

Purwell Primary School



Safeguarding Policy

2024

For approval by the Governing Body, for immediate implementation, on 23 Sep 2024
For review – Sep 2026

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1. INTRODUCTION

1.1 Safeguarding is 'everyone's responsibility'. This policy sets out Purwell Primary School's responsibilities under the Children Act 2004 to ensure children, young people and adults at risk are kept safe from harm.

1.2 Terminology:

Safeguarding and promoting the welfare of children refers to:

- Providing help and support to meet the needs of children as soon as problems emerge
- Protecting children from maltreatment, whether that is within or outside the home, including online
- Preventing the impairment of children's mental and physical health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes.

Children includes everyone under the age of 18

The aim of safeguarding is to enable children to have optimum life chances and to enter adulthood successfully.

1.3 What's the difference between Safeguarding and Child Protection?

Safeguarding is an 'umbrella' term that incorporates child protection. **Child Protection** is the process and activities undertaken to fulfil statutory obligations to protect specific children who have been identified as suffering, or at risk of, significant harm. All agencies and individuals should proactively **safeguard and promote** the welfare of children so that the need for action to protect children from harm is reduced.

1.4 The role of school staff

Schools are particularly important as we are in a position to identify concerns early, provide help for children, promote children's welfare and prevent concerns from escalating.

Any child may benefit from early help, but all staff should be particularly alert to the potential need for early help for a child who;

- Is disabled or has certain health conditions and has specific additional needs
- Has special educational needs (whether or not they have a statutory Education, health and care plan)
- Has a mental health need
- Is a young carer
- Is showing signs of being drawn into anti-social or criminal behaviour
- Is frequently missing/goes missing from education
- Has experienced multiple suspensions, is at risk of being permanently excluded from school

- Is at risk of modern slavery, trafficking, sexual and or criminal exploitation
- Is at risk of being radicalised or exploited
- Has a parent or carer in custody or is affected by parental offending
- Is at risk of so-called ‘honour ‘ based abuse such as Female Genital mutilation or forced marriage
- Is a privately fostered child

All Staff have responsibility to provide a safe environment in which children can learn.

1.5 What Staff need to know

This policy is available on the school website, on the staff shared area and on CPoms. Also other relating policies are also on the school website, and CPoms, including the child protection policy and staff should all make themselves aware of these systems to support safeguarding in school.

1.6 Training

All staff will receive appropriate safeguarding and child protection training which will be regularly updated annually and will receive updates to provide staff with the relevant skills and knowledge to safeguard children effectively.

2. PRINCIPLES AND AIMS

2.1 Our Principles:

- The welfare of children, and their wishes and feelings, are afforded consideration when developing and carrying out school activities.
- All children will have equal rights to support and protection, irrespective of their race, age, ability, gender, language, religion, sexual orientation and culture.
- All staff and volunteers should be prepared to respond to, the needs of children, and to report any concerns immediately.

2.2 We aim:

- To provide all staff and volunteers with the necessary information / training to enable them to meet their statutory responsibilities to promote and safeguard the wellbeing of children.
- To provide parents, carers and children with information about the school’s arrangements to keep children safe.
- To ensure safe and consistent best practice across the school.
- To demonstrate the school’s commitment with regard to safeguarding children.

3. FRAMEWORK

This policy has been devised in accordance with the following legislation and guidance:

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| <ul style="list-style-type: none"> • Arrangements for Managing Allegations of Abuse Against People Who Work With Children or Those Who Are in A Position of Trust, Hertfordshire Safeguarding Children Board Interagency Procedures Manual http://hertsscb.proceduresonline.com/chapters/p_manage_alleg.html |
| <ul style="list-style-type: none"> • Disqualification under the Childcare Act 2006 Statutory guidance for local authorities, maintained schools, independent schools, academies and free schools, DfE (February 2015) www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006 |
| <ul style="list-style-type: none"> • Education Act 2002 Section 175 – requires local education authorities and the governors of maintained schools and further education (FE) colleges to make arrangements to ensure that their functions are carried out with a view of safeguarding and promoting the welfare of children. Section 157 and the Education (Independent Schools Standards) (England) Regulations 2003 - require proprietors of independent schools (including academies and technology colleges) to have arrangements to safeguard and promote the welfare of children who are pupils at the school. |
| <ul style="list-style-type: none"> • Guidance for Safer Working Practice, Safer Recruitment Consortium (May 2019) |
| <ul style="list-style-type: none"> • Information Sharing: Advice for practitioners, DfE (2021) |
| <ul style="list-style-type: none"> • Keeping Children Safe in Education, DfE (2024) |
| <ul style="list-style-type: none"> • Sexual Offences Act, HM Government (2003) |
| <ul style="list-style-type: none"> • Teachers' Standards 2012, DfE (2011) These standards set the minimum requirements for teachers' practice and conduct. Teachers, including Headteachers should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties. |
| <ul style="list-style-type: none"> • What to do if you're worried a child is being abused, DfE (March 2015) Non statutory advice which helps everyone who works with children to identify abuse and neglect and take appropriate action. This information can be found in the yellow file in the staff room |
| <ul style="list-style-type: none"> • Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children, DfE (2018) |

