

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 1 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |



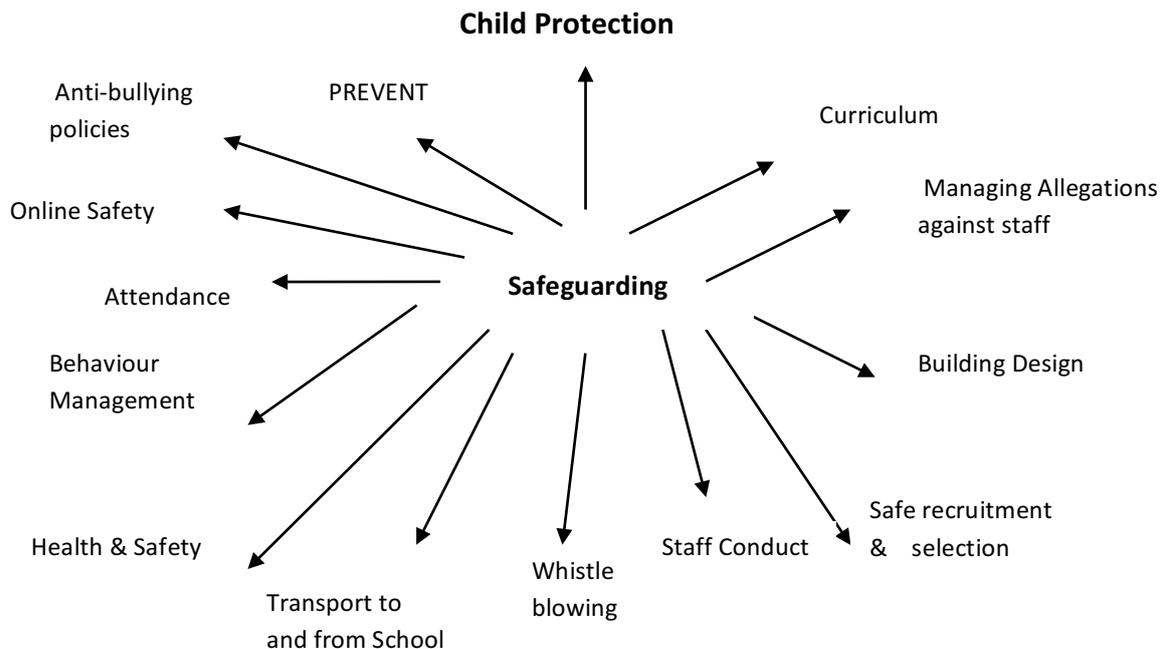
SAFEGUARDING (CHILD PROTECTION) POLICY

If found please return to:

Paradise Primary School
1 Bretton Street
Dewsbury
WF12 9BB
Telephone: 01924 439803
info@paradiseschool.org.uk
www.paradiseschool.org.uk

2018 – 2019

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 2 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |



This policy will be reviewed regularly (annually), and may be revised and updated as and when the need arise.

NAMED PERSONNEL WITH DESIGNATED RESPONSIBLTY FOR SAFEGUARDING

| Academic year | Designated Senior person | Deputy Designated Senior person | Nominated Governor | Chair of Governors |
|---------------|--------------------------|---------------------------------|--------------------|--------------------|
| 2018 - 2019 | Aisha Pandor | Nasima Mohmed | Ilyas Dalal | Mr Yasir Patel |

Dates of Staff training and details of course title and training provider

| Whole school training | Course Title | Training Provider |
|-----------------------|---|---|
| December 2013 | Safeguarding (Child Protection) | Kirklees Safeguarding Board – Keely Mathews |
| September 2018 | Safeguarding & (Child Protection Awareness) | Aisha Pandor – Paradise Primary School DSL |

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 3 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

'Show mercy (be kind) to those on earth, and A will show mercy upon you.

The Prophet (peace be upon him) said, "He is not from amongst us who does not show respect to his elders and does not show affection or have mercy on the young."

SCHOOL COMMITMENT

This policy applies to all Adults; teaching staff, support and lunch staff, including Governors, parent helpers, volunteers, supply staff, visitors working in or on behalf of Paradise Primary School as well as young people in the setting.

We aim to work in partnership and have an important role in multi-agency safeguarding arrangements as set out by Working Together 2018.

Everyone working in or for our school has a responsibility to keep children safe by:

- Providing and maintaining a safe learning environment for children to develop and thrive
- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care;
- Taking action to enable all children to have the best life chances; and
- Identifying children who are suffering or likely to suffer significant harm, and taking appropriate action to address them, in partnership with other organisations with the aim of keeping the child safe at home and at school.

Paradise Primary School is committed to Safeguarding and promoting the wellbeing of all of its pupils. Each pupil's welfare is of paramount importance. We recognise that some children *may* be especially vulnerable to abuse. We also recognise that all children have a right to be protected from abuse, and that, children who are abused or neglected may lack confidence and find it difficult to develop a sense of self-worth. They will suffer from low self-esteem and will not view the world in a positive way. Whilst at school, their behaviour and ability to form relationships may be challenging. We recognise that they may exhibit concerning behaviours and at times this may impact on other children either directly or indirectly. We will always take a considered and sensitive approach in order to support all of our pupils.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 4 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

SCHOOL RESPONSIBILITY

Every child entering our school setting becomes the responsibility of all the Adults around them. Our duty towards their welfare and safety also becomes an Islamic obligation for which we will be held accountable.

At Paradise School, we believe:

- All children/young people have the right to be protected from harm;
- Children/young people need to be safe and to feel safe in school;
- Children/young people need support which matches their individual needs, including those who may have experienced abuse;
- All children/young people have the right to speak freely and voice their values and beliefs;
- All children/young people must be encouraged to respect each other's values and support each other;
- All children/young people have the right to be supported to meet their emotional, and social needs as well as their educational needs – a happy healthy sociable child/young person will achieve better educationally;
- Schools can and do contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk taking behaviours; and
- All staff and visitors have an important role to play in safeguarding children and protecting them from abuse.

