



Together We Soar to Success

Ogmore Vale Primary school

CHILD PROTECTION AND SAFEGUARDING POLICY

Child protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

The procedures contained in this policy apply to all staff and governors and are consistent with those of the local safeguarding children board (LSCB).

Key personnel

Designated senior person for child protection DSP	Mrs Joe Colsey	01656 815641
Deputy designated person is	Miss Anna Price Mrs Ceri Hobbs/ Mrs Susanne Roderick	01656 815640
Nominated child protection governor is	Mr Andy Hardy	01656 815640
Local Authority Child Protection Co-ordinator	Keeva McDermott	01656 815270
Social Services Duty Desk:		(01656) 642320
Chair of Governors	Mr Andy Hardy	01656 815640

Introduction

Protecting children and young people from abuse is a shared responsibility for **everyone**. It should never be assumed that somebody else will recognise and report the signs when children or young people are at risk.

Section 28 of the Children Act 2004 places a duty on local authorities and their partner agencies to safeguard and promote the welfare of children. In addition, section 175 of the Education Act 2002 requires local authorities and governing bodies of maintained schools to have arrangements for exercising their functions with a view to safeguarding and promoting the welfare of children.

From 1 July 2015 all schools are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent Duty for Schools. In reviewing this policy the school has had regard to the Revised Prevent Duty Guidance: for England and Wales (July 2015).

Our school recognises that a safeguarding policy requires a broader view than that of the traditional child protection policy and includes issues such as forced marriage, preventing radicalisation and extremism, trafficking, and female genital mutilation. The Keeping Learners Safe model Child Protection Policy contained in circular 158/2015 has been incorporated into this Policy.

Ogmore Vale Primary School fully recognises the contribution it makes to child protection.

This policy applies to all staff, volunteers, governors, support and teaching staff. Concerned parents should contact the head teacher in the first instance.

There are three elements to our policy:-

1. **Prevention** through the teaching and pastoral support offered to pupils;
2. **Procedures** for identifying and reporting cases, or suspected cases of abuse. Due to our day to day contact with children, school staff are well placed to observe the outward signs of abuse, and
3. **Support** for pupils who may have been abused.

1. Prevention

We recognise that self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps prevention.

The school will therefore:-

- establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to;
- ensure children know there are adults in the school whom they can approach if they are worried or in difficulty;
- include in the curriculum, opportunities which equip children with the skills they need to stay safe from abuse and to know who to turn to for help and;
- include in the curriculum, material which will help children to develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills.

2. Procedures and Practices

We will follow the All Wales Child Protection Procedures that have been endorsed by the WBSCB. The school will also adhere to the procedures outlined in the Welsh Government Guidance in circular 158/2015 "Keeping Learners Safe".

The School will -

- ensure that it has a designated senior person and deputy designated person for child protection who has undertaken the appropriate training.
- recognise the role of the designated person and arrange appropriate support and training for all staff, including additional training for the designated person and deputy.
- ensure every member of staff, volunteer, governor and visitors to the school know:-
 - the name of the senior designated person for child protection and their role;
 - the name of the deputy designated person for child protection and their role;
 - the name of the designated governor for child protection;
 - that they have an individual responsibility for referring child protection concerns using the proper channels and within the timescales agreed with the Local Safeguarding Children's Board;
 - how to take forward those concerns where the senior designated person is unavailable;

- ensure that members of staff are aware of the definition of abuse and neglect and of the need to be alert to signs of abuse and know how to respond to a pupil who may disclose abuse;
- ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus;
- ensure that all staff undertake any agreed local authority child protection training relevant to their role;
- notify the local social services team (duty desk) if:-
- a pupil on the child protection register is excluded either for a fixed term or permanently and;
- if there is an unexplained absence of a pupil on the child protection register of more than two days duration from school (or one day following a weekend);

Recognising and Identifying Abuse

A child is abused or neglected when somebody inflicts harm, or fails to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. A child or young person up to the age of 18 years can suffer abuse or neglect and require protection via an inter-agency child protection plan.

To ensure that our pupils are protected from harm, we need to understand what types of behaviour constitute abuse and neglect.

