CHILD PROTECTION POLICY

OCTOBER 2018

DESIGNATED SAFEGUARDING LEAD - Naveen Ahmed, Assistant Head
ADDITIONAL RESPONSIBLE STAFF - Ian Wilson, Headteacher

MANOR PARK SCHOOLS COMMUNITY PARTNERSHIP
SAFEGUARDING JOINT STATEMENT

Child protection is about keeping children and young people safe from physical abuse, emotional abuse, sexual abuse and neglect. The schools, early years settings and childminders in Manor Park all work closely together to make sure that all the children and young people in our neighbourhood are kept safe, well and thrive.

We understand that all families go through ups and downs. We are here to offer help, support and guidance if things get difficult. Timely support can often stop a small problem from becoming a big issue that might negatively impact on your child.

We all work together to protect children and young people from:
• physical abuse, emotional abuse, sexual abuse and neglect.
• extremism of any kind
• the harm caused by domestic violence

We are committed to stopping the illegal practices of Female Genital Mutilation ("female circumcision" or "cutting") and of forced marriage. You need to be aware that it is a statutory requirement for all schools, early years settings and childminders to pass on information to Children's Social Care if they are concerned about a child's welfare or safety. We will usually discuss these concerns with parents first and request consent before contacting Children's Social Care, unless a child is at risk of immediate harm.

If you are ever worried about a child, then please talk to the child's Pastoral Achievement Leader, Deputy Pastoral Achievement Leader, the Designated Safeguarding Lead, or phone Newham's safeguarding team on 020 3373 4600. If a child is in immediate danger you should phone the police on 999.

LITTLE ILFORD SCHOOL

Little Ilford, along with other schools in the Borough, has a Designated Safeguarding Lead (DSL) who has been designated to act as a liaison officer with statutory and non-statutory children's services departments on child abuse cases. Our DSL is a member of the School Senior Leadership Team. By having a DSL, we are aiming to encourage better cooperation between the agencies.

One major role played by school staff in child abuse cases is that of early detection, since there is close daily contact with students. Safeguarding incidents can occur anywhere and we rely on the skills of all school staff to recognise abuse initially. Any concerns regarding a child or their behaviour should be reported to the child's Pastoral Leader or deputy Pastoral Leader. If there are further concerns (i.e. you are not satisfied with how the concern is being dealt with) you should report them to the Designated Safeguarding Lead. Within school, any concerns must be raised via email directly to the relevant Pastoral Leader/Deputy Pastoral Leader and the DSL. This should be followed up, as soon as possible with a verbal conversation with one of the safeguarding team.
All safeguarding concerns are recorded by the Pastoral Team or DSL on the Safeguard portal. Records involving Child Protection cases are kept until the child is 25 years of age. For all other cases, the records are kept until the child is 18 years old.

All staff are given specific coloured lanyards. This allows students know which staff to speak with if they have any concerns, and ensures that all staff who do not have full DBS checks are always chaperoned;
Maroon lanyard - permanent member of staff (with a full DBS check)
Green lanyard - temporary member of staff/visitor (with a full DBS check)
Red lanyard - visitor without a DBS check, therefore will always be chaperoned.

If required, any member of staff can also raise concerns directly with Children's Services.

Any concerns about adults in the school should be raised directly with the Safeguarding Lead (Naveen Ahmed, tel; 07760 161 546). Any concerns (including any about the DSL) can also be raised directly to the Newham Local Authority Designated Officer (Nick Pratt, tel: 0203 373 3803, Nick.Pratt@Newham.gov.uk).

PHYSICAL INJURY

Children under the age of seventeen where the nature of the physical injury is not consistent with the account of how it occurred; or where there is a definite knowledge or reasonable suspicion that a person having custody, charge or care of the child, inflicted or knowingly did not prevent the injury. This includes students who are suspected to have been exposed to, or are at risk of, female genital mutilation (FGM)

PHYSICAL NEGLECT

Students under the age of seventeen who have been persistently or severely neglected physically, to such an extent that their health and development are impaired. Particular attention is drawn to food, hygiene, warmth, clothing, supervision, stimulation, safety precautions and medical care. Serious inadequacies in these areas may constitute neglect.

EMOTIONAL ABUSE

Children under seventeen where there is a persistent coldness, hostility, or rejection by the parent or care-giver to such an extent that the children's behaviour and development are impaired. This can also apply when undue pressure is put on a child to perform academically, regardless of the child's ability or special educational needs.

SEXUAL ABUSE (INCLUDING PEER-ON-PEER ABUSE)

The involvement of dependent, developmentally immature children and young persons in sexual activities that they do not fully comprehend, to which they are unable to give informed consent, and which violate social and family taboos. Sexual abuse may also include exposure of children to sexual stimulation inappropriate to the child's age and level of development. Sexual exploitation of young children and teenagers in particular, where the child is pressured into perceived 'consensual' sexual activity through grooming or the threat of violence/exposure.

SEXUAL HARASSMENT

Sexual harassment refers to unwanted conduct of a sexual nature that occurs online or offline. Sexual harassment violates a person's dignity and makes them feel intimidated, degraded or humiliated, and can create a hostile, sexualised or offensive environment. If left unchallenged, sexual harassment can create an atmosphere that normalises inappropriate behaviour and may lead to sexual violence.

