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**St Joseph’s School and Nursery**

**POLICY FOR CHILD PROTECTION (Education) Academic Year 2023/24**

**Who is this policy for:**

* Everybody associated with or working in the school
* the proprietors of the school
* senior leadership teams
* peripatetic staff

**Links with other Policies**

The Child Protection Policy has obvious links with the wider safeguarding agenda and staff and Trustees should always be aware of the impact this policy has on other related issues. For example, when agreeing or reviewing a policy for child protection, links should be made with a range of other guidelines and procedures:-

* Educational visits
* Health & Safety
* Behaviour
* Anti-Bullying
* Confidentiality
* Care, Control & Restraint
* Attendance
* Safer Working Practice
* Forced Marriage
* Child Sexual Exploitation
* The use of social media for online radicalisation (July 2015)

* Children as Young Carers
* Inclusion & SEN
* Children in Public Care
* PSHCE
* Children Missing Education
* Female Genital Mutilation
* **E-Safety**
* Guidance on Exclusions
* Preventing Radicalisation
* Private Fostering
* Staff Code of Conduct
* Interaction with Children

**Early Years Foundation Stage (EYFS)**

This policy and all policies related to it also apply to the Early Years Foundation Stage (EYFS).  The following are specific EYFS requirements that we adhere to:

i)    designate a practitioner to take lead responsibility for safeguarding children within the EYFS setting and liaising with local statutory children's agencies as appropriate (See Designated Safeguarding Officer below and safeguarding procedure)

ii)   for registered settings, inform Ofsted of any allegations of serious harm or abuse by any person living, working, or looking after children at the premises (whether that allegation relates to harm or abuse committed on the premises or elsewhere), or any other abuse which is alleged to have taken place on the premises, and of the action taken in respect of these allegations;

iii)  for registered settings, inform Ofsted of the above (via ISI Office), as soon as is reasonably practicable, but at the latest with 14 days (see also allegations of abuse procedure).

**CHILD PROTECTION POLICY**

The Child Protection Policy will be reviewed and ratified annually by the board of Trustees or updated as issues, events, or legislation requires.

Any deficiencies or weaknesses identified will be remedied without delay.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Academic year | Designated Safeguarding Lead (School) | Designated Safeguarding Lead (Nursery) | Deputy Designated Safeguarding Lead (School) | Deputy Designated Safeguarding Lead (Nursery) | Nominated Trustee for Safeguarding | Chair of Trustees |
| 2023/24 | Mr A E Crawshaw | Miss Gemma Rhodes |  |  | Mr Austin Kelly | Mr Austin Kelly |

St Joseph’s School and Nursery is **committed** to a zero-tolerance approach to abuse through acting in the best interests of the child. In doing so it recognises that safeguarding encompasses the duties of child protection and promoting the rights and welfare of children. As such, it is:

* Everyone’s responsibility to safeguard children
* Everyone who comes into contact with children and families has a role to play
* Everyone working with children maintains an attitude of ‘it could happen here’ (Keeping Children Safe in Education, September 2023).

And we believe:

* Schools can contribute to 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.
* Children need to be safe and feel safe in school.

Specifically, these responsibilities apply to all staff, Trustees and volunteers working in the school, to contractors, supply staff and visitors during any interactions they may have with children.

St Joseph’s School and Nursery will fulfil local and national responsibilities as laid out in the DfE guidance to which schools must have regard:

* [Keeping Children Safe in Education – Statutory guidance for schools and colleges, September 2023](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/418686/Keeping_children_safe_in_education.pdf)
* KCSIE incorporates the additional statutory guidance, Disqualification under the Childcare Act 2006 (June 2016)
* KCSIE also refers to the non-statutory advice for practitioners: What to do if you’re worried a child is being abused (March 2015)
* Working Together to Safeguard Children (August 2018) (WT)
* WT refers to the non-statutory advice: Information sharing (March 2015)
* Prevent Duty Guidance: for England and Wales (July 2015) (Prevent). Prevent is supplemented by non-statutory advice and a briefing note:
* The use of social media for online radicalisation (July 2015)
* Statutory guidance on children who run away or go missing from home or care – January 2014
* What to do if you are worried a child is being abused – March 2015
* Information sharing - Advice for practitioners providing safeguarding services to children, young people, parents and carers March 2015
* Nottingham Safeguarding Children Board Procedures
* Children Act 1989 (as amended 2004 Section 52)
* Education Act 2002 s175/s157
* The Teachers Standards’ 2012
* The Counterterrorism and Security Act 2015 (section 26 The Prevent Duty)
* Children Missing Education – (September 2016)

The Policy conforms to locally agreed inter-agency procedures.  It is available to all interested parties on our website and on request from the main school office. It should be read in conjunction with other relevant policies and procedures (See section 7 below).