Section 197(1) of the Social Services and Well-being (Wales) Act 2014 specifies the categories of abuse which are:

- Physical
- Sexual
- Psychological / Emotional
- Neglect
- Financial (added as new category for Children under the Social Services & Well-being (Wales) Act 2014).

Physical abuse

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates or induces illness in a child whom they are looking after

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 for meeting the needs of another person. 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 participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious 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 of a child, although it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

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 misuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food and clothing or shelter, including exclusion from home or abandonment; failing to protect a child from physical and emotional harm or danger; failure to ensure adequate supervision, including the use of inadequate care-takers; or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Financial abuse

Includes:

- Having money or other property stolen;
- Being defrauded;
- Being put under pressure in relation to money or other property;
- Having money or other property misused;

Indicators of Abuse

Child abuse may come to **staff** attention in a number of ways:

- a child or young person may make a direct disclosure to staff;
- another child, young person or parent/carer may tell staff something which causes concern;
- staff may observe bruises, burns or injuries for which there is no plausible explanation or a child may show signs of pain or discomfort;
- staff may observe changes in behaviour that are a cause of concern such as from quiet to aggressive or happy-go-lucky to withdrawn;
- staff may instinctively feel something is wrong;
- there may be neglect issues such as looking unkempt and uncared for.

Responses to evidence of abuse

“If any person has knowledge, concerns or suspicions that a child is suffering, has suffered or is likely to be at risk of harm, it is their responsibility, to ensure that the concerns are referred to Social Services or the Police, who have statutory duty and powers to investigate and intervene when necessary.”

Staff should first discuss their concerns with the designated member of staff who will then make the appropriate referral. Staff should not worry about being mistaken about concerns regarding a child/young person’s welfare, as they will always be taken seriously by the statutory agencies.

It is imperative that staff do not conduct their own investigations as this can have serious implications for any subsequent Police or Social Services enquiry.

In the event of a disclosure

Ogmore Vale Primary school places great emphasis on effective communication between staff and children/young people and their parents/carers. However, staff must recognise that where there are child protection concerns they must deal very differently with both the child or young person and their parents/carers. If someone discloses that they or another young person has been, or is being, abused, staff should:

- always accept that what the child is saying could be true or, conversely, not show disbelief. Remain calm. Show that you have heard what they are saying, and that their allegations will be taken seriously;
- encourage the child or young person to talk, but do not prompt or ask leading questions. Staff should not interrupt when the child or young person is

recalling significant events or make the child or young person repeat themselves;

- explain what actions must be taken, in a way appropriate to the age and understanding of the child or young person;
- do not promise to keep what has been disclosed confidential. Staff have a duty to disclose information to those who need to know. Reporting concerns is NOT a betrayal of trust;
- write down what has been said, using the child's own words. Keeping an accurate record is essential;
- make a note of the date, time, place and those present at the discussion;
- report concerns immediately to the designated member of staff;
- do not confront the alleged abuser;
- do not inform the parents until advice has been given by Children's Services' duty desk.

In the event of a concern about a colleague

The abuse of a child or young person by a fellow member of staff can be a particularly difficult and potentially damaging matter to deal with. If there are concerns regarding a colleague, staff must be prepared to "Think the unthinkable".

The behaviour of an adult or colleague (including members of the public) towards children or young people may give cause for concern. Any such doubts or uncertainties must be raised immediately, with the designated member of staff with responsibility for child protection, who must then discuss the matter with the Child Protection Co-ordinator for Education who will be able to offer further advice.

An allegation involving the Head must be raised with the Chair of Governors who will inform the LA Child Protection Co-ordinator directly.

3. Supporting the pupil at risk

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of self-blame.

