



## Easterside Academy Child Protection Policy

### Document History

<b>CREATED: (Updated)</b>	September 2014
<b>By:</b>	HT / Governing Body
<b>Version:</b>	2
<b>REVIEW FREQUENCY:</b>	Annually
<b>APPROVED BY GOVERNING BODY:</b>	Autumn 2016
<b>REVIEW DATE:</b>	Our school CP policy is currently under its annual review. – September 2017 At this time our CP policy will be followed in conjunction with the statutory guidance in ensuring the safeguarding and welfare of our pupils.

## 1 INTRODUCTION

1.1 Other policies that need to be taken into account are:

Safeguarding  
Radicalisation  
Anti-Bullying  
PSHE  
Whistleblowing  
Behaviour  
Attendance  
SRE  
SEND  
Health & Safety  
DBS / LADO (incorporating Allegations against staff)  
Online Safety (incorporating Acceptable Use)  
Code of Conduct for Staff

1.2 The health, safety and well-being of all our children are of paramount importance to all the adults who work in our school. Our children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school.

At Easterside Academy we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves.

Easterside Academy fully recognises the contribution it can make to keeping children safe and supporting the pupils in its care. There are four main elements to Easterside Academy's child protection policy:

- **prevention** (positive school atmosphere, careful and vigilant teaching, pastoral care, support to pupils, providing good adult role models and the identification of early and additional support/services to children and families and reducing risks to children including victimisation, exploitation, radicalisation and issues such as Female Genital Mutilation and Forced Marriage).
- **protection** (following agreed procedures, ensuring all staff respond appropriately and sensitively to child protection concerns and that every member of staff has regular training and is supported to refer their concerns to the Designated Safeguarding Leads (D. Linacre / Ct. Thomas / T. Sharp / L. Carter / R. Roffe) or First Contact Team (01642 726004) directly IF NECESSARY. In certain specific cases such as Female Genital Mutilation (Mandatory reporting of FGM from October 2015), Radicalisation or Forced Marriage there are SPOCS/named teams and individuals within the police who can be contacted.).
- **reconsideration** (following and challenging the progress of new referrals and existing cases to ensure that individual cases are reconsidered if there remains no improvement to a child's circumstances).
- **support** (to pupils and school staff and to children who may be vulnerable due to their individual circumstances).

## Child Protection Policy

- 1.3** The academy aims to create an ethos where children and parents feel valued, listened to and understood. Children are made aware that their happiness and safety are important. The academy is committed to ensuring that all staff and volunteers receive training on Child Protection, including the school's policy; the staff code of conduct; the identity of the Designated Persons; and a copy of Part One of "Keeping Children Safe in Education" (July 2015) and PREVENT (2015). All staff receive bi-annual training from the Local Authority, and there is induction training for all newly appointed staff and volunteers.
- 1.4** Our teaching of personal, social and health education and citizenship, as part of the National Curriculum, helps to develop appropriate attitudes in our children and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations, and how to behave in response to them.
- 1.5** The Governors and the Academy comply fully with Safe Recruitment systems and procedures. All new members of staff and governors must have a DBS Check (Criminal Record Check) as well as completing a 'Disqualification by Association' declaration. This is a condition of employment and the requirement is stated clearly in advertisements and at interview. All application forms and reference forms include questions about the suitability of the candidate to work with children. Child protection questions are part of the interview procedure.

## 2 Framework and Legislation

- 2.1** Schools do not operate in isolation. Keeping children safe from significant harm is the responsibility of all adults especially those working with children. The development of appropriate procedures and the monitoring of good practice are the responsibilities of Middlesbrough Local Safeguarding Children Board, which includes the partnership of several agencies who work with children and families across the Borough.

Easterside Academy is committed to respond in accordance with Child Protection: Tees Local Safeguarding Children Board procedures <http://www.teescpp.org.uk> and partner agencies in all cases where there is a concern about significant harm.

Significant Harm is defined in The Children's Act 1989 as the ill-treatment (including sexual abuse and physical abuse) or the impairment of health (physical or mental) or development (physical, intellectual, emotional, social or behavioural) as compared to a similar child.