**Overall Aims**

To contribute to the prevention of abusive experiences in the following ways:

* Clarifying standards of behaviour for staff and pupils
* Introducing appropriate work in the curriculum
* Developing staff awareness of the causes of abuse
* Encouraging pupil and parental participation in practice
* Addressing concerns at the earliest possible stage

To contribute to the protection of our pupils in the following ways:

* Including appropriate work in the curriculum
* Implementing child protection policies and procedures
* Working in partnership with pupils, parents and agencies

To contribute to supporting our pupils in the following ways:

* Identifying individual needs where possible
* Designing support plans and interventions to meet individual needs

**Definitions and indicators of abuse**

Reference: Working Together to Safeguard Children (DfE July 2018)

**Neglect**

**Neglect:  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 maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:**

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

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

Examples which **may** indicate neglect (it is not designed to be used as a checklist):

Hunger

Tiredness or listlessness

Child dirty or unkempt

Poorly or inappropriately clad for the weather

Poor school attendance or often late for school

Poor concentration

Affection or attention seeking behaviour

Untreated illnesses/injuries

Pallid complexion

Stealing or scavenging compulsively

Failure to achieve developmental milestones, for example growth, weight

Failure to develop intellectually or socially

Neurotic behaviour

**Physical abuse**

**Physical abuse: Physical abuse may involve 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.**

Examples which **may** indicate physical abuse (it is not designed to be used as a checklist):

Patterns of bruising; inconsistent account of how bruising or injuries occurred

Finger, hand or nail marks, black eyes

Bite marks

Round burn marks, burns and scalds

Lacerations, wealds

Fractures

Bald patches

Symptoms of drug or alcohol intoxication or poisoning

Unaccountable covering of limbs, even in hot weather

Fear of going home or parents being contacted

Fear of medical help

Fear of changing for PE

Inexplicable fear of adults or over-compliance

Violence or aggression towards others including bullying

Isolation from peers

**Sexual Abuse**

**Sexual abuse: 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. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing*.* They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit act of sexual abuse as can other children**

Examples which **may** indicate sexual abuse (it is not designed to be used as a checklist):

Sexually explicit play or behaviour or age-inappropriate knowledge

Anal or vaginal discharge, soreness or scratching

Reluctance to go home

Inability to concentrate, tiredness

Refusal to communicate

Thrush, persistent complaints of stomach disorders or pains

Eating disorders, for example anorexia nervosa and bulimia

Attention seeking behaviour, self-mutilation, substance abuse

Aggressive behaviour including sexual harassment or molestation

Unusually compliant

Regressive behaviour, Enuresis, soiling

Frequent or open masturbation, touching others inappropriately

Depression, withdrawal, isolation from peer group

Reluctance to undress for PE or swimming

Bruises, scratches in genital area

**Emotional abuse**

**Emotional abuse: Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's 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. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child in participating in normal social interaction. It may also involve seeing or hearing the ill-treatment of another. It may involve serious bullying *(including cyber bullying),* 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**

Examples which **may** indicate emotional abuse (it is not designed to be used as a checklist):

 Over-reaction to mistakes, continual self-deprecation

Delayed physical, mental, emotional development

Sudden speech or sensory disorders

Inappropriate emotional responses, fantasies

Neurotic behaviour: rocking, banging head, regression, tics and twitches

Self-harming, drug or solvent abuse

Fear of parents being contacted 

Running away / Going missing

Compulsive stealing

Masturbation, Appetite disorders - anorexia nervosa, bulimia

Soiling, smearing faeces, enuresis

**N.B.: Some situations where children stop communication suddenly (known as “traumatic mutism”) may indicate maltreatment. Child Sexual Exploitation**

Reference: What to do if you are worried a child is being abused (DfE 2015)  

**Child Sexual Exploitation (CSE)**

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 17 does not always involve physical contact: it can also occur through the use of technology. Like all forms of child sex abuse,

Child sexual exploitation:

• can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex;

• can still be abuse even if the sexual activity appears consensual;

• can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity;

• can take place in person or via technology, or a combination of both;

• can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence;

• may occur without the child or young person’s immediate knowledge (e.g. through others copying videos or images they have created and posted on social media);

 • can be perpetrated by individuals or groups, males or females, and children or adults.