Paradise will fulfil their local and national responsibilities as laid out in the following documents:

- [Working Together to Safeguard Children \(DfE 2018\)](#)
- [Keeping Children Safe in Education: Statutory guidance for schools and colleges \(September 2018\)](#)
- [West Yorkshire Consortium Safeguarding Children procedures](#)
www.kirkleessafeguardingchildren.co.uk
- [The Children Act 1989](#)
- [The Education Act 2002](#)
- [Mental Health and Behaviour in Schools: Departmental Advice \(DfE 2014\)](#)
- [Safeguarding Vulnerable Groups Act 2006](#)

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 5 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

This policy will contribute to safeguarding our pupils and promoting their welfare by:

- Clarifying standards of behaviour for staff and pupils;
- Contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect, and shared values
- Introducing appropriate work within the curriculum;
- Encouraging pupils and parents to participate;
- Alerting staff to the signs and indicators that all might not be well;
- Developing staff awareness of the causes of abuse;
- Developing staff's awareness of the risks and vulnerabilities their pupils face;
- Addressing concerns at the earliest possible stage; and
- Reducing the potential risks pupils face of being exposed to violence, extremism, exploitation, or victimisation

At Paradise School, we endeavour to:

- Create and maintain an ethos where our pupils feel safe, secure, and comfortable and are encouraged to voice their concerns;
- Ensure that all pupils are aware that there are trusted adults in the school to whom they can confide in any unhappy, worried, unsafe circumstances;
- Equip our children with skills and knowledge to keep themselves safe from harm through our curriculum activities.

This policy will contribute to supporting our pupils by:

- Identifying and protecting the most vulnerable;
- Identifying individual needs where possible; and
- Designing plans to meet those needs.

This policy will contribute to the protection of our pupils by:

- Including appropriate work within the curriculum;
- Implementing child protection policies and procedures; and
- Working in partnership with pupils, parents and agencies.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 6 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

A SAFER SCHOOL CULTURE

Safer Recruitment and Selection

Paradise Primary pays full regard to DFE guidance [‘Keeping Children Safe in Education’](#) September 2018. We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult. e.g. volunteers and staff employed by contractors.

Our Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. We also undertake interviews and, Carry out DBS checks and verify the candidates DBS status, the children’s list and right to work in England checks.

Vetting and Barring Checks

The level of DBS check required, and whether a Prohibition check is required, will depend on the role and duties of an applicant to work in the school.

For most appointments, an enhanced DBS certificate, which includes barred list information, will be required as the majority of staff will be engaging in regulated activity.

Volunteers may have Enhanced checks, but not barred list checks.

The level of checks required on a volunteer is dependent on the type of duties they will be performing, for example a supervised volunteer is not considered to be undertaking a regulated activity but the school may require an enhanced DBS check only.

Under no circumstances will a volunteer in respect of whom no checks have been obtained be left unsupervised or allowed to work in regulated activity with a child.

In line with statutory changes, underpinned by regulations, the school will maintain an up to date Single Central Record (SCR) detailing a range of checks carried out on staff. This document will be kept in a locked place and will cover the following people:

- All staff (including supply staff, and teacher trainees) who work at the school: this means those providing education to children; and

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 7 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

- All members of the proprietor body

The information that will be recorded in respect of all staff members mentioned above is whether the following checks have been carried out or certificates obtained, **and** the date on which each check was completed/certificate obtained.

We will ensure that:

- An enhanced Disclosure and Barring Service (DBS) check with a Barred list information is carried out for all new appointments who will be engaging in regulated activity;
- A prohibition check through the National College for Teaching and Leadership (NCTL) will be carried out to ensure that there is no Prohibition Order made by the Secretary of State against the individual;
- A section 128 check required for Independent Schools will be carried out for management positions including Trustees/ Proprietor;
- A check to establish the person's right to work in the United Kingdom;
- All new appointments to our school workforce who have lived or worked outside the UK will be subject to additional checks as appropriate; this would include recording checks for those European Economic Area (EEA) teacher sanctions and restrictions;
- Identity checks are carried out (preferably from current photographic ID and Proof of address) on all appointments to our school workforce before the appointment is made;
- A check of professional qualifications;
- The candidate's mental and physical fitness to carry out their work responsibilities is also verified;
- Supply staff & volunteers have undergone the necessary checks and will be made aware of this policy.

Where checks are carried out on volunteers, the school will record this on the single central record.

Hafsa Patel – (Head Teacher)
Aisha Pandor (DSL)

The above named have undertaken Safer Recruitment in Education Training and will be involved in all staff and volunteer appointments and arrangements (including where appropriate, contracted Services).

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 8 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Home-stays (Exchange Visits)

Where children from overseas are staying with UK parents as part of an exchange organised by the school, those parents will be deemed to be in 'Regulated Activity' for the duration of the stay and as such will require to submit to an enhanced DBS check including barring check. As a volunteer, all checks will be processed free of charge by the DBS. Where additional people in the host family are aged over 16 (i.e. elder siblings) the school will consider on a case by case risk assessment basis whether such checks are necessary

Safe Practice / Staff conduct

Paradise Primary will comply with the current Safe Practice guidance to be found in Kirklees Safeguarding Procedures at www.kirkleessafeguardingchildren.co.uk

Safe working practice ensures that pupils are safe and that all staff:

- Are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions;
- Work in an open and transparent way; (especially when working with individual pupils);
- Where possible, work with other colleagues in situations open to question;
- Should be conscious of the position of trust they hold in respect of the children;
- Discuss and/or take advice from school management over any incident which may give rise to concern;
- Record any incidents or decisions made;
- Apply the same professional standards regardless of gender, sexuality, or disability;
- Comply and be aware of confidentiality policy;
- Are aware that breaches of the law could result in criminal or disciplinary action being taken against them.

Allegations or concerns about colleagues and visitors must be reported direct to the Headteacher unless the concern relates to Headteacher. If the concern relates to the Headteacher, it must be reported immediately to the Chair of Governors and he/she will decide on any action required.

We will apply the same principles as in the rest of this document and we will always follow the West Yorkshire Consortium Safeguarding Children Procedures that can be accessed at <http://westyorkscb.proceduresonline.com/> at section 2.6. Detailed records will be made to include

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 9 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

decisions, actions taken, and reasons for these. All records will be retained securely in a locked cupboard accessible by key staff only.

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school or college’s safeguarding regime and that such concerns will be taken seriously by the senior leadership team.

Appropriate whistleblowing procedures, are in place within the school and can be read in further detail by accessing the separate school **Whistleblowing policy**.

If a staff member feels unable to raise an issue with their senior leadership or feel that their genuine concerns are not being addressed, other whistleblowing channels may be open to them by accessing www.gov.uk/whistleblowing or alternatively www.gov.uk/government/news/home-office-launches-child-abuse-whistleblowing-helpline

School Training and Staff Induction

Our school’s Designated Safeguarding Lead (DSL) with responsibility for child protection undertakes basic child protection training and training in inter–agency working, (provided by the Kirklees Safeguarding Children Board).

