

Richard Avenue Primary School

Safeguarding Policy - PROCEDURES

Date of policy: Autumn 2021

Date of review: Autumn 2022

Designated Safeguarding Lead: Branka Waller **Governor:** Craig Hilton
Deputy DSL – Lindsey Walker Lynsey Robson

This policy outlines our procedures ie: What we do.

Richard Avenue Primary School's whole-school safeguarding policy aims to provide clear direction to staff and others about expected codes of behaviour in dealing with Safeguarding issues. The policy also aims to make explicit the school's commitment to the development of good practice and sound procedures. The purpose of the policy is, therefore, to ensure that Safeguarding concerns and referrals are handled sensitively, professionally and in ways that support the needs of the child's well being.

Introduction

Richard Avenue Primary School fully recognises the contribution it can make to safeguard the children and support the pupils in its care. There are three main elements Richard Avenue Primary School to safeguarding policy:

1. prevention (positive school atmosphere, careful and vigilant teaching, pastoral care, support to pupils, providing good adult role models)
2. protection (following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Safeguarding concerns)
3. support (to pupils and school staff and to children who may have been abused)

This policy applies to all employees of Richard Avenue Primary School and Children's Centre.

Framework

Schools do not operate in isolation.

Safeguarding 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 Sunderland Safeguarding Children Board.

'We are committed to respond in accordance with Sunderland Safeguarding Children Board in all cases where there is a concern about significant harm'

Significant Harm

Local Authorities duty is to investigate (S47 of the Children Act 1989). Where a Local Authority is informed that a child who is living, or is found, in their area is either subject to an emergency protection order, Police protection or they have reasonable cause to suspect suffering or is likely to suffer significant harm they must make such enquiries as necessary to promote or safeguard the child's welfare. Children's Services Social care undertakes this responsibility on behalf of the Authority once a referral has been made.

Harm means ill treatment or the impairment of health or development; development means physical, intellectual, emotional, social or behaviour development.

Health means physical or mental health.

Ill-treatment includes sexual abuse and forms of ill-treatment which are not physical.

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)

Significance could exist in the seriousness of the harm or the implication of it. This will be a finding of fact for courts. The court will have to establish which standard of health and development would be reasonable to expect for a child with similar attributes, assess the shortfall against the standard and decide whether the difference represents significant harm.

(Children Act guidelines and Regulation)

Parents/carers should be aware that the 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 subject to significant harm, ill-treatment, neglect or other forms of abuse, staff have no alternative but to follow the Sunderland Safeguarding Children Board Procedures and inform the Children's Services Social Care or the Police Public Protection Unit of their concern.

Roles and Responsibilities

All adults working with or on behalf of children have a responsibility to protect children. Within Richard Avenue Primary School the following individuals have special responsibilities: -

- Mrs Branka Waller (Designated Lead), Lindsey Walker, Lynsey Robson, (Designated Deputy)
- Role: to co-ordinate all matters relating to safeguarding issues. These will include:
 - Dealing with reports of abuse against children
 - Dealing with complaints against staff (employees of Richard Avenue Primary School and Children's Centre) and volunteers
 - Making referrals, if appropriate, to Children's Services Social Care Initial Response Team (IRT) or for allegations to the Local Authority Designated Officer (LADO – Danielle Rose)
 - Keeping the head teacher fully informed of all Safeguarding issues that may arise
 - Ensuring that the Designated Lead and the Designated Deputies receive full training in Safeguarding every 2 years and attend termly briefings
 - Ensuring all staff/governors (employees of Richard Avenue School) receive training in Safeguarding every 2 years on a rolling programme.
 - Ensuring that all new staff (employees of Richard Avenue Infant School) are properly inducted in safeguarding issues
 - Liaise with the school governor with special responsibility for Safeguarding as appropriate

Craig Hilton is the school governor with special responsibility for Safeguarding. Role: to liaise with the Designated Person on matters relating to Safeguarding issues and participate in the annual review of policy.

Details of the Designated Lead and the Designated Deputies and safeguarding Governor should be displayed in the school / setting and be included in the prospectus.