Ogmore Vale Primary school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn

The school will endeavour to support the pupil through:

- a. the content of the curriculum to encourage self-esteem and self-motivation;
- b. the school ethos which:-
 - promotes a positive, supportive and secure environment and;
 - gives pupils a sense of being valued.
- c. the school's behaviour policy which is aimed at supporting pupils in the school. All staff will agree on a consistent approach which focuses on the behaviour of the offence committed by the child but does not damage the pupil's self-worth. The school will endeavour to ensure that the pupil knows that some behaviour is unacceptable but he/she is valued and not to be blamed for any abuse which has occurred. The school is able to provide ELSA (Emotional Literacy Support) for pupils.
- d. liaison with other agencies who support the student such as Social Services, Child and Adolescent Mental Health Services, the Educational Psychology Service, Behaviour Support Service and the Education Welfare Service and;
- e. keeping records and notifying Social Services as soon as there is a recurrence of a concern.

When a pupil on the child protection register leaves, we will transfer information to the new school immediately and inform Social Services.

Bullying

Our policy on bullying is set out in our school Anti Bullying Policy and is reviewed regularly by the governing body.

Children with sexually harmful behaviour

Children may be harmed by other children or young people. Staff will be aware of the harm caused by bullying and will use the school's anti-bullying procedures where necessary. However, there will be occasions when a pupil's behaviour warrants a response under child protection rather than anti-bullying procedures.

The management of children and young people with sexually harmful behaviour is complex and the school will work with other relevant agencies to maintain the safety of the whole school community. Young people who display such behaviour may be victims of abuse themselves and the child protection procedures will be followed for both victim and perpetrator.

Children who may be particularly vulnerable

Some children may have an increased risk of abuse. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse can occur.

Our school recognises that a safeguarding policy requires a broader view than that of the traditional child protection policy and we will consider additional vulnerabilities that can arise from:

- Children having disabilities or special educational needs
- Bullying
- Living in a domestic abuse situation
- Parental substance misuse
- Young carer responsibilities
- Living away from home
- Living in temporary or transient accommodation
- Discrimination on the grounds of race, ethnicity, culture, sexuality, sexual identity, or religion.
- Forced marriage

PREVENT - Safeguarding people and communities from the threat of terrorism

As a school we are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of our functions to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent Duty.

Our key aim is to protect children from the risk of radicalisation and ensure that we have the appropriate support mechanisms in place in order to protect children from this risk.

Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

Experiencing Domestic abuse has a significant negative effect on children's social, emotional and academic functioning. If a child gives any indication of having witnessed any such violence the child protection procedures will be followed.

Female Genital Mutilation (FGM)

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but where there is no medical reason for this to be done.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. There are no health benefits to FGM and it can cause serious harm.

It is illegal in the UK and is child abuse. Anyone who performs FGM can face up to 14 years in prison. Anyone found guilty of failing to protect a girl from FGM can face up to seven years in prison. If you have any concerns about a child's safety in this respect child protection procedures will be followed.

Child Sexual Exploitation (CSE)

Child sexual exploitation is the coercion or manipulation of children and young people into taking part in sexual activities. It is a form of sexual abuse involving an exchange of some form of payment which can include money, mobile phones, drugs, alcohol, a place to stay or affection.

Any staff who have concerns relating to possible CSE should speak to the DSP at the school. If staff are worried that a vulnerable person is at immediate risk of harm they should also contact the local public protection team or, in the case of a child, local children's protection officer.

If they suspect that a young person is a potential victim of trafficking they should use the National Referral Mechanism (NRM).

Sexting

The law identifies that crimes involving indecent images/photographs of people under 18 is illegal. It is a crime to take an indecent photograph or allow an indecent photograph to be taken, download or open an indecent image and to possess, distribute or show such an image.

County Lines Exploitation

County lines is the police term for urban gangs supplying drugs to suburban areas and market and coastal towns using dedicated mobile phone lines or “deal lines”. It involves child criminal exploitation (CCE) as gangs use children and vulnerable people to move drugs and money. County lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery and missing persons.

County lines activity and the associated violence, drug dealing and exploitation has a devastating impact on young people, vulnerable adults and local communities.

How does it affect young people and vulnerable adults?

Like other forms of abuse and exploitation, county lines exploitation:

- can affect any child or young person (male or female) under the age of 18 years;
- can affect any vulnerable adult over the age of 18 years;
- can still be exploitation even if the activity appears consensual;
- can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence;
- can be perpetrated by individuals or groups, males or females and young people or adults;
- is typified by some form of power imbalance in favour of those perpetrating the exploitation.

Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources. One of the key factors found in most cases of county lines exploitation is the presence of some form of exchange (e.g. carrying drugs in return for something).

Physical Intervention

Our policy on physical intervention is set out in our Positive Handling Policy and is reviewed regularly by the governing body. Key members of staff have now received Team Teach training which gives training on the appropriate interventions for children.

Children with statements of Special Educational Needs

We recognise that, statistically, children with behavioural difficulties and disabilities are most vulnerable to abuse. School staff who deal with children with profound and multiple disabilities, cerebral palsy, sensory impairment and/or emotional and behavioural problems will be particularly sensitive to signs of abuse.

Safe Recruitment

At Ogmores Vale Primary our aims are;

- To provide protection for children and vulnerable adults against those who might wish to harm them.
- To protect the interests of the school from those who may not be considered suitable to work with pupils under the age of 18 and vulnerable adults.

DBS checks will be applied in accordance with BCBC Safe Recruitment protocols and will usually apply to all adults involved in working alongside children e.g. teachers, cleaning staff, Special Needs Assistants and lunchtime supervisors.

Photography and Images

The vast majority of people who take or view photographs or videos of children do so for entirely innocent, understandable and acceptable reasons. Sadly, some people abuse children through taking or using images, so we must ensure that we have some safeguards in place. To protect pupils we will:

- seek their consent for photographs to be taken or published (for example, on our website or in newspapers or publications)
- seek parental consent
- use only the pupil's first name with an image
- ensure pupils are appropriately dressed
- encourage pupils to tell us if they are worried about any photographs that are taken of them.

e-Safety

Most of our pupils will use mobile phones and computers at some time. They are a source of fun, entertainment, communication and education. However, we know that some men, women and young people will use these technologies to harm children. The harm might range from sending hurtful or abusive texts and emails, to enticing children to engage in sexually harmful conversations, webcam photography or face-to-face meetings. The school's e-safety policy explains how we try to keep pupils safe in school. Cyber-bullying by pupils, via texts and emails, will be treated as

seriously as any other type of bullying and will be managed through our anti-bullying procedures.

Staff training

It is important that all staff have training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern. New staff and governors will receive training during their induction. All staff, including the headteacher (unless the headteacher is the DP) and governors will receive training that is updated at least every three years and the DSP will receive training updated at least every two years, including training in inter-agency procedures. Supply staff and other visiting staff will be given the school's Visiting Staff Leaflet (see: appendix 1).

Roles and responsibilities

All schools must nominate a senior member of staff to coordinate child protection arrangements. The local authority maintains a list of all designated senior persons (DSPs) for child protection.

The DSP:

- is appropriately trained
- acts as a source of support and expertise to the school community
- has an understanding of LSCB procedures
- keeps written records of all concerns, ensuring that such records are stored securely and flagged on, but kept separate from, the pupil's general file
- refers cases of suspected abuse to children's social care or police as appropriate
- maintain pupil files
- notifies children's social care if a child with a child protection plan is absent for more than two days without explanation
- ensures that when a pupil with a child protection plan leaves the school, their information is passed to their new school and the pupil's social worker is informed
- attends and/or contributes to child protection conferences and organises school staff attendance at core group meetings
- coordinates the school's contribution to child protection plans
- develops effective links with relevant statutory and voluntary agencies
- ensures that all staff sign to indicate that they have read and understood the child protection policy
- ensures that the child protection policy is updated annually
- liaises with the nominated governor and headteacher (where the role is not carried out by the headteacher) as appropriate
- keeps a record of staff attendance at child protection training
- makes the child protection policy available to parents.

The deputy designated person(s) is appropriately trained and, in the absence of the designated person, carries out those functions necessary to ensure the ongoing safety and protection of pupils. In the event of the long-term absence of the designated person, the deputy will assume all of the functions above.