4. RELEVANT ASSOCIATED POLICIES

In order to safeguard and promote the welfare of children, this policy should also be read in conjunction with other associated policies to ensure the safety and wellbeing of children.

- Anti-Bullying
- Attendance
- Behaviour
- Child Protection
- Complaints procedure
- E-safety
- Equality
- Harassment and bullying
- Health and Safety, including site security
- Information sharing
- Physical intervention and positive handling
- Preventing Extremism & Radicalisation Policy
- Safer recruitment
- SEN
- Supporting children with medical conditions
- Staff Code of Conduct
- Whistle-blowing

5. SAFEGUARDING THEMES

Anti-Bullying

5.1 Purwell Primary School recognises the right of our children and young people to develop, with confidence, in an environment that is safe and free from the emotional and physical distress that can be seen as a result of bullying. It is the responsibility of Purwell Primary School to ensure that procedures are in place that will monitor and address anti-bullying issues. There is a more detailed Anti-Bullying Policy available on the school website and a hard copy is available from the school office.

Attendance

5.2 In accordance with the School's Attendance Policy, absences are rigorously pursued and recorded. The school, in partnership with the appropriate agencies, takes action to pursue and address all unauthorised absences, in order to safeguard the welfare of children and young people in its care. We implement the statutory requirements in terms of monitoring and reporting children missing education (CME) and off-rolling, and understand how important this practice is in safeguarding children and young people.

Child Protection

5.3 There is a detailed Child Protection Policy operating within the school. A copy will be provided to parents on request and is available on the school website. It is the Governing Body's duty to ensure the policy is reviewed annually and any deficiencies within the policy addressed immediately.

5.4 All Child Protection concerns will be managed in accordance with the Hertfordshire Safeguarding Children Board Inter-Agency Child Protection Procedures. A copy of these procedures can be found on the Hertfordshire Safeguarding Children Partnership website.

Domestic Violence

5.5 Our school is part of Operation Encompass. This is a police and education early intervention safeguarding partnership which supports children and young people who experience Domestic Abuse.

Operation Encompass means that the police will share information about Domestic Abuse incidents with our school PRIOR to the start of the next school day when they have been called to a domestic incident.

The Operation Encompass information is stored in line with all other confidential safeguarding and child protection information. We are aware that we must do nothing that puts the children or the non-abusing adult at risk.

The Headteacher will report on Operation Encompass in the annual safeguarding report to Governors. All information is anonymised for these reports. The DSP will use the Operation Encompass Toolkit to ensure that all appropriate actions have been taken by the school.

Complaints

5.6 The school has a Complaints Procedure available to parents, pupils and staff who wish to report concerns. This can be found on the school website. All reported concerns will be taken seriously, and considered within the relevant and appropriate process. Anything that constitutes an allegation against a member of staff or volunteer will be dealt with under the specific procedures for Managing Allegations Against Staff.

Confidentiality

5.7 The School's Data Protection Policy is available to parents on the school website. All staff will understand that safeguarding issues warrant a high level of confidentiality, not only out of respect for the child and staff involved, but also to ensure that information being released into the public domain does not compromise evidence.

