

## Child Protection and Safeguarding Policy

### Rationale

1. The welfare of our children is the overriding priority at Parkinson Lane School. We are committed to ensuring that the school offers an environment in which the children feel safe and valued and respected as individuals, one where they feel there are always adults ready to listen to and to act on issues causing them distress, and one where, whatever the uncertainties in other areas of their lives, the children understand there are clear standards of behaviour founded on mutual respect (see our Behaviour Policy).

### Purposes

- 2.1 To specify how Governors, staff and volunteers working with our children meet their respective obligations under current Child Protection legislation and DfE and Calderdale Council guidance.
- 2.2 To ensure that Child Protection is kept at the forefront of all considerations affecting the business of the school.

### Guidelines

- 3.1 To raise awareness of the school's commitment more widely and particularly among parents our child protection obligations will be set out clearly in the school prospectus.
- 3.2 No-one will be allowed to work unsupervised with our children who has not been DBS checked. For those working on a daily basis and contracted to school, rechecks will take place every 5 years. For other people who do not work or volunteer on a daily basis, they will be rechecked every 3 years.
- 3.3 Candidates for jobs in the school will not have their appointment confirmed until a DBS check has been satisfactorily completed and has resulted in a clear notice being received.
- 3.4 Where opportunities arise, particularly through Assemblies and PSHCE work, the school will work to raise the children's awareness of risks and develop their skills in minimising these. Further their place in society and values as British Asians will be promoted positively.
- 3.5 As part of our broader strategy of pupil empowerment the school will actively work to sustain an environment where children feel secure, are encouraged to talk, and are listened to.
- 3.6 A member of the Senior Management Team will be the Designated Senior Lead (DSL) for child protection issues. The DSL is Kathy Lefroy-Owen (Assistant Head teacher), her deputy is Gemma Kenworthy and in their absence the Head teacher Mr Ahmed would deal with any child protection issues. They will be trained and supported for this work accordingly. Every effort will be made to ensure that everyone working as part of the school community for more than the briefest period is aware that they have this role.
- 3.7 DSL's will provide staff and Governor training, equipping them to carry out their Child Protection responsibilities effectively.
- 3.8 The school will employ the procedures for identifying and reporting cases, or suspected cases, of abuse set out in the Calderdale Council – School Child Protection Procedures document (see the office staff for a copy of this) and also those for dealing with allegations against volunteers, staff or against the Head Teacher.  
The way in which a teacher may raise a concern for a child's safety is where any of

the following have been identified:- (Please note that this is not an exhaustive list and are just examples of the types of things which may be recognised. Also staff understand that one or more of these symptoms does not automatically give proof of abuse).

- Delay in seeking treatment for a given condition
- Constant minor injuries
- Unexplained bruising
- Bite marks
- Burns and scalds
- Unresponsiveness in the child
- Change in behavioural patterns
- Unkempt appearance

All staff are aware to report any suspicions to the DSL's who are fully trained in this area.

- 3.9 All staff and volunteers must feel able to raise sensitively concerns about child protection issues without fear of recriminations or reprisals. In the first instance concerns should be put to either the DSL's, the Head Teacher and then, if insufficient assurances are given, to the Child Protection Governor and ultimately the Chair of Governors.
- 3.10 School is committed to working with parents positively, openly and honestly. We respect parents' wishes and will not share sensitive information unless we have permission to do so or it is necessary to do so in order to protect a child.
- 3.11 Every effort will be made to keep appropriate staff aware of records of any abuse suffered by a child and to ensure that support is provided in accordance with their agreed child protection plan.
- 3.12 The DSL's will monitor children who have been identified as at risk and will keep clear records of pupil's progress, provide information to other professionals, submit reports to case conferences and attend case conferences.
- 3.13 The DSL's in consultation with the First Call Officer will be responsible for notifying social services where there is an unexplained absence of more than two days of a pupil who is known by the school to be on the child protection register.
- 3.14 The DSL's in consultation with the First Call Officer will be responsible for notifying the Authority if any child is identified as "missing from education" (Lindsey Cummings 266126)
- 3.15 The office will be responsible for ensuring that, where a pupil on the child protection register leaves, child protection information held on them is transferred to the DSL in the new school immediately and that the child's social worker is informed.
- 3.16 The DSL's will be responsible for seeing that all staff and volunteers understand their need to be alert to the signs of abuse and their responsibility for referring any concerns to the designated teacher.
- 3.17 Written records of concerns about children will be made, even where there is no need to refer the matter immediately, and kept securely, separate from the main pupil file, and in locked locations.
- 3.18 The DSL's will be responsible for liaison on child protection issues with other agencies that support the pupil such as social services, Child and Adult Mental Health Service, education welfare service and educational psychology service, for co-operating as required with enquiries on child protection matters and for attending case conferences where necessary. The child protection officer for Calderdale is Steve Barnes.
- 3.19 The Governing Body will nominate one of the governors to work with the designated teacher and to ensure that child protection issues are given due attention in meetings

- of governors. The nominated governor is Keith Moran.
- 3.20 Every term the full Governing Body will receive a report from the Head Teacher setting out numbers of children known to be on the local Child Protection register and the number of children referred for inclusion since the previous report.
  - 3.21 The school is committed to keeping an up to date Single Central Register (SCR).
  - 3.22 Staff and Governors participating in the recruiting process will have undertaken Safer Recruitment Training, which will be updated every 5 years.
  - 3.23 Risk assessments are taken seriously and used to good effect to promote safety.
  - 3.24 School is aware that under section 26 of the most recent Counter Terrorism and Security Act, we have a duty to prevent people being drawn into terrorism – Prevent Duty. Should staff have any concerns about an adult or child the DSL will contact the Prevent Coordinator – Sadia Hussain - [sadia.hussain@calderdale.gov.uk](mailto:sadia.hussain@calderdale.gov.uk) or on 0770265834.
  - 3.25 Staff, through training, are aware of Child Sexual Exploitation (CSE) and Female Genital Mutilation (FGM) and where concerns are expressed the usual referral process and Child Protection procedures will be followed.
  - 3.26 School adheres to its Managing Allegations Policy in respect of any person working in or on behalf of the school.
  - 3.27 At least once every school year the Full Governing Body will review this policy.

Conclusion

4. The Governors of Parkinson Lane CP School attach the highest importance to effective child protection and the primacy of the welfare of our children and are committed to putting our school at the forefront of good practice on this.

Staff Consultation	Other Consultation	Governor approval 11/3/19