Sexual harassment includes:

- Sexual comments.
- Sexual "jokes" and taunting.
- Physical behaviour, such as deliberately brushing against another person.
- Online sexual harassment, including non-consensual sharing of images and videos and sharing sexual images and videos (often known as sexting), inappropriate comments on social media, exploitation, coercion and threats – online sexual harassment may be isolated or part of a wider pattern.

POTENTIAL ABUSE

Children in situations where they have not been abused but where social and medical assessments indicate a high degree of risk that they might be abused in the future, including situations where another child in the household has been harmed, or where the household contains a known abuser.

These categories of abuse are not necessarily exhaustive, nor are they mutually exclusive.
The most important factor for staff to remember is that by law they are unable to accept confidentiality with regard to disclosure. If it appears that a disclosure is to be made, the member of staff must tell the child that other agencies may, if necessary, be informed as to the nature of the disclosure.

Teachers must also understand that their approach towards disclosure must be both non-coercive and non-leading. Disclosures and suspicions regarding child abuse must be reported both verbally and in writing to the 'specialist member of staff', and all referrals must be noted and dated on the child's records and also those of any other siblings on roll in the school.

RISK OF RADICALISATION

Extremism is defined as vocal or active opposition to fundamental values of our society, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. Radicalisation is defined as the act or process of encouraging

extremist views or actions in others.

Where staff witness clear signs of the following behaviours, they should report to the safeguarding lead, recording incidents on the SIMS Behaviour Module using the 'Expressing Concerning Views' label, as appropriate. Please note that some of these behaviours do not indicate radicalisation on their own but may be a warning sign.

- Parental reports of changes in behaviour, friendships or actions and requests for assistance;
- Disclosures by students of their exposure to the extremist actions, views or materials of others outside of school, such as in their homes or community groups, especially where students have not actively sought these out;
- Graffiti symbols, writing or art work promoting extremist messages or images;
- Students accessing extremist materials online, including through social networking sites, or other published materials;
- Reports from partner schools, local authority services and/or the police of issues affecting students in other schools or settings;
- Students voicing opinions drawn from extremist ideologies and narratives;
- Use of extremist or 'hate' terms to exclude others or incite violence;
- Intolerance of difference, whether secular or religious or, in line with our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture;
- Attempts to impose extremist views or practices on others;
- Expressing views that deny people democratic rights and encourage the breaking of British law.

CONCERNS

What to do if a child makes a disclosure

- ➢ **Listen carefully**
- ➢ **Take it seriously**
- ➢ **Reassure the child that it was right to tell**
- ➢ **Explain what will happen next, i.e., you will inform the relevant pastoral team member and/or the DSL (both in writing and verbally)**
- ➢ **Record the conversation in the child's words and note the date and time. This is your statement. Do not ask the child to write a statement - the relevant Pastoral team member will do this.**
- ➢ **Sign and date your record.**

What not to do if a child makes a disclosure

- ➢ **Ask leading questions**
- ➢ **Make promises you cannot keep, i.e. secrecy**
- ➢ **Jump to conclusions**
- ➢ **Speculate or accuse anybody**
- ➢ **Investigate**

Don't forget the child.

CONFIDENTIALITY

Aim

To ensure that all members of the school community understand their respective roles in relation to confidentiality.

Students

The school will ensure that students:

- Are reassured that their best interests will be maintained
- Know that if confidentiality has to be broken, they will be informed first and then supported as appropriate
- Are encouraged to talk to their parents or carers and are provided with support to do so
- Are informed of alternative sources of confidential help, for example the school nurse, counsellor, GP or local young person's advice centre

Parents / Carers

The school will ensure that parents / carers:

- Understand the school's policy in relation to confidentiality
- Are encouraged to talk to their children and opportunities to support them in this are built into school planning

Staff

The school will ensure that staff understand:

- The school's policy in relation to confidentiality
- That they cannot offer unconditional confidentiality to students
- The agreed procedure for recording and reporting disclosures and concerns.

Head teachers and Governors

Head teachers and Governors should monitor the implementation of the policy and ensure that the Safeguarding Lead, pastoral team and teachers receive regular training and updates.

Citizenship Days

Three days in the year are given over to drop-down citizenship days, where issues are discussed such as body image & self-esteem, relationships & respect, safeguarding (including Female Genital Mutilation), sexual health & hygiene, sexuality & gender identity and British values. Students are more likely to disclose issues that they face on these days and it is vital that any concerns are passed on to the Safeguarding Lead.

Specialist Agency Involvement

Outside agencies working with the school will work within the agreed framework for Agency Involvement.

Boundaries

The following has been agreed by school staff:

If there is any possibility of abuse, the school's child protection procedure should be followed.
All staff must adhere to the Professional Expectations of Staff policy and the E-Safety policy. This policy was produced in line with recommendations from the 'Keeping Children Safe In Education' (2018) document and the Prevent Guidance (July 2015).

Date for review Summer 2019.