Note: harm now includes the impairment of a child's health or development as a result of witnessing the ill treatment of another person.  
(Adoption and Children Act 2002)

Local Authorities have a duty to investigate (under S47 of the Children Act 1989). Where a Local Authority is informed that there is a child who is living, or is found, in their area and they have reasonable cause to suspect that child is suffering or is likely to suffer significant harm they must make such enquiries as necessary to promote or safeguard the child's welfare. The First Contact Team

## Child Protection Policy

undertakes this responsibility on behalf of the Local Authority once a referral has been made.

**Keeping Children Safe in Education July 2015** contains information on what schools and colleges should do and sets out the legal duties with which schools and colleges must comply. It should be read alongside **Working Together to Safeguard Children 2015** which applies to all the schools, including maintained nursery schools. **The Children Act 1989 sets out the Legal Framework.**

### 3 ROLES AND RESPONSIBILITIES

**3.1** Safeguarding and promoting the welfare of children is defined for the purposes of this policy as: protecting ALL children from maltreatment and abuse; (including in addition to the four categories of harm, issues such as child sexual exploitation, radicalisation and victimisation inclusive of Female Genital Mutilation and Forced Marriage) preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. This includes everyone under the age of 18.

This policy ensures that all staff in our school are clear about the actions necessary with regard to a child protection issue. Its aims are:

Everyone who comes into contact with children and their families has a role to play in safeguarding children. Due to the regular contact with children all staff have a particularly important role as they are in a position to identify concerns early and provide help for children and to prevent concerns from escalating. Children can make disclosures or show signs of abuse at any time and to any individual and safeguarding incidents can occur within schools. Therefore it is important that ALL staff:

- Ensure that they listen to and reflect on the voice of the child at ALL times and take seriously any concerns raised to them by a child.
- Ensure that they report ANY concerns of harm to any child to the Designated Safeguarding Lead immediately. (However, ALL staff can refer their concerns directly to the First Contact Team if necessary and the police in the stated incidents above).
- Ensure that they record any information shared directly with them by a child or observed/witnessed with the Designated Safeguarding Lead immediately. This could include sharing information on behalf of the Designated Safeguarding Lead with other agencies.
- Ensure that they maintain an attitude of 'it could happen here' and report any concerns regarding the behaviour of an adult/staff member in school directly to the Designated Safeguarding Lead/Headteacher.
- Ensure that they feel able to raise concerns about poor or unsafe practices and potential failures in the school's safeguarding regime through whistleblowing procedures and the staff behaviour/code of conduct policy.

## Child Protection Policy

- Ensure that they attend regular training/updates to support them in recognising the signs and symptoms of abuse, particularly in support of early identification of needs of children to prevent an escalation of risk to the child.
- Ensure from the 1st July 2015 that under the Counter Terrorism and Security Act, April 2015 that the school has 'Due regard' To Prevent' and to assess risk of children and young people being drawn into extremism (based upon potential risks in local area and that clear protocols in place for all visitors so that views are appropriate and not an opportunity to influence others).
- Ensure from October 2015 that there is mandatory reporting to the police in all cases where teachers discover that an act of FGM appears to have been carried out.
- Ensure that staff understand the additional risks for pupils around the Internet and E-Safety and continue to promote the School's E-Safety Policy in the protection of all pupils.

Easterside Academy will work with social care, the police, health services and other services to promote the welfare of children and protect them from harm.

### THE SAFEGUARDING TEAM:

These senior staff are considered to have the appropriate status and authority to take responsibility for Child Protection matters:

**Designated Person:** Mrs D Linacre, Head.

**Other Designated Persons:** Mrs C Thomas, Miss T Sharp, Mrs L Carter, Mrs R Roffe, Mrs J Steel-Brewster.

**Internet Safety Co-ordinator:** Mr Coldwell

Safeguarding Governor: **Mr D Foster, Chair of Governors**

### LOCAL AUTHORITY CHILD PROTECTION CONTACT DETAILS

Child protection Lead Officer: Mary Griksaitis

Telephone: 01642 201822

First Contact: **01642 726004**

Local Police: **01642 326326**

PREVENT: **01642 728690**

The Tees Local Safeguarding Children Board (LSCB) <http://www.teescpp.org.uk/>

## GUIDING PRINCIPLES FOR INTERVENTION TO PROTECT CHILDREN

The governors will ensure that the principles identified below, many of which derive from the Children Act 1989, are followed by all staff.