The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse; and • is typified by some form of power imbalance in favour of those perpetrating the abuse. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.

Some of the following signs may be indicators of child 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.

**Child Criminal Exploitation (CCE)**

Some specific forms of CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting or pickpocketing. They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

Children can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others.

As children involved in criminal exploitation often commit crimes themselves, their vulnerability as victims is not always recognised by adults and professionals, (particularly older children), and they are not treated as victims despite the harm they have experienced.

They may still have been criminally exploited even if the activity appears to be something they have agreed or consented to.

 Some of the following can be indicators of both child criminal and sexual exploitation where children: 

• appear with unexplained gifts, money or new possessions; 

• associate with other children involved in exploitation; 

• suffer from changes in emotional well-being; 

• misuse drugs and alcohol; 

• go missing for periods of time or regularly come home late;

• regularly miss school or education or do not take part in education. have older boyfriends or girlfriends; and 

• suffer from sexually transmitted infections, display sexual behaviours beyond expected sexual development or become pregnant.

 Staff must also be aware that the experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however professionals should be aware that girls are at risk of criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

**County Lines**

A number of indicators for CSE and CCE as detailed above may be applicable to where children are involved in county lines.

Some additional specific indicators that may be present where a child is criminally exploited through involvement in county lines are children who:

• go missing and are subsequently found in areas away from their home; 

• have been the victim or perpetrator of serious violence (e.g. knife crime); 

• are involved in receiving requests for drugs via a phone line, moving drugs, handing over and collecting money for drugs; 

• are exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection; 

• are found in accommodation that they have no connection with, often called a ‘trap house or cuckooing’ or hotel room where there is drug activity; 

• owe a ‘debt bond’ to their exploiters; • have their bank accounts used to facilitate drug dealing

**Responses from parents**

Research and experience indicates that the following responses from parents may suggest a cause for concern across all categories:

* An unexpected delay in seeking treatment that is obviously needed
* An unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
* Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
* Reluctance to give information or failure to mention other known relevant injuries
* Frequent presentation of minor injuries
* Unrealistic expectations or constant complaints about the child
* Alcohol misuse or other drug/substance misuse
* Parents request removal of the child from home
* Violence between adults in the household

**Disabled Children**

When working with children with disabilities, practitioners need to be aware that additional possible indicators of abuse and/or neglect may also include:

* A bruise in a site that might not be of concern on an ambulant child such as the shin, might be of concern on a non-mobile child
* Not getting enough help with feeding leading to malnourishment
* Poor toileting arrangements
* Lack of stimulation
* Unjustified and/or excessive use of restraint
* Rough handling, extreme behaviour modification e.g. deprivation of liquid medication, food or clothing, disabling wheelchair batteries
* Unwillingness to try to learn a child’s means of communication
* Ill-fitting equipment e.g. callipers, sleep boards, inappropriate splinting;

           Misappropriation of a child’s finances

* Invasive procedures

**Child on Child Abuse**

This section of the policy includes procedures for dealing with abuse by one or more pupils against another pupil, including sexting and any other relevant issues of how victims and perpetrators will be supported: It should be read with reference to the schools Anti Bullying Policy

Children can abuse other children. This is generally referred to as child-on-child abuse and can take many forms. This can include (but is not limited to)

* bullying (including cyberbullying);
* sexual violence and sexual harassment;
* physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
* upskirting, which typically involves taking a picture under a person’s clothing
* without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
* non-consensual sharing of nude and semi-nude images and/or videos
* sexting (youth-produced sexual imagery), and
* initiating/hazing type violence and rituals.
* At St Joseph’s we recognise the gendered nature of child -on- child abuse but are clear that all child -on- child abuse is unacceptable and will be taken seriously. It is also important that staff are able to recognise the signs of child-on-child abuse and know how to respond to reports.

To this end:

* abusive comments and interactions will not be passed off as mere ‘banter’ or ‘having a laugh’, but will be fully investigated, recorded and dealt with in accordance with the school's behaviour, bullying and exclusions policies.
* similarly, sexual assaults and/or gender-based issues will be dealt with in accordance with the school's equal opportunities, behaviour, bullying and exclusions policies.
* victims will be taken seriously, kept safe and never be made to feel like they are creating a problem for reporting abuse, sexual violence or sexual harassment
* victims and/or perpetrators will be supported in school via counselling or signposted to appropriate external agencies as required.

The threshold for dealing with an issue of pupil behaviour or bullying under the safeguarding policy is subject to local specifics as in any other case:

When there is ‘reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm’, it will be referred to local agencies.

