

# **ST GABRIEL'S RC PRIMARY SCHOOL**

**As part of God's family, living, loving and learning together:  
striving to be the best we can be!**

# **SAFEGUARDING POLICY**

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This staff were made aware of this policy on tbc

This policy will be reviewed in the summer term 2018 as a result of a change of SLT

## ST GABRIEL'S RC PRIMARY SCHOOL

### Our Mission Statement

Our mission is to educate children in the spirit of the Gospel, nurturing the talents and potential of each individual within a Catholic community and family.

*“As part of God’s family, living, loving and learning together: striving to be the best that we can be!”*

### Vision statement

Inspired by the life and message of Jesus, and believing that every child is made in the image of the Father, Son and Holy Spirit, St Gabriel’s Catholic Primary School is just like a family, where everyone is welcomed; where everyone is loved, valued, respected and cared for; where everyone is helped to achieve their very best and where God is at the heart of everything we do.

### Aims

**Our aim is to make our school a place where:**

- Catholic values and beliefs are promoted and upheld
- The Christian message of love is communicated through our relationships with others
- Children learn in a safe and happy environment
- Parents are warmly welcomed and are treated as partners in their child’s learning
- Achievement is at the core of our school
- Challenging but realistic targets are set for all to develop the full potential of every learner
- We celebrate our successes.

**Our aim is that each child will develop:**

- A loving relationship with God and share this through their relationships with others
- The confidence to express themselves clearly and grow in self-esteem
- A love for learning and a high standard of personal achievement
- Courteous behaviour and consideration for others, learning to recognise and appreciate the achievements of others

- An appreciation of, and support for, our parish and the wider community to enable them to become responsible citizens.

## **ST GABRIEL'S RC PRIMARY SCHOOL SAFEGUARDING POLICY**

This Policy follows the 'Safeguarding Children in Education Guidance, April 2008' format.

### **Introduction**

1. The school fully recognises the contribution it makes to Child Protection.

There are three main elements to our policy:-

- a) Prevention through the teaching and pastoral support offered to pupils;
  - b) Procedures for identifying and reporting cases, or suspected cases of abuse. This includes Domestic Abuse. Because of our day to day contact with children, school staff are well placed to observe the outward signs of abuse; and
  - c) Support for those pupils and parents/carers who may have been abused.
2. This policy applies to all staff and volunteers working in the school and its governors. It is recognised by this school that all staff that come in to contact with children can often be the first point of disclosure for a child. This first point of contact is an important part of the child protection process, and it is essential that all staff are aware of and implement the school's procedures as noted in this policy.

### **Prevention**

- 2.1 This school recognises that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps to safeguard children at our school. The school will, therefore:-
  - a) Establish and maintain an ethos where children feel secure and encouraged to talk and share their concerns and will be listened to;

- b) Ensure that children know that all adults in this school can be approached if they are worried or concerned about matters that concern them or their siblings or friends;
- c) Include in the curriculum, activities and opportunities for PSWBCD /PSE which equip children with the skills they need to stay safe from abuse and to know that they can turn to staff for help;
- d) Include in the curriculum, material which will help children develop realistic attitudes to the responsibilities of adult life.

## Procedures

- 3.1 At this school, we will follow the All Wales Child Protection Procedures (April 2008) and other guidance and protocols that have been endorsed and agreed by the Newport Safeguarding Children Board (NSCB). We will also follow guidance produced by the Welsh Government in response to the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) (VAWDASV) Act 2015.
- 3.2 The school will:-
- a) Ensure it has a named designated senior member of staff who has undertaken the appropriate training in line with agreed national and local requirements. This school will also nominate a named deputy who will be the central contact in times when the designated person is absent. In the unlikely event that both are absent or unavailable, the AENCO will act as a contact point for other staff;
  - b) Recognise the role of designated person and arrange support and training. The school will look to the NSCB and in particular the Authority's Child Protection Officer for Education (CPO) for guidance and support in all child protection matters in assisting the school's designated person;
  - c) Ensure that all members of staff, including permanent, part time and adult volunteers, along with every governor, knows:-
    - i) The name and contact details of both the designate and deputy person responsible for child protection;
    - ii) That it is the named Designated Senior Person (DSP) and/or their deputy or AENCo who have the responsibility for making child protection referrals within NSCB timescales, by completing the agreed multi-agency referral form (MARF), sending to [children.duty@newport.gov.uk](mailto:children.duty@newport.gov.uk) and copying the referral to the Child Protection Officer at [nic.davies@newport.gov.uk](mailto:nic.davies@newport.gov.uk)
    - iii) If the named staff are out of school at the same time, then senior teachers have been trained to access and fill in the necessary forms and the protocol for this is stored in the main office. The Designated Senior Person (DSP) and deputy will seek advice from the CPO and or Social Services Duty and Assessment Team if necessary when a referral is being