The DSL and any deputies will undergo training to provide them with the knowledge and skills required to carry out the role. The training will be updated every two years.

In addition to their formal training, their knowledge and skills will be updated (for example, via e-bulletins, meeting other DSL’s, or taking time to read and digest safeguarding developments), at regular intervals, **but at least annually**, to keep up with any developments relevant to their role.

The Head teacher and all other school staff, including non-teaching staff, will undertake whole school training to equip them to carry out their responsibilities effectively, which is kept up to date by refresher training every year.

Basic Awareness online training www.kirkleessafeguardingchildren.co.uk is undertaken by new staff joining through the year and those who have missed whole school training)

All staff (including temporary staff and volunteers) are provided and made aware of the school’s Safeguarding policy, informed of school’s child protection arrangements, staff code of conduct and introduced to the DSL on induction.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 10 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Alternative Provision

This school is committed to safeguarding our children even if they are placed in alternative provision for a period of time within the school day/week. We therefore seek written reassurance that any Alternative Provision provider has acceptable safeguarding practices in place including; their response to concerns about a child; safer recruitment processes; attendance and child missing education procedures; and appropriate information sharing procedures. The school will also obtain a written statement from the provider that they have completed all the vetting and barring checks that are necessary on their staff.

Our role in Supporting Children

We will offer appropriate support to individual pupils who have experienced abuse or who have abused others.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the pupil through:

- The content of the curriculum i.e. Phsce etc.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued;
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred;
- Liaison with other agencies that support the pupil such as social services etc.;
- Work in partnership with parents / carers and other agencies as appropriate;
- An individual support plan will be devised, implemented and reviewed regularly for these pupils. This plan will detail areas of support, who will be involved, and the pupil's wishes and feelings. A written outline of the individual support plan will be kept in the pupil's child protection record;
- Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-agency risk assessment. We will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims;

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 11 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

- Ensuring that, where a pupil on the child protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

Parental Substance Misuse and the Effects on Children

The school will work together with other agencies to intervene and tackle the problems caused by substance misuse in families in order to safeguard children and promote their well-being. Children's physical, emotional, social, intellectual and developmental needs can be adversely affected by their parent's misuse of substances.

Children cared for by adults who misuse substances or are on prescribed medication which inhibit responsible childcare, may need to be considered within the framework of children in need. In addition, it may be necessary, having regard to the lifestyle imposed on children by such adults, to consider them as children at risk of significant harm and therefore in need of protection.

It is important not to generalise or make assumptions about the impact on a child of parents who misuse drugs/ alcohol as not all families will experience difficulties. They may be good enough parents who do not abuse or neglect their children, although research indicates that parental drug and/or alcohol use can have significant, damaging, and long lasting consequences for children. It is important that the implications for the child are properly assessed having full regard to the parent's/carer's ability to maintain consistent and adequate care. Equal regard should be given to each and every child's level of dependence, vulnerability and any special needs.

Impact on Children

Where there is concern that a parent/carer is involved in substance misuse, the impact on the child needs to be considered, including:

- The child's physical safety when the parent/carer is under the influence of drugs and/or alcohol;
- Children can suffer chronic neglect, from before birth and throughout childhood;
- Possible trauma to the child resulting from changes in the parent's mood or behaviour, including exposure to violence and lower tolerance levels in the parent;
- The impact of the parent's/carer's behaviour on the child's development including the physical, emotional and psychological well-being, education and friendships;
- The extent to which the parent's/carer's substance misuse disrupts the child's normal daily routines;

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 12 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

- The impact on the child of being in a household where illegal activity is taking place particularly if the home is used for drug dealing and the children may come in to contact with risky adults;
- How safely the parent’s alcohol and/or drugs and equipment are stored as children can be at risk of ingesting substances or injuring themselves on drug paraphernalia;
- Children are particularly vulnerable when parents/carers are withdrawing from drugs;
- Dangerously inadequate supervision and other inappropriate parenting practices;
- Inadequate accommodation and frequent changes in residence;
- Children being forced to take on a caring role and feeling they have the responsibility to solve their parent’s problems.

Our role in the Prevention of Abuse

We will provide opportunities for pupils to develop skills, concepts, attitudes and knowledge that promote their safety and well-being.

Curriculum - Relevant issues will be addressed through the PSHCE curriculum, for example self-esteem, emotional literacy, assertiveness, power, sex and relationship education, e-safety and bullying.

Relevant issues will be addressed through other areas of the curriculum, for example, ICT, English, History, Art.

Other areas of work - All our policies which address issues of power and potential harm, for example anti-bullying, equal opportunities, positive behaviour, will be linked to ensure a whole school approach.

Our safeguarding policy cannot be separated from the general ethos of the school, which should ensure that pupils are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

Safeguarding Information for Pupils

All pupils in our school are aware of a number of staff who they can talk to. The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. All pupils know that we have a senior member of staff (DSL) with responsibility for child protection and know who this is. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 13 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

protect them from harm. We use PSHCE and Online Safety awareness materials to help pupils learn how to keep safe including Child Line, NSPCC, Police, Stranger Danger, Anti-Bullying etc. Our school will ensure that pupils are made aware that information can be found at the following (www.ceop.gov.uk, www.kidscape.org.uk, www.childline.org.uk, www.nspcc.org.uk)

The schools will offer Peer Support schemes such as playground buddies and a Student Council where children will have opportunities to voice any concerns.

Related School Policies

Safeguarding covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as pupil health, child sexual exploitation (CSE), bullying including cyberbullying, domestic abuse, drugs and substance misuse, fabricated or induced illness, faith abuse, female genital mutilation (FGM), forced marriage, gangs and youth violence, gender-based violence/violence against women and girls (VAWG), mental health, private fostering, radicalisation, sexting, teenage relationship abuse, trafficking etc. There may also be other safeguarding issues that are specific to the school and/or local area.

Keeping Children Safe in Education (2018) is the latest Government publication on Child Safeguarding in Schools and is referred to in all our policies.