- All children have a right to be kept safe and protected from abuse;
- Child abuse can occur in all cultures, religions and social classes;
- Staff must be sensitive to the families' cultural and social backgrounds;
- Children must have the opportunity to express their views and be heard;
- If there is a conflict of interests between the child and parent, the interests of the child must be paramount;
- The responsibility to initiate agreed procedures rests with the individual who identifies the concern;
- All staff must endeavour to work in partnership with those who hold parental responsibility for a child;
- Information in the context of a child protection enquiry must be treated as CONFIDENTIAL and only shared with those who need to know;
- All staff should have access to appropriate and regular training;
- School management must allow staff sufficient time to carry out their duties in relation to child protection and safeguarding.

- 

## 4 PROCEDURES

**4.1** There is a named person in our school who is the Child Protection Co-ordinator. This is the Head Teacher however she may delegate this responsibility to other trained Child Protection Designated Persons. This currently includes the Deputy Head Teacher, the SENCO and members of the Care Team. These are also nominated named persons.

All Staff have a responsibility to recognise child abuse or peer abuse in its many forms including:

Child Exploitation  
Bullying  
Domestic Violence  
Drugs  
Fabricated Illness  
Faith Abuse  
FGM  
Self-Harm  
Forced Marriage  
Gender Based Violence  
Radicalisation and Extremism  
Sexting

## Child Protection Policy

### Eating disorders

In the event of any of these issues being recognised information should be shared directly with the Designated Safeguarding Leads which may result in the situation being monitored or the pupil being referred to specific services.

This policy applies to Easterside Academy's whole workforce.

- 4.2 If any teacher suspects that a child in his/her class may be a victim of abuse or are vulnerable to radicalisation, they immediately inform a named person about their concerns. Abuse can be of a sexual, emotional or physical nature. It can also be the result of neglect.
- 4.3 Any action that the named person takes when dealing with an issue of child protection must be in line with the procedures outlined in the LA Child Protection guidelines and the Tees Local Safeguarding Children Board (LSCB).
- 4.4 The school's named co-ordinators work closely with the Social Services department and the Tees Local Safeguarding Children Board (LSCB) when investigating any allegations of abuse, and with the Local Authorities PREVENT team if a child is thought to be vulnerable to radicalisation. All parties involved handle such investigations in a sensitive manner, but the interest of the child is of paramount importance.
- 4.5 If staff members have concerns about a child they should raise these with the Academy's designated safeguarding lead or another named designated person. This also includes situations of abuse which may involve staff members. These should be reported to the Lead Designated Person. The safeguarding lead will decide whether to make a referral to children's social care.
- 4.6 Where a child and family would benefit from co-ordinated support from more than one agency (for example education, health, housing, police) there should be an inter-agency assessment. These assessments should identify what help the child and family require to prevent needs escalating to a point where intervention would be needed via a statutory assessment under the Children Act 1989. The early help assessment should be undertaken by a lead professional who could be a teacher, special educational needs co-ordinator, General Practitioner (GP), family support worker, and/or health visitor.
- 4.7 If a child protection referral is made, a case conference is held within eight working days of the decision. The case conference offers the opportunity to share information and formulate a plan of action. Staff are expected to attend and participate in all case conferences and meetings held under the Local Safeguarding Children Board (LSCB) guidelines.
- 4.8 If, at any point, there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately. **Anybody can make a referral.** If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration. Concerns should always lead to help for the child at some point.
- 4.9 We regard all information relating to individual child protection issues as confidential, and we treat this accordingly. We only pass information on to

## Child Protection Policy

appropriate persons. We inform the child at all stages of who is involved, and what information we have given them.

