Child Protection Policy

- Safeguarding Lead (Arzu Aydin) for Child Protection, and two deputies (Umesh Patel & Shani Kaur).
- Named Governor for Child Protection is Mr Steve Martin.
- All staff have up to date training for Safeguarding and Child Protection.
- Clear procedures are in place to ensure that any suspicions about neglect or abuse are reported to DSLs/relevant agencies.
- Notes of concern are recorded on CPOMS as evidence of ongoing concerns about children.
- Dedicated area on school website for safeguarding and child protection

Safeguarding policies

- Attendance / First day Absence procedure
- Behaviour/ Anti-bullying
- Safeguarding & Child Protection
- Code of Conduct
- Equality
- Health and Safety
- Site Security
- Induction
- Allegations
- Control & Restrain
- PSHE / RSHE
- Safer Recruitment
- SEND
- Whistleblowing

Attendance/Punctuality

- Admin team contact families of absent children. Persistent absentees and lateness tracked by attendance officer
- Mrs Aydin meets with families to tackle absence and punctuality issues
- Attendance officer has regular meetings with EWO.
- Home visits by EWO.
- Good attendance celebrated weekly for classes (attendance trophy)
- Good attendance celebrated for individuals and at the end of term and year.

Medical Needs

- Supporting Pupils in school with Medical Needs policy in place
- Staff trained in First Aid
- 4 members of staff are trained in paediatric first aid.
- Named leads trained in management of anaphylaxis shock
- 2 staff trained in management of diabetes
- Administration of medicines in schools' – parents/carers invited to give essential medication (following guidance)

Inter-agency working

- Educational Psychology Service
- Leicestershire Safeguarding Children's Partnership Board
- CAMHS
- Social Care
- School Health Service
- NSPCC
- Speech & Language/Occupational Therapists
- Transfers - information sharing with schools
- Turning Point
- Emergency Services eg. Police, Fire Service

Safeguarding Herrick Primary School

Behaviour

- Clear policy, based on positive reinforcement, with clear rewards and consequences.
- Systems and reporting followed by all members of staff.
- Weekly monitoring and analysis.
- Learning Attitudes and Herrick Character.
- Referral to other agencies when needed.
- Well established school rules.

Recruitment

- ID / qualification / documentation checks made
- Staff in school have enhanced DBS checks. Also applies to any adult who comes into school on a regular basis that would be unsupervised around children.
- Agency vetting checks evidenced
- Named Governors, Head teacher, Deputy
- Head and members of the Senior Leadership Team are trained in safer recruitment when interviewing new applicants.
- Safer recruitment procedures are followed (Safer Recruitment Policy)
- SCR (Single Central Record) managed & checked by Safeguarding Governor
- Robust Induction process by key members of staff

Curriculum

- PSHE - Jigsaw
- RSHE
- RE / SMSC
- British Values embedded
- Buddy systems
- 'Keeping Safe' assemblies, e.g. NSPCC, anti-bullying, internet safety
- Fire safety presentations
- Police workshops
- Y6 Red Cross First Aid sessions
- Y5 Bikeability

Training

- All Designated Leads attend training.
- All staff attend annual statutory safeguarding training - linked to KCSIE and Working Together.
- Staff have undertaken 'Prevent' training.
- Safeguarding items on email bulletin.
- First aid training
- Safeguarding induction for all adults working in school.
- All staff have signed to say they have read and understood KCSIE part 1 & 5 and Annex B and Annex C.

Visitors

- All visitors report to office to sign in
- All visitors wear ID sticker
- ID checks made inc. DBS to decide whether visitor can be unaccompanied or needs to be supervised.
- All visitors receive a Safeguarding leaflet to read.

Online Safety

- Online & Acceptable Use Policy
- Parental permission for use of photographs on our school website.
- All pupils are taught how to keep themselves safe when using the internet.
- Fortnightly E-safety sessions – Education for a connected world.
- Internet filtering
- Safeguarding page on school website

Volunteers

- Volunteer policy and application procedures in place
- All volunteers in regulated activity are DBS checked
- All volunteers not in regulated activity are supervised by a member of staff
- Safeguarding policy shared with volunteers along with induction

Anti-Bullying

- Clear procedures for pupils to report bullying incidents.
- 'Anti-bullying' week to supplement our PSHE curriculum to raise awareness
- Recording bullying & racial abuse.
- Racist incidents are monitored and reported to the Governing Body.
- Education programme for perpetrator and victim of bullying/racism.
- Mediation and pastoral support for perpetrator and victim.