Procedures

The Designated Lead will be informed immediately by an employee of the school, pupil of the school, parent of the school, other persons, in the following circumstances

- Suspicion that a child is being harmed
- There is evidence that a child is being harmed

How a referral to Children's Services

If you have a concern about the safety of a child or young person (aged under 18) then you should talk to someone immediately.

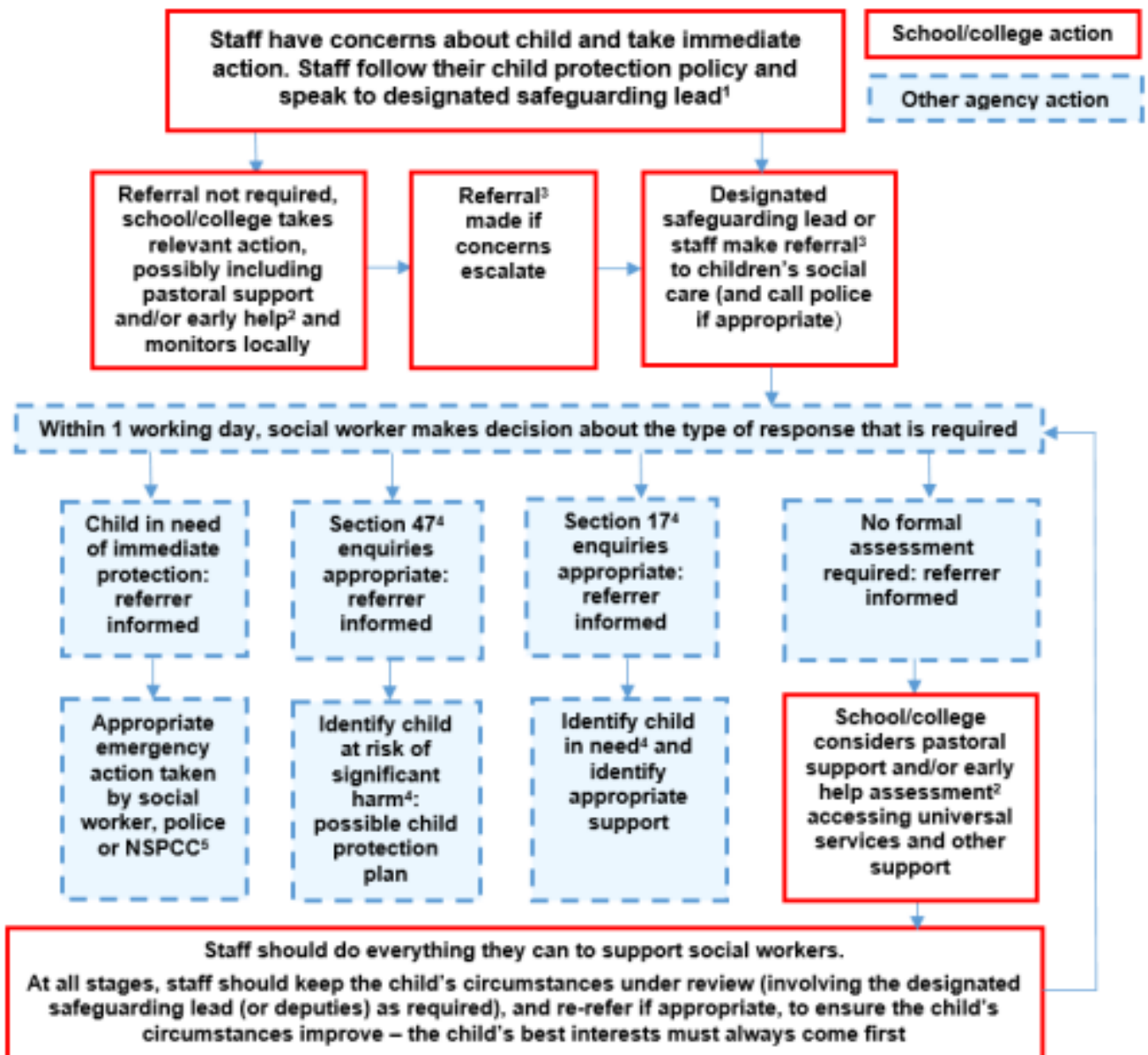
You can contact us on **0191 520 5560** (Monday to Thursday, 8:30am to 5:00pm and Friday, 8:30am to 4:30pm) or contact our Out of Hours Team on **0191 520 5552** (available 24 hours Saturday and Sunday).

