



## Merry Hill Infant School and Nursery

### Safeguarding Policy

<b>Name/Title of responsible committee/individual:</b>		Safeguarding Committee
<b>Date issued:</b>		September 2020
<b>Review frequency:</b>		Annually
<b>Target audience:</b>		All stakeholders

The Governing Body shall conduct the School with a view to promoting high standards of educational achievement.

Merry Hill Infant School and Nursery is committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups. These factors were considered in the formation and review of this policy and will be adhered to in its implementation and application across the whole school community.

The School will promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and will actively challenge pupils, staff or parents expressing opinions contrary to fundamental British Values, including 'extremist' views.

Version	Date	Notes

## INTRODUCTION

Merry Hill Infant and Nursery School fully recognises its responsibilities for Child Protection and Safeguarding. The policy applies to all Staff, Governors and those working in the School. All staff members will maintain an attitude of “it could happen here” where Safeguarding is concerned.

## PRINCIPLES

Our core Safeguarding principles are:

- the school’s responsibility to safeguard and promote the welfare of children is of paramount importance and a priority at Merry Hill School
- all children, regardless of age, gender, ability, culture, race, language, religion or sexual identity have equal rights to being protected and kept safe
  - children who are safe and feel safe are better equipped to learn now and in the future
  - all staff have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm at home, in the community or at school
- when concerned about the welfare of a child, staff members should always act in the interests of the child without the fear of repercussions
  - if, at any point, there is the risk of significant harm to a child, a referral will be made to Children’s Social Care immediately. Anybody is free and able to make a referral.
  - if the child’s situation does not appear to be improving, school will make a request to Social Care for re-consideration
- pupils and staff involved in child protection issues will receive appropriate support
- all staff are aware of the importance of confidentiality and do their utmost to maintain this and share information on a “need to know” basis

This Safeguarding Policy should be read alongside and used in conjunction with “Keeping Children Safe in Education” September 2020 and the following Merry Hill policies which promote the welfare of staff and children:

- Child Protection Policy
- Behaviour Policy
- Health and Safety Policy
- Attendance Policy
- E-Safety Policy
- Anti-bullying Policy
- Whistleblowing Policy
- Risk-assessments for activities and individuals
- Medical Conditions Policy
- Safer Recruitment Policy
- Positive Mental Health Policy

## THE ROLE OF THE HEADTEACHER:

The Headteacher

- ensures that the Child Protection and Safeguarding policies and procedures are understood and implemented by all staff
- allocates sufficient time, training, support and resources, including cover arrangements when necessary, to enable the Designated Safeguarding Lead to carry out their role effectively
- ensures that all temporary staff and volunteers are made aware of the school's arrangements for child protection, including the staff code of conduct
- supports the designated teacher for Looked After Children to promote the educational achievement of any pupils who are looked after by the Local Authority and to ensure that all staff have the skills, knowledge and understanding necessary to keeping looked after children safe
- 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 whistle blowing procedures
- ensures that pupils are provided with opportunities throughout the curriculum to learn about safeguarding, including keeping themselves safe at all times including whilst online as part of a broad and balanced curriculum
- refers all allegations that a child has been harmed by or that children may be at risk of harm from a member of staff or volunteer to the Local Authority Designated Officer (LADO) within one working day prior to any internal investigation
- ensures that anyone who has harmed or may pose a risk to a child is referred to the Disclosure and Barring Service, as advised by the LADO
- appoints a case officer who will be a member of the senior leadership team to investigate any allegations concerning members of staff and volunteers and/or act as a point of contact for the member of staff/volunteer against whom the allegation is made.

## THE ROLE OF THE DESIGNATED SAFEGUARDING LEAD – DSL:

The Designated Safeguarding Lead is **Mrs Melissa Regnier (Headteacher)** and the Deputy Designated Safeguarding Leads are **Miss Lacey Bateman (Assistant Headteacher)** and **Mrs Gemma Hall (Assistant Headteacher)**

The DSL and Deputy DSL's

- are appropriately trained, with updates every two years
- act as a source of support and expertise to the school community
- encourage a culture of listening to children and taking account of their wishes and feelings
- are alert to the specific needs of children in need, those with special educational needs, looked after children and young carers
- have an understanding of the Social Care referral process
- keep detailed written records of all concerns, ensuring that such records are stored securely but kept separate from the pupil's general file

- refer cases of suspected abuse to Children’s Social Care or Police as appropriate
- notify Children’s Social Care if a child with a child protection plan is absent for more than two days without explanation
- ensure that when a pupil with a child protection plan leaves the school, their information is securely passed to their new school within 5 working days and the pupil’s social worker is informed
- attend and/or contribute to child protection conferences
- coordinate the school’s contribution to child protection plans as part of core groups, attending and actively participating in core group meetings
- have a working knowledge of relevant national guidance in respect of all specific safeguarding issues highlighted in Keeping Children Safe in Education (September 2019), ensuring that all staff receive necessary training, information and guidance
- ensure that the child protection policy is regularly reviewed and updated at least annually
- liaise with the nominated Safeguarding Governor (Mrs Loison)
- keep a record of staff attendance at child protection training
- make sure that the child protection policy is available publicly, i.e. on the school’s website
- ensure parents are aware of the school’s role in Safeguarding and that referrals about suspected abuse and neglect may be made
- ensure that the Headteacher is aware of the responsibility under Working Together 2018 to refer all allegations that a child has been harmed by or that children may be at risk of harm from a member of staff or volunteer to the Local Authority Designated Officer (LADO) within one working day prior to any internal investigation; and to the Disclosure and Barring Service (DBS) as appropriate.

## **THE ROLE OF THE GOVERNING BODY**

The Governing Body ensures that the School:

- has a named governor (Mrs Loison) responsible for safeguarding and a named governor (Mrs O’Dea) for LAC.
- appoints a Designated Safeguarding Lead (Mrs Regnier) who is a member of the senior leadership team and ensures that both the DSP and Deputy DSP’s have undertaken training in inter-agency working, in addition to basic child protection training.
- ensures that the DSL role is explicit in the role holder’s job description
- has a child protection policy and procedures, including a staff code of conduct, that are consistent with statutory requirements, reviewed at least annually and made available publicly on the school’s website or by other means
- has procedures for dealing with allegations of abuse made against members of staff and volunteers, including allegations made against the Headteacher and allegations against other children
- follows Safer Recruitment procedures that include statutory checks on staff’s suitability to work with children
- develops a training strategy that ensures all staff, including the Headteacher, receive information about the school’s Safeguarding arrangements on induction and appropriate child

protection training, which is regularly updated and receives refresher training at regular intervals

## TERMINOLOGY

**Safeguarding:** The UK Government has defined the term “Safeguarding children” as: ‘The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.

**Child Protection:** UNICEF uses the term ‘child protection’ to refer to preventing and responding to violence, exploitation and abuse against children – including commercial sexual exploitation, trafficking, child labour and harmful traditional practices, such as female genital mutilation/cutting and child marriage.

[https://www.unicef.org/protection/files/What\\_is\\_Child\\_Protection.pdf](https://www.unicef.org/protection/files/What_is_Child_Protection.pdf)