considered; **IF IN DOUBT, A REFERRAL MUST BE SENT.** That the referring person will ensure that the CPO will be sent a copy of the referral as soon as it is practically possible.

- d) Ensure that all members of staff are aware of the need to be alert to signs of all abuse and know how to respond to a pupil who may disclose abuse. That all members of staff will be offered and expected to attend appropriate training and updates as arranged by the school;
- e) Ensure that parents have a clear understanding of the responsibility placed on the school and its staff for child protection by setting out their obligations in school prospectus and other forms of communication. In particular there is a clear obligation that 'the welfare of the child is paramount' and in some circumstances this may mean that the parents are not initially informed of a referral made by the school. This circumstance is in line with 'All Wales Child Protection Procedures' guidance.
- f) Provide training for all staff so that they know:-
  - i) Their personal responsibility;
  - ii) To be cognisant of agreed local procedures (NSCB);
  - iii) The need to be vigilant in identifying suspected cases of abuse; and
  - iv) How to support a child who discloses abuse, particularly the do and don'ts.
- g) Notify the CPO and Social Services if:-
  - i) A pupil on the Child Protection Register is excluded either for a fixed term or permanently; and
  - ii) If there is an unexplained absence of a pupil on the Child Protection Register (Immediate notification)
- h) Work to develop effective links with relevant agencies and co-operate as required with their enquiries regarding Child Protection matters, including attendance at initial and review Child Protection conferences and core groups; and support these with the submission of written reports;
- i) Keep written records of concerns about children (noting date, event and action taken), even where there is no need to refer the matter to agencies responsible for formal investigation;
- j) Ensure that all records and files are kept secure and in locked locations. The designated person is responsible for the security, compilation and storage of all records and should be able to access and produce them in times of need. It is the responsibility of the designated person to ensure that any transfer of records is conducted via the Authority's agreed protocol and procedures for the 'Transfer of Sensitive Information';
- k) Adhere to the procedures set out in the Welsh Assembly Government guidance circular 45/2004 Staff Disciplinary Procedures in Schools;

- l) Ensure that all recruitment and selection procedures follow all national and local guidance. The school will seek advice and guidance from the Authority's Human Resources Department on recruitment and selection;
- m) Seek to designate a governor for Child Protection who will champion and oversee the school's Child Protection Policy and practice. This governor will feedback to the Governing Body on Child Protection matters as and when required but will be required to write an annual report to the Body on the school's Child Protection activities.

### **Supporting the Pupil at Risk**

- 4.1 At this school we recognise that children who are at risk, suffer abuse or witness violence are often affected by these in adverse ways and some may be deeply troubled by these events.
- 4.2 This school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school and due to these adverse factors, their behaviour may be challenging and defiant or they may be withdrawn. At this school we will endeavour to be patient and supportive to the children at risk.
- 4.3 The school will endeavour to support the pupil through:-
  - a) The content of the curriculum to encourage self-esteem and self-motivation (see section 2 of this policy on Prevention);
  - b) The school ethos which:-
    - i) Promotes a positive, supportive and secure environment; and
    - ii) Gives pupils a sense of being valued (see section 2 on Prevention).
  - c) The school's Behaviour For Learning Policy is aimed at supporting vulnerable pupils in the school. All staff will follow a consistent approach which focuses on the behaviour of the offence committed by the child but does not damage the pupil's sense of self-worth. The school will express and explain to all pupils that some behaviour is unacceptable (shared with parents via school brochures and other points of communication) but each individual is valued and is not to be blamed for any abuse which has occurred. Staff should read the school's Behaviour For Learning Policy in conjunction with this and other named policies noted in this policy.
  - d) Liaison with other agencies who support the student such as Social Services, Child and Adolescent Mental Health Services (CAMHS), the Educational Psychology Service, Education Welfare Service, Families First and others; and
  - e) Keeping records and notifying Social Services if there is a recurrence of a concern with the individual.
- 4.4 When a pupil on the Child Protection Register leaves, we will transfer the sensitive information to the new school immediately (using the agreed

policy and procedures for the 'Transfer of Sensitive Information' and the Designated Senior Person will be central to this process) and, if not already done, inform Social Services of the move.