The governing body ensures that the school has:

- a DSP for child protection who is a member of the senior leadership team and who has undertaken training in inter-agency working, in addition to basic child protection training
- a child protection policy and procedures that are consistent with LSCB requirements, reviewed annually and made available to parents on request
- procedures for dealing with allegations of abuse made against members of staff including allegations made against the headteacher
- safer recruitment procedures that include the requirement for appropriate checks
- a training strategy that ensures all staff, including the headteacher, receive child protection training, with refresher training at three-yearly intervals. The DSP should receive refresher training at two-yearly intervals
- arrangements to ensure that all temporary staff and volunteers are made aware of the school's arrangements for child protection.

The governing body nominates a member (normally the chair) to be responsible for liaising with the local authority and other agencies in the event of an allegation being made against the headteacher.

The headteacher:

- ensures that the child protection policy and procedures are implemented and followed by all staff
- allocates sufficient time and resources to enable the DSP and deputy to carry out their roles effectively, including the assessment of pupils and attendance at strategy discussions and other necessary meetings
- ensures that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively and in accordance with the whistleblowing procedures
- ensures that pupils' safety and welfare is addressed through the curriculum.

Designated persons and contacts

We have a designated member of staff and a deputy and two support designated teachers to fulfil the role of dealing with child protection issues and providing advice and support to other staff. We also have a designated governor for child protection (See Key Personnel).

Ultimately it is for each and every member of staff to have responsibility for the welfare of children and young people. Suitable training on safeguarding children is required to enable staff to fulfil their responsibilities in respect of child protection effectively, together with refresher training to keep staff knowledge and skills up to date.

Concerns, whether through disclosures or otherwise, should be discussed in the first instance with the designated person in the school. The designated person will then, if appropriate, make the necessary referral. If the designated person is not available, or the designated person is the subject of the allegation, the BCBC Child Protection Co-ordinator should be informed directly, along with the Chair of Governors.

Only designated persons will normally make referrals. When an initial referral is made to the Social Services duty desk, it should be followed up within 48 hours with a written referral and a copy faxed to the BCBC Child Protection Co-ordinator. Copies of the inter-agency referral and pre-referral forms are available and accessible to all staff.

Throughout this process advice and support is available from the Education, Leisure and Community Services' Child Protection Team.

Within Education, Leisure and Community Services Directorate, an Assistant Director is the nominated senior officer for the LEA.

Ratification of this policy by the Governing Body

Signed: _____ **Andy Hardy (Chair of Governors)**

Date: _____

DATE REVIEWED: September 2019

AGREED BY GOVERNORS: September 2019

NEXT REVIEW DATE: September 2020

Appendix A: Contact persons

Ogmore Vale Primary School

Designated senior member of staff: **Mrs Joe Colsey (Headteacher)**

Deputy designated member of staff: **Miss Anna Price (Deputy Headteacher)**

Mrs Ceri Hobbs

Mrs Susanne Roderick

Designated governor: **Mr Andy Hardy**

Local Authority

Bridgend County Borough Council	Natalie Tanner
Children's Services Directorate	01656 815270
Child Protection Co-ordinator	Fax: 01656 720710
Children's Services Duty Desk	01656 642320
Children's Services Directorate	Robin Davies
Acting Assistant Director: nominated lead officer	01656 642611

Appendix B

THE STATUTORY BASIS OF A CHILD PROTECTION POLICY

The work of staff who have responsibilities in child protection is governed by a number of statutory frameworks, circulars and guides to good practice. These are:

- Safeguarding Children – working together under the Children Act 2004 (Welsh Assembly Government)
- All Wales Child Protection Procedures (2008)
- The Framework for the Assessment of Children in Need and their Families (Department for Health 2000)
- National Assembly for Wales Circular 002/2013 Staff Disciplinary Procedures in Schools
- Education Act 2002
- National Employers' Organisation for School Teachers (NEOST) document 2002 – Guidance on Education staff and Child Protection – staff facing an allegation of abuse.
- Children Act 1989
- Children Act 2004 – Sect 28
- Human Rights Act 1998
- UN Convention on the Rights of the Child
- Bridgend County Borough Council – Children's Directorate Individual CP Guidance for staff (May 2012)