Confidentiality

The school has regard to “Information Sharing: Practitioner’s guide” HM Government www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice

The School has a clear and explicit confidentiality policy outlining:

- When information must be shared with Police and Kirklees Multi-Agency Safeguarding Hub (MASH) where the child/young person is / may be at risk of significant harm
- When the pupil’s and/or parent’s confidentiality must not be breached
- How information is shared on a need to know basis

“Where there is a concern that the child may be suffering or is at risk of suffering significant harm, the child’s safety and welfare must be the overriding consideration. “

In any case of a possible child protection issue all adults involved must recognise the primary importance of maintaining confidentiality at all stages of the procedure. However, we ensure that

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 14 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

all staff understand that they must never ‘**PROMISE**’ to a child confiding in them “**NOT TO TELL ANYONE**”. The child will be reassured that we will try our best to help him/her.

We ensure that all Child protection information is kept locked separately to their personal files and will only be accessible to the DSL and Head.

Pupil Information

Our school will endeavour to keep up to date and accurate information in order to keep children safe and provide appropriate care for them the school requires accurate and up to date information regarding:

- Names and contact details of persons with whom the child normally lives;
- Names and contact details of all persons with parental responsibility (if different from above);
- Emergency contact details (if different from above); ensuring that if the person(s) with parental responsibility is unable to collect this person, who could collect the child and keep them safe until either the person(s) with parental responsibility is available or a more suitable arrangement is made. The school encourages all parents and carers to provide more than one emergency contact, providing the school with additional options to make contact with a responsible adult when a child missing education is identified as a welfare and/or safeguarding concern
- Details of any persons authorised to collect the child from school. In emergencies other family members are contacted;
- Any relevant court orders in place including those which affect any person’s access to the child (e.g. Children and Families Court Order, Injunctions etc.;
- If the child is or has been on the Child Protection Register or subject to a care plan
- if the child is or has been subject to an Early Help Assessment (EHA) or Child In Need (CIN) processes.
- If the child is a Child Looked After (LAC)
- Name and contact details of G.P.;
- Any other factors which may impact on the safety and welfare of the child.

The school will collate, store and agree access to this information, ensuring all information held electronically is stored securely with due regard to meeting data protection and safeguarding requirements.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 15 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Partnership with Parents

The school shares a purpose with parents to educate and keep children safe from harm and to have their welfare promoted.

We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to protect a child.

Paradise 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.

There may be exceptional circumstances when the school will discuss concerns with the Referral and Response Service and/or the Police without parental knowledge (in accordance with Kirklees Safeguarding Children's Procedures). Our statement to Parents about our Child Protection Policy is;

“Our first concern will always be the welfare of your child. As a care Provider for your child, we are required to follow Local Safeguarding Board procedures. As a carer for your child we will at all time try to share with you any concerns we may have about your child. However, there may be times when we have to talk to Social Care before we talk to you.”

We always aim to maintain a positive relationship with parents and encourage parents to discuss any concerns they may have with *Hafsa Apa*.

We make parents aware of our policy on our website (www.paradiseschool.org.uk) and parents are made aware that they can view this policy in hard copy upon request.

Multi-Agency Work and Partnerships with Others

We work in partnership with other agencies in the best interests of all pupils. The school will, where necessary, make referrals to children's social care.

We recognise that it is essential to establish positive and effective working relationships with other agencies who are partners in the Kirklees Safeguarding Children Board.

There is a responsibility on all agencies to work together and share information to ensure the safeguarding of all children.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 16 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Referrals should be made by the Designated Safeguarding Lead to the KSCB where the pupil already has a safeguarding social worker, the request for service should go immediately to the social worker involved, or in their absence to their team manager. We will co-operate with any child protection enquiries conducted by children's social care: the school will ensure representation at appropriate inter-agency meetings such as integrated support plan meetings initial and review child protection conferences, and core group meetings.

We will provide reports as required for these meetings. If the school is unable to attend, a written report will be sent. The report will, wherever possible, be shared with parents / carers at least 24 hours prior to the meeting.

Where a pupil is subject to an inter-agency child protection plan or a multi-agency risk assessment conference (MARAC) meeting, the school will contribute to the preparation, implementation and review of the plan as appropriate.

Children Missing from Education

www.gov.uk/government/publications/school-attendance

Children Missing Education in Kirklees is one of the statutory functions carried out by the Education Safeguarding Team which is situated within the Attendance & Pupil Support Service.

Section 436A of the Education Act 1996 imposes a legal duty on all local authorities to identify, as far as it is possible to do so, Children Missing Education (CME) and get them back into education.

The law requires all schools to have an admission register and, with the exception of schools where all pupils are boarders, an attendance register. All pupils must be placed on both registers.

Paradise Primary school will inform the local authority of any pupil who is going to be deleted from the admission register. It will be done as soon as the grounds for deletion are met and in any event prior to the name of the pupil being deleted, so that the local authority can identify children of compulsory school age who are missing education and follow up on any child who may be at risk of abuse or neglect.

The school will inform the local authority of any pupil who fails to attend school regularly, or has been absent without the school's permission for a continuous period of 10 school days or more.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 17 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Contact: Children Missing from Education Team on: 01484 221919

The school follows the Kirklees LA procedures “Children Who May Be Missing/Lost from Education”.

Where children on roll at a school do not arrive and attend, and the school has made the usual enquiries, we refer the case to the Attendance & Pupil Support Service in the usual way. If the allocated worker cannot locate the child/family they will inform the Children Missing Education team and the school will be advised by them or the Attendance & Pupil Support Service that they can take the child off roll (usually after 4 weeks).

IDENTIFYING CHILDREN WHO ARE SUFFERING OR LIKELY TO SUFFER SIGNIFICANT HARM

Teachers and other adults in school are well placed to observe any physical, emotional or behavioural signs which indicate that a child may be suffering significant harm. The relationships between staff, pupils, parents and the public which foster respect, confidence and trust can lead to disclosures of abuse, and/or school staff being alerted to concerns.

Definitions

(‘Working Together’ 2018 and ‘Keeping Children Safe in Education’ 2018)

A child: any person under the age of 18 years.

Harm means ‘ill-treatment’ or impairment of ‘health’ or ‘development’; including for example, impairment suffered from seeing or hearing the ill treatment of another.

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

Health includes physical and mental health;

Development means physical, intellectual, emotional, social or behavioural development;

Abuse and Neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm or failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them, or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children.

Physical Abuse Hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of or deliberately induces illness in a child.