## **Behaviour**

- 4.5 This school has a Behaviour For Learning Policy which clearly states our values and expectations. This is a separate policy which is reviewed on a regular basis by the Governing Body.

## **Bullying**

- 4.6 The school has an Anti-bullying Policy contained within the Behaviour for Learning Policy which clearly sets out the school's values and expectations. Every member of the school community has the right to feel safe and happy.

## **Restrictive Physical Intervention**

- 4.7 The school's policy on Restrictive Physical Intervention has been set out in a separate document. The policy should be read in conjunction with the LEA's "Policy and Guidance Framework - The Use of Reasonable Force to Control or Restrain Pupils" (draft January 2001) which was produced following the publication of the W.O. Circular 37/38 Section 550A of The Education Act 1996. Both children and staff have rights. This document attempts to ensure that staff have a safe, carefully managed and monitored environment, and that children's needs, safety and rights are respected and nurtured.

## **E Safety**

- 4.8 The school recognises the importance of safeguarding children against abuse via any electronic source e.g. internet, social networking sites etc. The school liaises closely with the School's Police Liaison Officer and takes guidance from NCC's Data and Information team. It has a separate e Safety Policy for staff.

## **Children with Statements of Special Educational Needs (SEN)**

- 4.9 This school recognises that statistically, children with behavioural difficulties and disabilities are most vulnerable to abuse. School staff who deal with children with profound and multiple disabilities, sensory impairment and/or emotional and behaviour problems need to be particularly sensitive to signs of abuse. The school's policy on SEN has been

set out in a separate document. This document can be located in the Staff Shared area (STEP) in the Policies and Procedures folder.

## **Radicalisation**

- 4.10 The school is aware of its responsibilities (under Section 26 of the Counter Terrorism and Security Act 2015 and the Prevent Duty Guidance) to safeguard pupils at risk of radicalisation. The school does this by:
- Providing a safe environment for pupils to talk about issues that may concern them, including sensitive topics such as terrorism and extremist ideology.
  - Identifying and risk assessing individuals who may be drawn into terrorism, violent or non-violent extremism.
  - Knowing how to complete a 'Channel' referral and how to seek support for the child/young person
  - Ensuring all staff receive appropriate training and have the knowledge and confidence to identify pupils at risk of being drawn into terrorism and extremism and challenge extremist ideas.
  - Ensuring children are safe from terrorist and extremist material when accessing the internet in school, including having in place appropriate levels of filtering.

## **Mandatory reporting of FGM**

- 4.11 The school is aware of its duty to report known cases of FGM to the police (*section 74 of the Serious Crime Act 2015*). Where staff *suspect* FGM may have been carried out or think a girl *may be at risk* then the school will follow existing safeguarding procedures in these cases.

## **Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV)**

- 4.12 The school has a responsibility to be aware of, and identify, children and parents/ carers who are experiencing domestic abuse or who are at risk of domestic abuse, sexual violence or violence against women. The school has an awareness that the domestic abuse victim could be a female or a male.

The school will follow the strategy 'Ask and Act' when faced with a domestic abuse allegation or evidence.

## **Children who enter the Looked After system**

- 4.13 This school recognises that children who enter the Looked after Children (LAC) system are often the most vulnerable and needy. The school keeps a record of all students who are LAC and staff are regularly updated during staff meetings. School liaises with external agencies regularly to review students who are looked after. The school supports all LAC students and

ensures they receive the care and guidance needed particular to the individual.