When making a referral, **practitioners** can identify a child/young person's level of need and indicate what the most appropriate referral pathway is to access and meet those needs by referencing the [SSCP Multi Agency Guide to Our Thresholds of Need](#) TFC Referral form (Appendix form)

The Designated Lead will keep a full record of concerns raised and make referrals to Children's Services Social Care/Police if necessary.

Referrals From KCSIE 2021 page 20

Actions where there are concerns about a child



¹ In cases which also involve a concern or an allegation of abuse against a staff member, see Part Four of this guidance.

² Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. Chapter one of [Working Together to Safeguard Children](#) provides detailed guidance on the early help process.

³ Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of [Working Together to Safeguard Children](#).

⁴ Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Chapter one of [Working Together to Safeguard Children](#).

⁵ This could include applying for an Emergency Protection Order (EPO).

Safe schools/ Safe Staff

Whistle Blowing

Richard Avenue Primary school's Whistle Blowing Policy provides guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken.

Complaints against employees

A Safeguarding complaint involving a member of staff must be reported to the Head teacher immediately. If the complaint involves the head teacher then the next most senior member of staff must be informed and the Chair of Governors. Consultation without delay with the LADO Danielle Rose all new referrals must be made during office hours on: 0191 561 3901 or by filling out the form below and returning to designatedofficer@togetherforchildren.org.uk will determine what action follows. A multi agency strategy meeting may be arranged to look at the complaint in its widest context, the Headteacher /a senior member of school staff must attend this meeting.

Training and Support

Richard Avenue Primary School will ensure that the Head teacher (Designated Lead), Deputies and the Governor with special responsibility for Safeguarding receive training relevant to their role. The school will also ensure that all its employees are kept informed about Safeguarding issues through a programme of staff Inset.

Professional Confidentiality

Confidentiality is an issue which needs to be understood by all those working with children, particularly in the context of Safeguarding. Richard Avenue Primary School recognises that the only purpose of confidentiality in this respect is to benefit the child, (See Chapter 1 of the Sunderland Safeguarding Children Board (SSCB) Safeguarding Children Procedures (www.sunderlandscb.com)).

Records and Monitoring

Well-kept records are essential to good Safeguarding practice. Richard Avenue Primary School is clear about the need to record any concerns held about a child or children within its care, following EST guidelines and proformas.

Attendance at Safeguarding Conferences

In the event of Richard Avenue Primary School being invited to attend Child Protection conferences, the Designated Lead or Deputy will represent the school and provide information relevant to Child Protection conference (Initial/Review). Using the proforma in Sunderland Safeguarding Children Board Procedures which can be found at www.sunderlandscb.com.

Supporting Children

Richard Avenue Primary School recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. Richard Avenue Primary School may be the only stable, secure and predictable element in the lives of some of the children under its care. The school, therefore, recognises that such children might exhibit challenging and defiant behaviour and will take careful note of the context of such behaviour.

Richard Avenue Primary School also recognises that some children who have experienced abuse may in turn abuse others. This requires a considered and sensitive approach in order that the child can receive appropriate help and support.

Richard Avenue Primary School will endeavour to support all its pupils through:

- The curriculum, to encourage self-esteem and self-motivation
- The school ethos, which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued

- A coherent management of behaviour
- Liaison with other professionals and agencies who support children and parents
- A commitment to develop productive, supportive relationships with parents whenever it is in the child's interest to do so
- The development and support of a responsive and knowledgeable staff group whose role it is to respond appropriately in Safeguarding situations.