Sexual Abuse Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. They can include non-contact activities, such as involving children in looking at, or in

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 18 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet and mobile phones). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Emotional Abuse is the **PERSISTENT** emotional ill treatment of a child which harms their emotional development. It may:

- Involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.
- Include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.
- Feature age or developmentally inappropriate expectations being imposed on children. I
- Include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction.
- Involve seeing or hearing the ill treatment of another.
- Involve serious bullying (including cyber bullying via the internet or mobile phones) causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food and clothing, shelter (exclusion from home, abandonment etc.)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate caretakers)
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 19 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

SPECIFIC SAFEGAURDING ISSUES

Peer on Peer Abuse

Staff should not underestimate the potential for one child or young person to abuse another. There are many different forms peer on peer abuse can take, which may involve all the above 4 categories. Abuse may involve person to person contact, however abuse involving the use of technology such as online bullying, social media abuse and “sexting” is on the increase and should be positively dealt with. There should be an understanding of the different gender issues that can be prevalent when dealing with peer on peer abuse.

Staff are reminded that peer on peer abuse is abuse and should never be tolerated or passed off as “banter” or “part of growing up”

Staff becoming aware of peer on peer abuse will take appropriate action.

Child sexual exploitation (CSE)

<https://www.gov.uk/CSE-definition-and-a-guide-for-practitioners>

Paradise Primary School is aware that; Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology. Child sexual exploitation: Definition and a guide for practitioners, local leaders and decision makers working to protect children from child sexual exploitation (2017)

Sexual exploitation can take many forms ranging from the seemingly ‘consensual’ relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 20 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

However, it also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

The following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions;
- Children who associate with other young people involved in exploitation;
- Children who have older boyfriends or girlfriends;
- Children who suffer from sexually transmitted infections or become pregnant;
- Children who suffer from changes in emotional well-being;
- Children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and
- Children who regularly miss school or education or do not take part in education.

Paradise Primary School appreciates that it has a role to play in the prevention of CSE within its Safeguarding curriculum e.g. Healthy Relationships Staff have been made aware of some of the key indicators of CSE by training provided by DSL.

If staff do identify children for whom CSE may be a concern they will apply the usual referral process and Child Protection procedures and pass this information to the Designated Safeguarding Lead (DSL), Aisha Pandor. The DSL can then refer cases where relevant to Kirklees Duty and Assessment Team. Paradise Primary School also appreciates that they have a role to play in sharing intelligence relevant to perpetrators of CSE, and therefore if such information should come to light within school the DSL will share this appropriately with the police.

Female Genital Mutilation (FGM)

School understands that Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia, and know that FGM is illegal in the UK, is a form of child abuse and has long-lasting harmful consequences. Paradise Primary School is aware that Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers to report to the police where they discover that FGM appears to have been carried out on a girl under 18 years of age. This mandatory duty commenced in October 2015.

Staff are aware of the indicators of FGM and if they were to directly observe (if involved in intimate care) or indirectly become aware of other potential indicators they should apply the usual referral process and Child Protection procedures and pass this information to the Designated Safeguarding Lead (DSL), Aisha Pandor. The DSL can then make appropriate referrals to Duty and Assessment and/or the Police as is their mandatory duty.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 21 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Honour Based Violence

So-called ‘honour based ‘violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including FGM, forced marriage, and practices such as breast ironing.

All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt, school/college staff will speak with the designated safeguarding lead.

Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

If staff have a concern regarding a child that might be at risk of HBV they should activate local safeguarding procedures using existing national and local protocols for multi-agency liaison with police and children’s social care.

Domestic Abuse

Paradise Primary school understands that the cross-government definition of domestic violence and abuse is:

any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality.

The abuse can encompass, but is not limited to: psychological, physical, sexual, financial, emotional harm.

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

If staff do identify children for whom Domestic Abuse may be a concern they should apply the usual referral process and Child Protection procedures and pass this information to the Designated Safeguarding Lead (DSL), Aisha Pandor. The DSL can then refer cases where relevant to Kirklees Duty and Advice Team. Where DV Notifications are received from the Domestic DAAT, this

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 22 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

information will be added to a child’s chronology and child protection record to ensure that appropriate support can be provided where necessary.

Forced Marriage

A forced marriage is where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used. It is an appalling and indefensible practice and is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights.

Staff at Paradise Primary School understand that likewise this is a potential Safeguarding issue and thus they would pass on concerns by applying the usual referral process and Child Protection procedures and pass this information to the Designated Safeguarding Lead (DSL).

Youth Produced Sexual Imagery

Where there is a disclosure or the school becomes aware that a child may have been involved in sending ‘youth produced sexual imagery’ which is sometimes referred to as ‘sexting’ it will refer to the guidance in the document ‘Sexting in Schools and Colleges, Responding to incidents and Safeguarding young people’ published by the UK Council for Child Internet Safety (2016). Staff understand that when an incident involving youth produced sexual imagery comes to their attention:

- The incident should be referred to the DSL as soon as possible
- The DSL should hold an initial review meeting with appropriate school staff
- There should be subsequent interviews with the young people involved (if appropriate)
- Parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm
- At any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to children’s social care and/or the police immediately

We will also refer to:

[The DfE guidance 2018 on Searching Screening and Confiscation Advice for Schools](#)

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 23 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Child Criminal Exploitation: County Lines

Paradise Primary School recognise that criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs. School will consider whether a referral to the National Referral Mechanism (NRM) should be undertaken in order to safeguard that child and/or other children. ([hyperlink to NRM guidance doc.](#))

Children with Family Members in Prison

Paradise Primary School understands that children who have members of their family in prison are more likely to underachieve and fail to reach their potential than their peers and may require specific services and support. Families and children of people in prison will be seen as families first and school will work to ensure their needs are appropriately met. This will include providing support to ensure the voice of the child is considered when seeking contact with a family member in prison.

Contextual Safeguarding

Paradise Primary School recognises that safeguarding incidents and/or behaviours can be associated with factors outside the school and/or can occur between children outside the school. All staff, but especially the designated safeguarding lead will consider the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. The school will provide as much information as possible to children's social care as part of any referral undertaken.