## INFORMATION FOR ALL STAFF

### 5.1 What to do if a child tells you they have been abused by someone other than a member of staff.

A child may confide in any member of staff and may not always go to a member of

the teaching staff. Staff to whom an allegation is made should remember:-

- Yours is a listening role, do not interrupt the child when they are freely recalling events. Limit any questions to clarifying your understanding of what the child is saying. Any questions should be framed in an open manner so not to lead the child;
- You must report orally to the school's **Designated Senior Person for Child Protection or their Deputy/AENCO** in their absence immediately to inform them of what has been disclosed. In the unlikelyhood of them all being absent seek out the most senior person in the school;
- Make a note of the discussion, as soon as is reasonably practical (but within 24 hours) to pass on to the school's designated person for Child Protection. The note which should be clear in its use of terminology should record the time, date, place and people who are present and should record the child's answers/responses in exactly the way they were said as far as possible. This note will, in most cases, be the only written record of what has been disclosed and as it being the initial contact, an important one in the Child Protection process. Remember, your note of the discussion may be used in any subsequent formal investigation and/or court proceedings. It is advised that you retain a copy in the safe place;
- Do not give undertakings of absolute confidentiality (see note following this section for more details). You will need to express this in age related ways to the child as soon as appropriately possible during the disclosure. This may result in the child 'clamming up' and not completing the disclosure, but you will still be required to share the fact that they have shared a concern with you to the designated person. Often what is initially shared is the tip of an iceberg;
- Your responsibility in terms of referring concerns ends at this point, but you may have a future role in terms of supporting or monitoring the child, contributing to an assessment or implementing Child Protection plans. You can ask the designated person for an update but they are restricted by procedures and confidentiality and may be limited in their response. The level of feedback will be on a need to know basis, but whatever is shared is strictly confidential and not for general consumption with others.

- In cases of domestic abuse, the school will make a referral and also provide signposting to refuges and support organisations, as appropriate.

**If an allegation of abuse is made against a member of staff this must be reported to the Headteacher.** Where the allegation is against a member of staff you should refer to authority's guidance which takes into account the Welsh Assembly Government's guidance circular 45/2004.

**If the concern is about the Headteacher, this must be reported to the Chair of Governors.** If in doubt you can contact the Authority's CPO for guidance and advice. The staff can also find guidance in raising concerns via the N.C.C. Whistle Blowing Policy and Procedures these can be accessed by contacting the Civic Centre 01633-656 656 and asking to speak to Human Resources Department. You can remain anonymous in raising concerns.

## Confidentiality

- 6.1 The school and staff are fully aware of confidentiality issues if a child divulges that they are or have been abused. A child may only feel confident to confide in a member of staff if they feel that the information will not be divulged to anyone else. However, education staff (that is all staff at this school) have a professional responsibility to share relevant information about the protection of children with the designated statutory agencies when a child is experiencing child welfare concerns. It is important that each member of staff deals with this sensitively and explains to the child that they must inform the appropriate people who can help the child, but they will only tell those who need to know in order to be able to help.

Staff should reassure the child and tell them that their situation will not be common knowledge within the school i.e. not discussed with other staff. Staff need to be aware that it may well have taken significant courage on the part of the child to disclose the information and they may also be experiencing conflicting emotions involving feelings of guilt, embarrassment, disloyalty (if the abuser is someone close) and hurt.

Use the following acronym when speaking with a child:

## Training

The school will be cognisant of national and local training requirements and guidance, which will include Newport Safeguarding Children Board's (NSCB) guidance, advice and training opportunities.

- 7.1 The school will ensure that the Designated Senior Person for Child Protection (DSP) will have received initial training when starting their role and continued professional updates as required. Specific updates as suggested by national and local requirements will be central to the DSP's development. The designated deputy/AENCo will be initially supported by the Designated Senior Person and consideration for joint opportunities for training with the DSP will be considered.
- 7.2 All staff will be regularly updated during the year as appropriate from the Designated Senior Person, but will receive specific awareness raising training within a 2-3 year period.
- 7.3 It will be a recommendation that the Governing Body will also receive awareness raising training and the nominated governor will be offered opportunities for more specific training.

The Designated Senior Person for Safeguarding at this school is **Heather Vaughan**  
The Deputy Designated Senior Person for Safeguarding at this school is **Maria Harris (Deputy Head Teacher) or Lorraine Williams (AENCO)**

**St Gabriel's RC Primary School**

Phone: 01633 273937

The Nominated Governor for Child Protection at this school is Mrs Claire Heath

Contact point is SE Wales EAS Governor Support

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The Authority's Child Protection Officer is Nicola Davies

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**Social Services (Duty Team)**

Phone: **01633 851423/851424**

This policy was updated in February 2018 by Heather Vaughan

This policy will be reviewed in September 2018

H Vaughan

C Heath

**Headteacher  
Governors**

**Safeguarding Link Governor and Chair of**