- 4.10** We require all adults employed in school to have their application vetted through police records in order to ensure that there is no evidence of offences involving children or abuse.
- 4.11** There may be times when adults in our school, in the course of their duty, use physical intervention to hold children in order to prevent them hurting themselves or others. The Head Teacher requires the adult involved in any such incident to report this to him/her immediately, and to record it on a team teach form as well as on CPOMS.
- 4.12** All adults in the school receive regular training to raise their awareness of abuse and their knowledge of agreed local child protection procedures following guidance from the Local Safeguarding Children Board (LSCB). The designated safeguarding lead/s undergo updated child protection training annually.
- 4.13** Easterside Academy is working in partnership with Cleveland Police on 'Operation Encompass'. The project aims to support children who are affected by Domestic Abuse. Witnessing domestic abuse is really distressing for a young person, who can often see the abuse, hear it from another room, see a parent's injuries or distress afterwards or be physically hurt trying to stop the abuse.

This new project, Operation Encompass, has been designed to provide early reporting to schools of any **domestic abuse incidents** that occur outside of normal school hours and that might have had an impact on a child attending our school the following day. This information will be shared at the earliest opportunity between Monday to Thursday and, when an incident occurs on a Friday, Saturday or a Sunday, the police will contact us the following Monday.

Nominated members of school staff, known as a key adult, have been trained to liaise with the police. They will be able to use information that has been shared with them, in confidence, to ensure that the school is able to make provision for possible difficulties experienced by children, or their families. Information will be shared where it is identified that a child or young person was present, witnessed or was involved in a domestic abuse incident.

## 5. HOW WE SAFEGUARD PUPILS THROUGH OUR CURRICULUM

- 5.1** The governors believe that the school curriculum is important in the protection of children. They will aim to ensure that curriculum development meets the following objectives (these are often met through the PSHCE and citizenship curriculum):

- Developing pupil self-esteem;
- Developing communication skills;
- Informing about all aspects of risk;
- Developing strategies for self-protection;

## Child Protection Policy

- Developing a sense of the boundaries between appropriate and inappropriate behaviour in adults;
  - Developing non-abusive behaviour between pupils.
- ◇ promote the spiritual, moral, social and cultural development of pupils and, within this, fundamental British values.

**5.2** The school understands that the internet can make children vulnerable to abuse or give access to inappropriate material. The school provides instruction for parents and pupils on safe use of the internet. The school uses filters to prevent children viewing unsuitable material but staff need to be vigilant. Children and parents sign an “Acceptable Use Policy” about use of computers and parents are encouraged to follow these same principles at home. **Mobile phones should not be visible in the classroom.**

### **6. THE DESIGNATED PERSON/S:**

- Is responsible for ensuring that all cases of suspected or actual problems associated with child protection are investigated and dealt with.
- Will ensure that he/she is aware of the latest national and local guidance and requirements and will keep the Governors, staff and volunteers informed as appropriate.
- Will ensure that appropriate training for all staff, academic and non academic, and volunteers is organised annually.
- Will liaise with the governing body’s Nominated Governor for Safeguarding Pupils.
- Will co-ordinate action in the school, refer and liaise with Social Services and other agencies over suspected or actual cases of child abuse. Any serious concerns will be reported to the police in the child’s home area if it is not possible to contact Social Services.

The Designated Person must know:

- How to identify the signs and symptoms of all types of abuse and when to make a referral.
- The local LA Child Protection procedures and his/her role within them, including those for PREVENT.
- The role and responsibilities of investigating agencies and how to liaise with them
- The requirements of record keeping.
- The conduct of a child protection conference.

## 7. THE ROLE OF GOVERNORS

- 7.1 The governing body will appoint a Named Governor to liaise with the school's designated person on safeguarding pupils issues.
- 7.2 The governors will ensure designated persons are trained and receive further updating in interagency working procedures at least every two years. This includes the Head Teacher.
- 7.3 The governing body will receive and consider termly a report from the Head on safeguarding pupils in the school.
- 7.4 The governing body will determine any changes to the school's policies and procedures as appropriate.
- 7.5 The governing body is responsible for reviewing and amending the policy annually and at other times if necessary.
- 7.6 The governing body requires and ensures that any deficiencies or weaknesses identified in the School Child Protection arrangements are remedied without delay.

**Signed:** D. Linacre

**Date:** updated September 2017