Sexual Violence and Sexual Harassment between Children

Sexual violence and sexual harassment involving children at the school is a form of peer on peer abuse. Sexual violence involves the criminal sexual offences defined in the Sexual Offences Act 2003. Sexual Harassment is defined as unwanted conduct of a sexual nature and can include online behaviour. Neither is acceptable and will not be tolerated by the school. School take all such reports seriously and they will receive the same high standard of care that any other safeguarding concern receives. A multi-agency approach will be undertaken when responding to all such complaints; however the school will always take immediate action to protect children despite the actions of any

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 24 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

other agency. These actions may include an immediate risk assessment in respect of the needs of the child victim and will address any risks identified to any child in respect of an alleged perpetrator of sexual violence or sexual harassment to ensure children are protected from harm. Any risk assessment will be fluid and may change to reflect any developments during the management of the case. All such reports will be managed by the Designated Safeguarding Lead. There are a number of options the school may consider in respect of the management of a report of sexual violence or sexual harassment between children and each case will receive an appropriate bespoke response once all the facts are known. Irrespective of any potential criminal outcome, the school have a duty to safeguarding all children and may deal with any such report on a balance of probability basis when considering the outcomes for children involved. Should an outcome involve a move to an alternative school for any child then full information sharing of the case will be undertaken with the Designated Safeguarding Lead professional at that school.

Carrying Knives/offensive weapons and gang culture

Bringing and carrying a knife/offensive weapon onto school/college premises is a criminal Offence and immediate action will be taken by calling the police and informing the informed. The guidance on Searching, Screening and Confiscation for Head teachers, schools and Governors, January 2018 will be consulted and the school/college will consider and may apply the disciplinary procedure. If a member of staff suspects a pupil/student being involved in gang culture, this is a Safeguarding concern and will require a discussion with the Designated Safeguarding Lead who will seek advice from agencies and professionals including reference to the Safeguarding procedures as outlined by the local authority. The pupil/student may be an exploited child and victim to which the school/college will offer support

Children who may require Early Help

All Staff (Governors and Volunteers) working within the School should be alert to the potential need for early help for children, for a child who:

- Is disabled and has specific additional needs;
- Has special educational needs;
- Is a young carer;
- Is a privately fostered child;
- Has returned home to their family from care:

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 25 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

- Is showing signs of engaging in anti-social or criminal behaviour;
- Is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health, domestic violence; and/or
- Is showing early signs of abuse and/or neglect;
- Is showing signs of displaying behaviour or views that are considered to be extreme;
- Is misusing drugs or alcohol themselves:
- Not attending school or are at risk of exclusion from school;
- Frequently going missing/goes missing from care or from home;
- Is at risk of modern slavery, trafficking, exploitation, radicalised;
- Not in education, training or employment after the age of 16 (NEET);
- Is homeless and the impact of the pupil facing homelessness

These children are therefore more vulnerable; this School/College will identify who their vulnerable children are, ensuring all Staff and Volunteers know the processes to secure advice, help and support where needed.

When using reasonable force this is in line with national guidelines and takes into account individual pupil needs and risk management /care plans and in particular with regard to SEND;

Looked After Children

All staff recognise that looked After Children and care leavers are more vulnerable than other children, often having poorer educational outcomes; therefore, ensuring their wellbeing, safety and welfare, helping them to reach their potential which includes the looked after child who is moving on. The school/college will also ensure that care leavers are supported with pathways including liaison with the local authority where a personal advisor will be appointed and a full working relationship is maintained with the Kirklees Virtual School head teacher Janet Tolley (01484 221000) in respect of all pupils at the school who are subject of 'looked after' status.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 26 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Supporting the Child and Partnership with Parents

- School recognises that the child’s welfare is paramount, however good child protection practice and outcome relies on a positive, open and honest working partnership with parents;
- In general, we will discuss any child protection concerns with parents / carers before approaching other agencies, and will seek their consent to making a referral to another agency. Appropriate staff will approach parents / carers after consultation with the Designated Safeguarding Lead;
- Whilst we may, on occasion, need to make referrals without consultation with parents/Carers, because by contacting them, it may increase the risk of significant harm to the pupil. we will make every effort to maintain a positive working relationship with them whilst fulfilling our duties to protect any child;
- We will provide a secure, caring, supportive and protective relationship for the child;
- Children will be given a proper explanation (appropriate to age and understanding) of what action is being taken on their behalf and why;
- We will endeavour always to preserve the privacy, dignity and right to confidentiality of the child and parents. The Designated Senior Person will determine which members of staff “need to know” personal information and what they “need to know” for the purpose of supporting and protecting the child;
- Working Together 2018 states; Children should, wherever possible, be seen alone and local authority children’s social care has a duty to ascertain the child’s wishes and feelings regarding the provision of services to be delivered. It is important to understand the resilience of the individual child when planning appropriate services. The Children Act 1989 promotes the view that all children and their parents should be considered as individuals and that family structures, culture, religion, ethnic origins and other characteristics should be respected;
- Staff must realise the importance of not only listening to the child but also taking action to ensure the child’s safety;
- Parents / carers will be informed about our safeguarding policy through: *school prospectus, website, Essential information for parents.*

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 27 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

SAFEGUARDING PUPILS WHO ARE VULNERABLE TO EXPLOITATION, FORCED MARRIAGE, FEMALE GENITAL MUTILATION, OR TRAFFICKING

Our school's values, ethos and behaviour policies provides the basic platform to ensure children and young people are given the support to respect themselves and others, stand up for themselves and protect each other.

Our school keeps itself up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation. Our staff are supported to recognise warning signs and symptoms in relation to specific issues in an age appropriate way in their curriculum. Furthermore our:

- School works with and engages our families and communities to talk about such issues;
- Staff are supported to talk to families about sensitive concerns in relation to their children and to find ways to address them together wherever possible;
- Designated Safeguarding Lead knows where to seek and get advice as necessary;
- School brings in experts and uses specialist material to support the work we do.

The Prevent Duty

Under section 26 of the Counter-Terrorism and Security Act 2015, Paradise Primary is aware that we must have due regard to the need to prevent people from being drawn into terrorism, and that this is known as the Prevent Duty.

In order to fulfil the Prevent Duty staff have received *information/training (30th November 2018)* to help them to identify children who may be vulnerable to radicalisation, and the school is committed to accessing further training to ensure that all staff are up to date and aware of this duty. If staff do identify children for whom this may be a concern they should apply the usual referral process and Child Protection procedures and pass this information to the Designated Safeguarding Lead (DSL), Aisha Pandor.

The Designated Safeguarding Lead will contact the Prevent Coordinator should there be concerns about a child or family linked to potential radicalisation or extremism. The Prevent Coordinator will then assist the DSL regarding whether a referral is appropriate and whether this child or family will need to be referred to the Channel Panel.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 28 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Paradise Primary School will also incorporate the promotion of fundamental British Values into the Safeguarding Curriculum and/or PSHE in order to help build pupils' resilience and enable them to challenge extremist views. School will provide a safe space in which children and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.

