to:
 - Clearly identify themselves, their agency and give details of where they can be contacted that day
 - Provide as much relevant family information as possible and, clearly stating the name of the child, the parents/carers and any other children known to be

in the household, the dates of birth and addresses and any other previous address known

- Provide details of any special needs or communication needs of either the child or any family members
- State why they feel the child is suffering, or is likely to suffer, significant harm
- Share their knowledge of the family
- Share their knowledge of any other agencies involved
- Indicate the child's, parent/carer's knowledge of the referral and their expectations
- Ensure they record with in the child's records the concerns and actions taken
- Confirm in writing

The Designated Child Protection Officer is entitled to:

- Receive an explanation from the Children's Front Door what will happen next
- Be provided with the name of the contact person
- Receive information on the outcome of the referral with in seven working days
 - If it is decided not to make a referral at this stage, the action taken should be fully documented, together with the reasons for the decisions not to proceed further. The designated Child Protection Officer may advise that further monitoring is necessary.
 - The designated child protection Officer may consider that whilst a child protection referral for the family may not be appropriate, it would be appropriate to make referrals to other services. A family early help assessment should be completed to ensure that all relevant information is shared with other agencies. This should only be done with the agreement of parents. However failure to agree may in some circumstances, itself be a child protection concern.

Action following a Child Protection referral

- The designated Child protection Officer will make regular contact with the children's front door to provide necessary information and ensure that they are up to date, clear about any action being taken by them, and clear of any actions the school to take.
- The designated Child protection officer or other appropriate member of staff will, wherever possible, contribute to the strategy discussion
- The designated child protection officer or other appropriate member of staff will attend, contribute to, and provide a report for, any subsequent child protection conference. This will include expressing a professional view, based on the information shared as to whether the child or children subject of the conference should be have a child protection plan on the grounds that they appear to be at risk of contributing significant harm. If the child/children are subjected to a child protection plan the designated child protection officer will attend core group meetings and review child protection case conferences.

Informing Parents of the need to make a referral

- In the majority of cases, it is good practice to be open and honest at the outset with the parents/carers about the concerns, the need for a referral, information sharing

between agencies and the accompanying need for making an enquiry in respect of whether a child has any level 2 or 3 (statutory) support.

- All reasonable efforts should be made to inform parents/carers prior to making the referral. However, a referral should not be delayed if you are unable to discuss the concerns with the parent.
- Where a child expressed a wish for his /her parents not to be informed, their views should be taken seriously and a judgement made, based on the child's age and understanding, as to whether the child's wishes should be overridden
- There are cases where the designated child protection officer would not discuss concerns with the parents/carers before making a referral. Concerns must not be discussed with parents/carers before referral in the following circumstances:
 - Where discussion would put a child at risk of significant harm
 - Where discussion would impede a police investigation or social enquiry
 - Where sexual abuse is suspected
 - Where organised or multiple abuse is suspected
 - Where factitious illness or induced illness is suspected
 - Where to contact parents/carers would place you or others at risk
 - Where it is not possible to contact parents/carers without causing undue delay in making the referral

In such cases, advice should be sought from children's Social care and/or the police's Protecting Vulnerable People Unit.

Supporting the child

The school will continue to support the child and work together with other agencies involved with the family.

Children will be given a proper explanation (age appropriate) of what action is being taken on their behalf and why. We will provide a secure, supportive and protective relationship for the child.

The designated Child Protection Officer will decide which members of staff 'need to know' and how much they 'need to know' in order to support the child.

Support for members of staff

Child Protection work can be difficult, distressing and extremely stressful. Members of staff who become involved in this area of work will therefore often need support and a 'listening ear'. Staff will be supported by the designated officer/headteacher. The designated officer/Headteacher will be supported by the chair of governors. Additional support may be sought from the LA's children's front door advice team (01904 551900).

Child Protection in the curriculum

Tang Hall Primary School is committed to raising pupils' awareness that they have a right to not be treated or touched in a way that makes them unhappy or hurt, that sometimes they may not feel able to stop an adult doing something that they do not like, and that there are people in and out of school who will listen to them and takes steps to protect them from harm through SRE, PSHE and citizenship work, order to help children to understand Child

Protection issues. Childline (0800 11 11) contact information is prominently displayed in school.

Children who go missing

When a child who is on child protection register 'goes missing' or is significantly absent the Designated Child Protection Officer will immediately contact Social Services. When other children go missing or change school and information is not available regarding the receiving school, the Designated Child Protection Officer will be contacted the front door (01904 551900) and Mark Smith (Schools Adviser: Attendance and Integrated Working) [Tel: 01904 555817](tel:01904555817) also email cme@york.gov.uk

Allegations against a member of staff

All children will be listened to and taken seriously whenever making an allegation of a child protection nature, irrespective of the person they are making the allegation about. We acknowledge that this is particularly difficult when the subject of the allegation is a colleague and/or friend. On no account, however, should the person listening to the allegation offer an alternative explanation or blame the child.

The City of York Safeguarding boards guidelines and procedures and the relevant HR manual must be followed. It is acknowledged that such allegations may be malicious, misplaced or false. It is essential for both child and member of staff that allegations are investigated properly in order that children are protected and that any member of staff who has been falsely accused can be proven innocent.

In event that an allegation is made against the Headteacher the matter should be reported to the Designated Child Protection Governor.

The person who has received the allegation Designated Child Protection Officer/Headteacher who will take steps to secure the immediate safety needs of the child or children and seek urgent medical attention required. The member of staff should not be approached at this stage unless necessary to address the immediate safety of children.

The Designated Child Protection Officer/Headteacher will consult the LADO in order to decide how to proceed. The decision will be made with regard to CYSCB guidelines and procedures designed to secure the rights and well-being of children and staff.

Prevent Strategy

What is Prevent?

Prevent is part of CONTEST, the Government's strategy to address terrorism. The main aim of Prevent is to stop people becoming terrorists or supporting terrorism. Prevent focuses on all forms of terrorist threats. E.g. international terrorism, far right extremists (among others).

The Government's Prevent strategy can be found at the following address:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf

From July 2015, all schools have a duty to safeguard children from radicalisation and extremism. Many of the things we already do in school to help children become positive, happy members of society also contribute to the Prevent strategy.

These include:

- Exploring other cultures and religions and promoting diversity.
- Challenging prejudices and racist comments
- Developing critical thinking skills and a strong, positive self-identity.
- Promoting the spiritual, moral, social and cultural development of pupils, as well as British values such as democracy.

Designated Child Protection Officer: Catherine Precious (Headteacher)

Designated Child Protection Deputy Officers: Michelle Murray (Pastoral Support Leader) and Bev Pawson (Deputy Head)

Designated Child Protection Governor: Peter Storrie (Chair of Governors)

Local Authority Designated Officers:

- Karen Lewis 01609 543200 / 07715540177
- Dave Peat 01609 535646 or 07814 533363
- Rosemary Cannell 01609 534974 or 077150540723
- Susan Crawford 01609 532152 or 07813 005161

Local Authority Advisor (Education): Caroline Williamson Tel: 01904 555694

Policy Agreed: October 2015