



St. Ethelbert's RCP

Summary of the Child Protection and Safeguarding Children Policy

These procedures are for Teaching, Non-Teaching, Contractors, Supply Staff and Volunteers
 The summary of this policy and procedures is shown below and a copy of this, including the categories of Abuse (from Working Together to Safeguard Children 2018 & Keeping Children Safe in Education September 2022) will be issued to **all** staff both permanent and temporary, and also to any volunteers or contractors who work with the children.

All teaching, non-teaching, volunteers, contractors and staff engaged or employed by us have a duty to report and refer any concerns they may have to the Designated Safeguarding Lead who has overall responsibility for child protection matters. This is:

Designated Safeguarding Lead – Mandy Messham
Deputy Designated Safeguarding Lead – Catherine Turner

Definitions/categories of abuse are shown below, you are expected to familiarise yourself with them.

<p>Physical Abuse (intentional act causing physical injury or trauma)</p> <ul style="list-style-type: none"> ● Physical injury of any form (hitting, biting, burning, shaking) ● Giving drugs including alcohol ● When a parent or carer fabricates the symptoms of, or deliberately induces illness 	<p>Sexual Abuse</p> <ul style="list-style-type: none"> ● Penetrative or non-penetrative acts by males or females ● Showing of pornographic material
<p>Emotional Abuse</p> <ul style="list-style-type: none"> ● Persistent lack of affection ● Constant threatening behaviour ● Constant overprotection ● Unrealistic pressure to perform to high expectations ● Exposure to domestic abuse the abuse can encompass but not limited to, psychological, physical, sexual, financial or emotional. Children may see or hear domestic abuse or suffer domestic abuse in their own intimate relationships. 	<p>Neglect</p> <ul style="list-style-type: none"> ● Persistent failure to meet basic needs ● Failure to protect from harm ● Failure to access medical treatment ● Inadequate supervision
<p>Other</p> <ul style="list-style-type: none"> ● Exploitation such as sexual exploitation or Criminal Exploitation including county lines. ● Any actions that single out a child for special attention and could therefore be interpreted as 'grooming'. ● Domestic Abuse – 	

- Staff need to be fully aware of the dangers and risks associated with electronic communications. Consequently, they **MUST** ensure that they do **NOT** engage in inappropriate electronic communication of any kind with students.
- Radicalisation/Extremism
- Female Genital mutilation
- Modern day slavery, Breast Ironing and Honour based abuse
- Online Safety

A student may seek out an individual teacher/adult to share information specifically about abuse or neglect, or may talk spontaneously, individually or in a group when staff or volunteers are present. Anyone hearing an allegation from a child that abuse has, or may have, occurred should:

<p>Receive</p> <ul style="list-style-type: none"> ● What is said ● Accept what you are told – you do not need to decide whether or not it is true ● Listen without displaying shock or disbelief. 	<p>Reassure</p> <ul style="list-style-type: none"> ● The student ● Acknowledge their courage in telling you ● Do not promise confidentiality ● Remind them they are not to blame – avoid criticising the alleged perpetrator(s) ● Do not promise that “everything will be alright now” (it might not be).
<p>React</p> <ul style="list-style-type: none"> ● Calmly, respond to the student but do not interrogate ● Avoid leading questions but ask open ended ones ● Clarify anything you do not understand ● Explain what you will do next i.e. inform the Designated Safeguarding Lead. 	<p>Record</p> <ul style="list-style-type: none"> ● Make notes as soon as possible – during the conversation if you can ● Include: Time, Date, Place and the student’s own words – do NOT assume: Ask “Please tell me what that means”. ● Describe observable behaviour ● Do not destroy your original notes – they may be needed later on.
<p>Support</p> <ul style="list-style-type: none"> ● Consider what support is needed for the student – you may need to give them a lot of your time ● Ensure you are supported – such conversations can be extremely stressful and time consuming ● Talk to your Designated Safeguarding Lead/Head teacher/Line Manager 	

It is important that If the DSL is unavailable, to reduce delay, staff will refer directly to The Integrated Front Door to ensure the safety, welfare and protection of the student Telephone-01204 331500.

It must be acknowledged that some children may not feel ready or able to disclose abuse. They may not recognise that the abuse or neglect that they are experiencing is harmful. They may be embarrassed or have vulnerabilities, such as disability or language barriers. This will not prevent staff from having professional curiosity and they should always discuss with the DSL if there are concerns about a child.

We aim to support students at the earliest opportunity and will utilise Early Help processes [here](#)

Where there are concerns regarding a staff member, volunteer or contractor the DSL/Head teacher must be informed immediately.

The full policy can be found on the school website.