Radicalisation will also be considered within current Online Safety policies, procedures and curriculum in terms of having suitable filtering and monitoring in place and also raising awareness with staff, parents and children about the increased risk of online radicalisation, through the use of the internet, Social Media and Gaming.

For more information about Prevent in Kirklees, including referral forms and project examples please visit the Kirklees Prevent website www.kirklees.gov.uk/prevent or contact the hub via 01924 483747/ Anycomms "Prevent Referral" or Prevent@kirklees.gcsx.gov.uk

Online safety

The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation- technology often provides the platform that facilitates harm. An effective approach to online safety empowers the school to protect and educate the whole school community in their use of technology and establishes mechanisms to identify intervene and escalate into three areas of risk:

- Content: Being exposed to illegal, inappropriate or harmful material;
- Contact: Being subjected to harmful online interaction with others;
- Conduct: Personal online behaviour that increases the likelihood of, or causes, harm.

Filters and Monitoring

The governing body will be doing all that they reasonably can to limit children's exposure to the above risks from the school /college IT system. As part of this process, the governing body will ensure the school has appropriate filters and monitoring systems in place. Whilst considering their responsibility to safeguard and promote the welfare of children, and provide them a safe environment in which to learn, governing bodies and will consider the age range of the pupils, how often they access the schools IT system and the proportionality of costs V's risks.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 29 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Further detailed information on the school response to online safety can be found in the separate school online safety policy and associated acceptable use policies in respect of information technology in use by staff and pupils/students.

ROLES and RESPONSIBILITIES

Governing Body

The Governing Body are the accountable body for ensuring the safety of the school.

Our Governing Body will ensure that:

- The school has a Safeguarding (Child Protection) policy and procedures in place that are in accordance with the LA guidance and locally agreed inter-agency procedures, and the policy is made available to parents on our website and a copy can be requested from the school office. The policy will be reviewed and updated on an annual basis.
- The school operates 'safer recruitment' procedures and makes sure that all appropriate checks are carried out on all staff and volunteers who work with children; and that any panel involved in the recruitment of staff has at least one member who has undertaken Safer Recruitment Training;
- The school has a staff behaviour policy or code of conduct and that this is provided to all staff and volunteers on induction. The policy includes acceptable use of technology, staff/pupil relationships and communications including the use of social media
- At least one senior member of the school's leadership team is designated to take lead responsibility for child protection (and deputy); providing advice and support to other staff, liaising with the local authority and working with other agencies. This role will be specified in their job description and carry the title Designated Safeguarding Lead. This lead role will not be delegated; however the Designated Safeguarding Lead professional will be assisted by a deputy who will be trained to the same standard.
- The Designated Safeguarding Lead attends appropriate refresher training every two years;
- Staff including Head undertake appropriate child protection training; which is updated regularly;
- Temporary staff and volunteers are made aware of the school's arrangements for child protection and their responsibilities;

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 30 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

- Will ensure that the school has in place appropriate electronic filtering and monitoring systems in place to ensure that children are safeguarded from potentially harmful and inappropriate online material; whilst recognising that “over blocking” should not lead to unreasonable restrictions as to what children can be taught.
- Where services or activities are provided on the school premises by another body, the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection and liaises with the school on these matters where appropriate.
- The school has procedures for dealing with allegations of abuse against staff and volunteers that comply with guidance from the local authority and locally agreed inter-agency procedures;
- Online safety policy and procedures are in place and training and support is provided for staff and pupils to ensure that there is a good understanding of child protection issues related to electronic media;
- The Nominated Governor for child protection at the school is **Ilyas Dalal**. The Nominated Governor is responsible for liaising with the Head Teacher and Designated Safeguarding Lead over all matters regarding child protection issues. The role is strategic rather than operational – they will not be involved in concerns about individual pupils;
- Governors (Safeguarding Governors) to attend safeguarding training;
- The Nominated Governor will liaise with the Head Teacher and the Designated Safeguarding Lead to produce reports for Trustees;
- The Chair of Governors is responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against the Head Teacher.
- The Governors remedy, without delay, any deficiencies or weaknesses regarding child protection arrangements;
- The Governors review their policies and procedures annually and provide information to the LA about them and about how the above duties have been discharged.
- The Governors will ensure that children are taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum;
- will ensure the appointment of an appropriately trained designated teacher with responsibility for “promoting the educational achievement of children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales” in addition to Children who are Looked After (LAC).

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 31 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Headteacher

Our Head will ensure that:

- The policies and procedures adopted by the Governing Body or Proprietor are fully implemented, and followed by all staff;
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities; including taking part in strategy discussions and other inter-agency meetings and contributing to the assessments of children;
- there are arrangements in place for Safeguarding Supervision for the Designated Safeguarding Lead and the deputy Designated Safeguarding Lead(s)
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing policies;
- the Designated Safeguarding Lead is supported in providing a contact for the school to provide a report and attend Initial Child Protection Case Conferences, Reviews and Children Looked After Reviews out of school term time when needed
- Allegations regarding staff or any other adults in the school are referred to the Local Authority Designated Officer (LADO), as set out in the Managing Allegations procedure.
- Individuals are referred to the Disclosure and Barring Service (cases where a person is dismissed or left due to risk/harm to a child). This is a legal duty placed upon the school.
- A full working relationship is maintained with the Kirklees Virtual School head teacher Janet Tolley in respect of all pupils at the school who are subject of 'looked after' status. (01484 221000).

Designated Safeguarding Lead

Our Designated Safeguarding Lead on the senior leadership team is **Aisha Pandor**. She has lead responsibility and management oversight and accountability for child protection and, with the Head Teacher, will be responsible for coordinating all child protection activity.

The Designated Safeguarding Lead will lead regular case monitoring reviews of vulnerable pupils. These reviews must be evidenced by minutes and recorded in case files.

When the school has concerns about a pupil, the Designated Safeguarding Lead will decide what steps should be taken and should advise the Head Teacher.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 32 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Child protection information will be dealt with in a confidential manner. Staff will be informed of relevant details only when the Designated Safeguarding Lead feels their having knowledge of a situation will improve their ability to deal with an individual pupil and / or family. A written record will be made of what information has been shared with whom, and when.