5.8 Safeguarding information will be stored and handled in line with the Data Protection Act 2018. The Designated Safeguarding Person (DSP) will normally obtain consent from the child/parent to share sensitive information with outside agencies. Where there is good reason to do so (e.g. to help to protect a child), the DSP may share information without consent and will record the reason for this. Safeguarding records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them. The School will retain this information on the pupil file and transfer to the next school/archive the information in line with The Information and Records Management Society. The school will only share information about children with adults who have parental responsibility for a pupil. Please see Hertfordshire's Pupil Safeguarding Records Guidance at http://www.thegrid.org.uk/info/welfare/child_protection/proformas/index.shtml for further

information.

Curriculum

5.9 Children are taught to understand and manage risk, through our PSHE education and sex and relationships lessons and through all aspects of school life.

6. The school is committed to ensuring that children are aware of behaviour towards them that is not acceptable, and how they can keep themselves safe. All children know that we have senior members of staff with responsibility for child protection and they are made aware of who these persons are. We inform children of whom they might talk to, both in and out of school, their right to be listened to and be heard and what steps can be taken to protect them from harm.

6.1 Subjects such as Personal, Social and Health Education discuss relevant safeguarding issues with the children. Please see the e-safety section of this policy for further details on this topic.

E-Safety

6.2 We have an e-safety policy which can be found on the school website. Our policy includes how we teach children to stay safe when using the internet in, and out, of school, including the risks of sharing content and images online and tackling bullying, including cyber bullying. Cyber-bullying by children, via texts and emails, will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures.

6.3 The School will ensure that appropriate filtering methods are in place to ensure that children are safe from all types of inappropriate and unacceptable materials, including terrorist and extremist material.

Digital images:

6.4 The use of digital images in schools is a complex area. The school has a clear and sufficiently detailed policy which covers the taking and use of digital images and video of children and takes steps to ensure that it is understood and enforced.

6.5 The school recognises the importance, and usefulness, of including the children's use of technology within the classroom, such as an iPad. This brings lots of opportunities for children, across all age ranges, to explore and learn in an explorative and creative way. The technology item, such as an iPad is likely to have a camera and children will be using the camera as part of their learning experience. However, the use of iPads and other tablet equipment can also present risks, if children are left to use the equipment in an unsupervised environment. It is, therefore, understood that the school will ensure that all usage of iPads within the school will be supervised by an adult at all times.

6.6 Staff and children sign ICT Acceptable Use Agreements. For staff, this includes a section on the use of digital images and clarification about the position regarding the use of personal mobile phones/cameras for taking pictures. Where volunteers are supporting school staff, they should abide by the same rules as school staff, as far as is reasonable.

Health and Safety

6.7 We have a Health and Safety Policy which demonstrates the consideration we give to minimising any risk to the children when on the school premises, and when undertaking activities out of school, under the supervision of our staff. At all times, there has to be appropriate staffing levels and, when off-site, appropriate and agreed pupil / adult ratios are maintained. The lead adult always assesses visits/trips as to the level of risk, and all trips are finally authorised by the Headteacher.

6.8 Our school has lone working risk assessments in place and procedures for staff where there is a security risk due to the need to work alone. Staff at high risk will receive appropriate training.

6.9 A copy of the Health and Safety Policy is available from the school office.

Inclusion and Diversity

7. Some children may be at increased risk of neglect and or 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.

7.1 Our school ethos promotes, and accepts, the differences between all children and adults. In practice, this is about ensuring inclusion of individuals and treating them fairly and equally, no matter the diversity of their race, gender, age, disability, religion or sexual orientation.

7.2 Promoting equality and diversity in education is essential for both teachers and children. The aim is to create a classroom environment where all children can thrive together and understand that individual characteristics make people unique and not 'different' in a negative way.

7.3 In line with Keeping Children Safe in Education (DfE 2021), to ensure that all of our pupils receive equal protection, we will also give special consideration to additionally vulnerable groups (as outlined in our Child Protection Policy), for example children with disabilities or special educational needs. Special consideration is also given in the provision of safeguarding information and resources in accessible formats for children and adults with communication needs.

Managing Allegations Against Staff & Volunteers

7.4 Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for the children at our school. We do recognise that sometimes the behaviour and actions of adults may lead to an allegation of abuse being made.

7.5 Allegations sometimes arise from a differing understanding of the same event but, when they occur, they are distressing and difficult for all concerned. We also recognise

that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

7.6 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in Hertfordshire Safeguarding Children Partnership Inter-agency Procedures and Part 4 of 'Keeping Children Safe in Education', DfE (2024) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO). The Hertfordshire LADO Service can be contacted on **0300 123 4043**.