Richard Avenue Primary School recognises that, statistically, children with behavioural difficulties and disabilities are the most vulnerable to abuse. School staff who work, in any capacity, with children with profound and multiple disabilities, sensory impairment and/or emotional and behavioural problems will need to be particularly sensitive to signs of abuse. School staff must give consideration to children who are subject to a statement of special needs, or have a medical condition as these can mask safeguarding issues and must not be dismissed.

Richard Avenue Primary school also recognises that in a home environment where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support and protection.

This policy should be read in conjunction with other related policies in school.

These include:

- Safer Recruitment and Selection policy

The school will operate safe recruitment practice throughout the whole process adhering to 'Safeguarding Children and Safer Recruitment in Education 21 February 2019'

- Sunderland's Guidance for Safer working practices for adults who work with young people

The school will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with young people

- The school will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of position of trust)

- Pastoral Care and Discipline policy – consistently adhered to
- Anti-Bullying policy (found in Behaviour and safety of pupils at school -policy.)
- Positive handling of challenging behaviour policy /physical restraint policy
- Inclusion & Special Educational Needs policy
- Health and Safety policy

The Schools health and safety policy (reviewed annually) reflects the consideration we give to the Safeguarding of our children both within the school environment and when away from the school when undertaking school trips and visits.

Whole school policy for

- Whole school policy for Photography
- Medical conditions policy

This policy has been informed by the following:

- Education Act 2002 Section 175
- Keeping Children Safe in Education 2021
- Framework for the Assessment of Children and Families
- Children Act 1989/2004
- Working together to safeguard children DOH (2019)
- Sunderland Safeguarding Children Board Procedures - Sunderland City Council procedures for dealing with allegations/complaints against staff
- Data Protection Act 1998
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Freedom of Information Act 2000

This Policy will be reviewed annually or in light of any changes in legislation and/or guidance.

This policy must be ratified by the Focus Group 3 meeting with Governors

Appendix 1



Together for Children Sunderland
 ICRT
 Sandhill Centre
 Grindon Lane
 Sunderland
 SR3 4EN
[0191 5617007](tel:01915617007)
 HYPERLINK

Together for Children Sunderland Referral to Social Care.			
<i>Details of child(ren)</i>			
Family Name:		Given Names:	
DOB or Expected Date of Delivery:		Gender:	
Child's / Young person's Ethnicity:		Primary Language or preferred means of communication:	
Child / Young Person's Religion:		Is an Interpreter or Signer Required?	
Primary Address:		Telephone Number:	
		Mobile Number:	
NHS Number:			
Does the child have a disability? If so detail:			
Are there any concerns of Missing, Slavery, Exploitation (sexual and/or criminal) or Trafficking? If yes, have you completed the <u>Stage 1 MSET Screener</u> ? Please attach the completed screener to your referral.			
Contact Details (How has contact been made with CSC)			

Other Important People

Relationship	Name	Date of Birth	Gender	Ethnicity	Address

Do any members of the family involved in the referral have any Communication Needs (including language and disability of the other key relationships and networks):

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Services Working with the Family

Professional Full name	Agency / Role	Address & Postcode	Telephone Number
	GP		
	Health Visitor/ Midwife		
	School		
	CAMHS		
	Early Help		
	Probation		
	Substance/ Alcohol misuse service		
	Mental Health services		

What is going well? What are you worried about?

What is going well for this child and the family? (consider the child's voice)	
What have you seen or heard that you are worried about?	
Has this happened before?	
Tell us about a time when you weren't worried or concerned?	
Have you spoken to anyone in the family about your worries or concerns? If not, why not?	
Do you know if there is anyone within the family or the community helping the family? If so, please provide details and comment on how this is going.	

<p>Is there an Early Help Assessment or Plan in place for this child/family or has one been considered? If not, why not?</p>	
<p>How worried are you?</p>	
<p>Where do you rate the situation at the moment on a scale of 10-0 where 10 means that everything is now sorted for the child, they have people around who care for them and help to keep them safe and free from harm and 0 means the child is in danger or has already been hurt? What are the reasons you chose that number?</p>	
<p>What do you need to see to improve it by 1?</p>	
<p>What do you think needs to happen next?</p>	
<p>Who else could provide help to the family?</p>	