Child protection records will be stored securely in a central place separate from academic records. Individual files will be kept for each pupil. Files will be kept for at least the period during which the pupil is attending the school, and beyond that in line with current data legislation and guidance.

Access to these records by staff other than by the Designated Safeguarding Lead will be restricted and only authorised personnel will have access to them and when. Parents will be aware of information held on their child and kept up to date regarding any concerns or developments by the appropriate members of staff.

Any information held on a pupil will not be disclosed to Parent if this would put the pupil at risk of significant harm.

When a Designated Safeguarding Lead resigns their post or no longer has child protection responsibility, there should be a full face to face handover/exchange of information with the new post holder. In exceptional circumstances when a face to face handover is unfeasible, the Headteacher will ensure that the new post holder is fully conversant with all procedures and case files.

Risk Reduction

The school Governors, the Head Teacher and the Designated Safeguarding Lead will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school's curriculum, SEND policy, visitors policy, the use of school premises by external agencies, integration of pupils by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy.

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 33 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

APPENDIX - Contacts

Useful Contacts within the local authority

Introduction

The policy is in line with:

- West Yorkshire Consortium Safeguarding Children Procedures (see link from Kirklees Safeguarding Children Board website at www.kirkleessafeguardingchildren.co.uk or go direct to the manual at: <http://www.proceduresonline.com/westyorksrb/>)
- Working Together to Safeguard Children (2018) ([hyperlink to document](#))
- Keeping Children Safe in Education (2018) ([hyperlink to document](#))
- Information Sharing (2018) ([hyperlink to document](#))
- What to do if a child is being abused (2015) ([hyperlink to document](#))
- Children Act 1989 and Children Act 2004 ([Hyperlink to 1989 Act](#)) ([Hyperlink to 2004 Act](#))
- Education Act 2002 ([Hyperlink to Ed. Act 2002](#))
- Guidance for Safer Working Practice for those working with Children and Young People in Education Settings (SWP Consortium Oct 2015) ([hyperlink to document](#))
- Sexting in Schools and Colleges, Responding to incidents and Safeguarding young people (UK Council for Child Internet Safety – UKCCIS 2016) ([hyperlink to document](#))
- Sexual Violence and Sexual Harassment between Children in Schools and Colleges (May 2018) ([hyperlink to document](#))

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 34 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Safeguarding is defined as:

- Protecting children from maltreatment;
- Preventing impairment of children’s health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care;
- Taking action to enable all children to have the best outcomes

(Working Together to Safeguard Children, 2018)

The term “Child” or “Children” refers to as anyone under the age of 18 years

We believe that:

- Schools play a key role in the prevention of abuse.
- All children have the right to be protected from harm.
- Children need support which matches their individual needs, including those who may have experienced abuse

Contact Details

Local Authority Designated Officer (LADO) Ann Crossley 01484 221000
number 07976 497654

Mobile

LADO email address kirklees.LADO@kirklees.gcsx.gov.uk

LADO AnyComms address - “child protection” in drop down menu

Duty Social Workers Duty and Advice Team 01484 414960

If you need to contact Kirklees – Duty and Advice Team

In a non-emergency you can request a verbal consultation call back using email

DutyandAdvice@kirklees.gcsx.gov.uk

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 35 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

For secure transfer of emails from schools use Anycomms – address – “MASH” in drop down menu

Contact for practice concerns and compliments: FSCPSeniormanagement@kirklees.gov.uk

Out of Hours

Emergency Duty Service 01484 414933

School Safeguarding

Learning Service

| | | |
|-----------------------------|----------------|--------------|
| Special Schools | Mandy Cameron | 01484 221000 |
| Primary Schools | Bev Richards | 01484 221000 |
| Secondary Schools | Helen Metcalfe | 01484 221000 |
| Online safety Lead | Fiona Denham | 01484 221000 |
| Virtual School head teacher | Janet Tolley | 01484 221000 |

Kirklees Education Safeguarding Team

Service Manager: Maggie Featherstone 01484 221000

Safeguarding Officer (Schools & Learning) Michelle Hodges 01484 221000

Safeguarding Officers email schoolsafeguardingofficer@kirklees.gov.uk

Elective Home Education (EHE) 01484 22191

attendance.pupilsupport@kirklees.gov.uk

Children Missing Education 01484 221919

attendance.pupilsupport@kirklees.gov.uk

Child Employment 01484 22191

child.employment@kirklees.gov.uk

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 36 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

Further information: www.kirklees.gov.uk/beta/employment-information/children-and-employment.aspx

Stronger Families www.kirklees.gov.uk/strongerfamilies
stronger.families@kirklees.gov.uk

Prevent Co-ordinator

Lee Hamilton 01484 221000

Kirklees Human Resources - Safeguarding leads

Joanne Hall – 07976 497857

Joanne Parker – 07976 497858

Gary Scargill – 07976 497848

Email: hr@kirklees.gov.uk

Child Protection Conferences

Child Protection & Review Unit 01484 225850

Online Safety incidents

National helpline

www.saferinternet.org.uk/helpline

West Yorkshire Police

Child Safeguarding Unit - Kirklees 01924 431134

Early Help Access Team (Single Assessment part 1)

earlyhelpaccessteam@kirklees.gov.uk 01484 456 823

FGM

| | | | |
|---|---|---|------------------------------|
|  | Paradise Primary School 1 Bretton Street Dewsbury WF13 9BB | Issued and Approved by : Paradise School Governing Body | Date of review: Sept 2019 |
| | | Date: September 2018 | Page 37 |
| SAFEGUARDING (CHILD PROTECTION) POLICY | | | |

The Female Genital Mutilation Helpline fgmhelp@nspcc.org.uk

0800 028 3550

School Documents

Guidance for Safe Working Practice for Adults who work with Children and Young People in Education settings – October 2015

<http://www.safeguardingschools.co.uk/guidance-for-safer-working-practice-for-adults-who-work-with-children-and-young-people-in-education-settings/>

Training Materials

KSCB Safeguarding Training courses www.kirkleessafeguardingchildren.com

Whole School Basic Awareness in Child Safeguarding and

Designated Safeguarding Lead – Full Course and Refresher training:

Safeguarding Officer for Schools: michelle.hodges@kirklees.gov.uk 01484 221000

Safer Recruitment Training course – Kirklees Learning Service 01484 225828

Safeguarding Governor Training

Prevent Training www.kirklees.gov.uk/beta/community-safety-partners/prevent-training. 01924 483747