Partnership with Other Services

7.7 Our school recognises that it is essential to establish positive and effective working relationships with other agencies that are partners of the Hertfordshire Safeguarding Children Partnership. There is a joint responsibility on all these agencies to share information to ensure the safeguarding of all children.

Our school is part of the Operation Encompass, which is a national police and education early intervention safeguarding partnership which supports children and young people who experience domestic violence and Abuse and is in place in every police force in England.

Children were recognised as victims of domestic abuse in their own right in the 2021 Domestic Abuse Act. This means the police will share information with our school about all police-attended domestic abuse incidents which involve any of our children PRIOR to the start of the next day. These are then recorded on CPoms with any documents we receive.

Partnership with Parents

7.8 Purwell Primary School is committed to working in partnership with parents/carers to safeguard and promote the welfare of children, and to support them to understand our statutory responsibilities in this area.

7.9 The school shares a purpose with parents to educate, keep children safe from harm and have their welfare promoted. We are committed to working with parents positively, openly and honestly. Purwell Primary School will share with parents any concerns we may have about their child, unless to do so may place a child at risk of harm. We encourage parents to discuss any concerns they may have with the Headteacher.

Safer Recruitment and Selection

8.0 Our recruitment process selects, screens, trains and supervises staff and volunteers so that unsuitable people can be deterred and rejected from working with children. A copy of the School's Recruitment Policy is available from the school office.

8.1 The School has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child; or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed

from working (paid or unpaid) in regulated activity, or would have been removed had they not left. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the Local Authority Designated Officer (LADO) and/or HR.

8.2 Our school also adheres to the guidance issued by The Department for Education, in 2015, regarding persons who are disqualified under the Childcare Act 2006.

Safer Working Practice

8.3 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

8.4 The Teachers' Standards (DfE,2011) are augmented by standards of personal and professional conduct e.g. ethics and behaviour, in, and out, of school. Teachers are expected to 'uphold public trust in the profession by showing tolerance and respect for rights of others, not undermining fundamental British values and ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability' .

8.5 All staff will be provided with a copy of our school's code of conduct/staff behaviour policy/handbook, at induction. These are sensible steps that every adult should take in their daily professional conduct with children. All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

8.6 The link below will direct you to the current government guidance on safer working practice which we share with staff:

https://www.saferrecruitmentconsortium.org/_files/ugd/f576a8_0d079cbe69ea458e9e99fe462e447084.pdf

Abuse of position of trust:

8.7 All school staff are aware that inappropriate behaviour towards pupils is unacceptable, and that their conduct towards pupils must be beyond reproach.

8.8 In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person aged 18 or over intentionally to behave in certain sexual ways in relation to a child aged under 18, where the adult is in a position of trust in respect of the child, even if the behaviour is consensual.

Security

8.9 The security measures put into place at Purwell Primary School have taken into account the need to balance a welcoming environment whilst ensuring the safety of all our children and staff. A security risk assessment will be completed and reviewed annually (or

earlier if deemed necessary). The findings will be used in the review of this security policy and shared with staff.

Access to buildings:

9.0 The school undertakes all reasonable efforts to control access to the buildings and grounds of the school to prevent unauthorised access to children and ensure the personal safety of staff.

Visitors, contractors and maintenance personnel:

9.1 The control of visitors, contractors and maintenance personnel is a fundamental part of our site security policy for the safeguarding of both people and property.

9.2 Where the Governing Body transfers control or otherwise allows the use of school premises to external bodies (such as sports clubs) or service providers during or out of school hours, we ensure that these bodies or providers have appropriate safeguarding policies and procedures. The school ensures considerations are made explicit in any contract or service level agreement with the bodies or providers.

9.3 Appropriate checks will be undertaken in respect of visitors and volunteers coming into school. Visitors will be expected to sign in and out, via the office visitors log, and to display a visitors badge whilst on school site. Any individual who is not known or identifiable will be challenged for clarification and reassurance.

9.4 The school will not accept the behaviour of any individual (parent or other) that threatens school security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern, and may result in a decision to refuse access for that individual to the school site.