Pastoral Support

- Close work with other services
- Places at our Breakfast club/After Schoolclubs for vulnerable pupils.
- We sign post families to other agencies for support.
- Proactive approach through school's Early Help offer.
- Financial support through LA/charities

Health and Safety

- Annual Fire Risk Assessments
- Fire Evacuation drills
- Invacuation drills
- Clearly labelled fire exits & emergency lighting
- Fire Safety Training completed by key members of staff.
- Regular Health and Safety Checks carried out for the site.
- Insurance
- Secure site inc. key fob entry doors
- Signing in system for visitors
- Risk assessments carried out for all off-site activities carried out - EVOLVE.
- Risk Assessments for pupils with medical needs completed.

INDICATORS OF ABUSE (Appendix 1)

NEGLECT - persistent failure to meet a child's basic physical and/or psychological needs.

PHYSICAL - causing physical harm or when a parent/carer fabricates the symptoms of, or deliberately induces, illness in a child.

SEXUAL - involves forcing or enticing a child to take part in sexual activities. This may also include non-contact activities such as showing sexual images.

EMOTIONAL - persistent emotional maltreatment of a child. It may involve conveying to children that they are worthless or unloved.

Sexual Violence and Sexual Harassment (Child on Child Abuse)

(Guidance - Appendix 9).

We must be aware that children can abuse their peers through this way, and that it can happen both inside and outside of school. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable.

Sexual harassment is unwanted behaviour of a sexual nature which:

- violates your dignity
- makes you feel intimidated, degraded or humiliated
- creates a hostile or offensive environment

Sexual violence covers a wide range of behaviour, including:

- rape
- assault by penetration
- a single act of kissing someone without consent or touching someone's bottom/breasts/genitalia without consent, can still constitute sexual assault
- causing someone to engage in sexual activity without consent could include forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.

Child sexual exploitation (CSE) is a type of sexual abuse. When

a child or young person is exploited they're given things, like gifts, drugs, money, status and affection, in exchange for performing sexual activities. Children and young people are often tricked into believing they're in a loving and consensual relationship. This is called **grooming**. They may trust their abuser and not understand that they're being abused.

Sharing Nudes & Semi Nudes (formally Sexting) can also form

part of CSE both online and offline. **Upskirting** is the act of taking a photograph of underneath a person's skirt without their consent. Sharing nudes and semi-nudes: advice for education settings working with children and young people

Child Criminal Exploitation (CCE) occurs when an individual or

group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into criminal activity.

County Lines - Criminal exploitation of children is a widespread

form of harm that is a typical feature of county lines criminal activity: Common features in county lines drug supply is the exploitation of young and vulnerable people.

Modern Slavery & Trafficking

Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

Female Genital Mutilation (FGM) is an illegal operation under

the Female Mutilation Act 2003 and is a form of child abuse. It is a mandatory responsibility of all staff members to report any suspicion of FGM to the police.

Prevent is safeguarding and supporting those vulnerable to radicalisation (Appendix 6). Prevent Risk Assessment (Appendix 10). 2022 Counter Terrorism Local Profile briefing (Appendix 7). Channel Duty Guidance: Protecting people vulnerable to being drawn intoterrorism (publishing.service.gov.uk)

Child Missing In Education - A pupil missing from school can

be an indicator of abuse/neglect. We have clear first day of absence procedures (Appendix 3).

RESPONSES TO CONCERNS

Police

Operation Encompass (OE) is a national operation that connects the Police with schools to share information about children who are subject or witness to police-attended incidents of domestic abuse. DSLs will inform relevant staff when an OE call has been received.

Local profile support website provides latest crime statistics and advice. Your area | Leicestershire Police (leics.police.uk)

Social Care

Early Help (EH) provides consent-based support to families which can help to prevent an escalation of concerns. **This can include Team Around the Family (TAF)**.

Child In Need (CIN) - Voluntary for families and gives children the opportunity to thrive with support from extra services.

Child Protection (CP) is considered when a child is suffering, or likely to suffer, significant harm. The Local Authority will make them subject to a CP plan.

MANAGING & REPORTING CONCERNS (Appendix 8)

LISTEN carefully to the child. You may ask questions of a clarifying nature – such as 'who, what, where, when, how?' or use the acronym TED – 'Tell me, 'Explain it to me', Describe it to me.'

REASSURE the child but do not promise confidentiality.

RECORD the incident accurately including date/time.

INFORM a DSL and handover completed record.

LOCAL SAFEGUARDING PRIORITIES

Domestic Violence
Poverty
Online Safety
Gang related issues including knife crime

To view the appendices stated above, please view Herrick's Safeguarding and Child Protection Policy 2024-25.