

**St John Baptist
(Southend) CE
Primary School**

**SAFEGUARDING
POLICY**

Reviewed: March 2014 (Spring term)

Review Date: March 2015 (Annual)

By: Curriculum and Pupil Welfare Committee

St John Baptist (Southend) CE Primary School

Safeguarding Policy

St John Baptist (Southend) Primary School fully recognises the contribution it makes to safeguarding children. We recognise that all staff, including volunteers, has a duty of care for the whole school community at the school. It is vital that procedures are in place to ensure that the risks of harm to everyone's welfare are minimised. The school recognises that safeguarding pervades many aspects of the school's activity and all Governor Committees give high priority to those aspects, which fall within their remit. At St John's we will be guided by Christian principles and act with integrity, objectivity and honesty in the best interests of the children and the school. The school and the Governing Body will be open about decisions made and actions taken, and will be prepared to explain decisions and actions to interested persons.

Safeguarding not only protects and promotes the welfare of all at St John's but also instils trust in stakeholders that they are cared for. Safeguarding practice and guidance is also underpinned by a duty for schools to cooperate with relevant agencies to safeguard and promote the welfare of children.

Safeguarding outcomes for children and young people are identified as follows:

- children and young people are safe: the effectiveness of services in taking reasonable steps to ensure that children and young people are safe
- children and young people feel safe: the effectiveness of services in taking reasonable steps to ensure that children and young people feel safe.

Definition of safeguarding

The definition of safeguarding used in the Children Act 2004, and in the government's guidance document *Working together to safeguard children* (also adopted by OFSTED) can be summarised as follows:

- protecting children and young people from maltreatment
- preventing impairment of children and young people's health or development

- ensuring that children and young people are growing up in circumstances consistent with the provision of safe and effective care
- undertaking that role so as to enable those children and young people to have optimum life chances and to enter adulthood successfully.

The issues for the school

It is essential that we investigate all injuries for the safety and protection of the children in our care. Safeguarding is however not just about protecting children from deliberate harm. The issues which the school has so far identified as relevant to the safeguarding agenda, the specific policy covering the aspect and the Governor committee responsible for monitoring compliance (subject to the overall responsibility of the Full Governing Body) is as follows:

<u>Safeguarding Issue</u>	<u>Policy</u>	<u>Committee responsible for Policy</u>
Health and safety	Health and Safety	Steering
Bullying	Anti-bullying	Curriculum & Pupil Welfare
Racist Abuse	Race, equality and cultural diversity	Steering
Harassment and discrimination	Race, equality and cultural diversity	Steering
Use of physical intervention	Behaviour/Pupil Discipline	Steering
Meeting the needs of pupils with medical conditions	Intimate care	Curriculum & Pupil Welfare
Providing first aid	Health and Safety	Steering
Drug and substance misuse	Drugs Misuse	Curriculum & Pupil Welfare
Educational visits	Educational Visits Policy	Curriculum & Pupil Welfare
Intimate care	Intimate care	Curriculum & Pupil Welfare
Internet safety	Internet User's Agreement	Curriculum & Pupil Welfare
School security	Health and Safety	Premises
Safer recruitment of staff	Recruitment Policy	Steering

Professional Conduct of staff	LBL Capability Procedures	Steering
Attendance	Attendance	Curriculum & Pupil Welfare

Child Protection policy

There is a Child Protection policy in place, which is in accordance with LEA guidance and locally agreed inter-agency procedures. It is kept in the Head of school's office, in the office and the staffroom and on Fronter, and volunteers are made aware of it.

Policies are made available to parents via the website.

Leadership and management – safeguarding procedures

The school's leaders, managers and all governors are aware which committee monitors the safeguarding issues delegated to them and ensure the necessary risk assessments are up to date and relevant. All governors are clear about their statutory responsibilities regarding safeguarding and the steps that are being taken to develop good practice beyond the statutory minimum. The governing body is accountable for ensuring that the school has effective policies and procedures in place in accordance with the DCSF guidance and is monitoring the school's compliance with this. Please see attached flow chart outlining procedures for making a referral.

Safer recruitment

In accordance with DCSF guidance, safer practice in recruitment will be reflected in every stage of the recruitment process and the school recognises that safeguarding judgements need to be made, in differing degrees, in relation to all those that a pupil in school may come into contact with.

The school will keep and maintain as a register (the single central register) showing, in relation to each member of staff appointed after 1st January 2007 or before that date but still in post on 1st April 2007, whether various checks have been carried out and the date on which each such check was completed or the relevant certificate obtained.

The school operates safe recruitment procedures by:

- following its Recruitment Policy when recruiting and appointing staff

- making sure that all appropriate CRB checks are carried out on new staff, volunteers and parents who will work with children
- having procedures for dealing with allegations of abuse being made against members of staff and volunteers (see Child Protection policy)
- complying with guidance from the LEA and locally agreed inter-agency procedures
- identifying a member of the governing body to be responsible for liaising with the LEA and/or partner agencies in the event of allegations of abuse being made against the head teacher (see Child Protection policy)
- ensuring that the governing body remedies any deficiencies or weaknesses, without delay, in regard to child protection arrangements that are brought to its attention
- ensuring that the governing body reviews its policies and procedures annually and provides information to the LEA, when requested, about how the policies and their duties have been discharged.

Boundaries to professional behaviour

Generally, all staff and volunteers feel able to raise concerns about poor or unsafe practice; such concerns are addressed sensitively and effectively in accordance with agreed whistleblowing policies.

Staff training

Appropriate training will be made available to all staff. Current guidelines are every two years for designated staff and every three years for all other staff.

Pupil awareness

The school will ask and seek to evaluate:

- how safe pupils feel in school, including their understanding of issues relating to safety, such as bullying
- the extent to which pupils feel able to seek support from the school should they feel unsafe
- pupil's own views about being safe and free from harassment

Links with Lewisham and Social services

The school will understand and seek to develop partnerships and work with services provided, commissioned or brokered by the

Lewisham local authority to promote the safety and health of all learners.

Useful books and documents

- Children Act 1989
- Children Act 2004
- All Equal Under the Act 1989
- Working Together to Safeguard Children (HM Govt 2006)
- What to do if you're worried a child is being abused
- London Child Protection Procedures (2007)
- Green Paper: Every Child Matters
- Safeguarding Children and Safer Recruitment in Education (DfES 2006)

Child Protection Procedures at St John Baptist Primary School – Flow Chart