In the event of disclosures about pupil-on-pupil abuse, that the children involved whether perpetrator or victim, are treated as being ‘at risk’. Advice about sexting in schools is available from the UK Council for Child Internet Safety (UKCCIS): Sexting in schools and colleges.

**Serious violence**

* All staff should be aware of the indicators, which may signal children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation

* All staff should be aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school, having experienced child maltreatment and having been involved in offending, such as theft or robbery. Advice for schools and colleges is provided in the Home Office’s Preventing youth violence and gang involvement and its Criminal exploitation of children and vulnerable adults: county lines guidance

**1. In-school procedures for protecting children**

**All staff and visitors will:**

* Read, understand and be familiar with Part One (and Appendix A) of Keeping Children Safe in Education (DfE Sept 2023)
* Read, understand and be familiar with Nottingham City Councils ‘Family Support Pathway document’ 2018/20
* Be familiar with the school’s Child Protection Policy including issues of confidentiality.
* Remember that the child’s welfare and interests must be always the paramount consideration.
* Recognise the particular vulnerabilities of those children or pupils with SEN/D
* Recognise that evidence shows girls, children with SEND and LGBT children are at greater risk
* Never promise to keep a secret or confidentiality, where a child discloses abuse.
* Be alert to signs and indicators of possible abuse for current definitions of abuse and examples of harm.
* Record concerns on a “Cause for Concern” form. Blank copies are available from the Designated Officer, which, once completed, must be handed to the Designated Staff (Mr A E Crawshaw).
* Deal with a disclosure of abuse from a child in line with the recommendations in Appendix Two. These must be passed to one of the Designated Staff immediately, followed by a written account. Staff should not take it upon themselves to investigate concerns or make judgements.
* Be involved in ongoing monitoring and recording to support the implementation of individual education programmes and interagency child protection and child support plans.
* Have an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring of the schools IT systems and report any concerns to the Head Teacher or DSL
* Ensure adequate steps are taken regarding filtering and monitoring when using IT systems in school – e.g. by not using personal data or hotspots to access the internet for pupils which may not be subject to the same filter levels as school.
* Be subject to Safer Recruitment processes and checks whether they are new staff, supply staff, contractors, volunteers etc.
* Will be expected to behave in accordance with the Guidance for Safer Working Practice for People who Work with all Children and Adults at Risk.
* Any staff who are aware of instances of FGM **MUST** inform the police. Any staff who SUSPECT instances of FGM **MUST** inform the DSL.

Under the Prevent Duty and if required, the suitability of visiting speakers will be checked via internet searches and consultation with colleagues before being admitted onto the premises.

**2.  Responsibilities of the Designated Safeguarding Lead**

* Our named Designated Safeguarding Lead from our senior leadership team with lead responsibility and management oversight/accountability for child protection is Mr A E Crawshaw
* The Designated Safeguarding Lead is supported by the following appropriately trained designated staff Mr A E Crawshaw (School) and Miss Gemma Rhodes (Nursery) together, they are responsible for co-ordinating all child protection activity.
* All designated safeguarding staff are trained to the same level as the DSL.
* All schools must ensure the Designated Safeguarding Lead for child protection leads regular case monitoring reviews of vulnerable children with designated staff responsible for child protection.  These reviews must be evidenced by minutes and recorded in case files
* The Designated Safeguarding Lead must ensure that all staff involved in direct case work of vulnerable children, where there are child protection concerns/issues; have access to regular safeguarding supervision.
* Where the school has concerns about a child, the Designated Safeguarding Lead will act as a source of support, advice and expertise to staff on matters of safety and safeguarding, and when deciding whether to make a referral by liaising with relevant agencies.
* The Designated Safeguarding Lead is responsible for referring all cases of suspected abuse to Children’s Social Work Service Duty and Advice Team. Keeping Children Safe in Education (DfE September 2023) dictates that anyone in the school setting can make a referral, however, wherever possible this should be done by appropriately trained designated safeguarding staff.
* The Designated Safeguarding Lead (Nursery) will liaise with the Head Teacher to inform him of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations.
* Child Protection information will be dealt with in a confidential manner. A written record will be made of what information has been shared with who and when. 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 child and /or family.
* Once a child protection cause for concern form has been passed to the Designated Safeguarding Lead, they should start a separate child protection file for the child where the form is stored and any responses and outcomes will be recorded. A red spot on the child’s folder indicates that such a file exists. An amber spot indicates a concern.
* A separate child protection file must be created regardless of whether formal child protection procedures have been initiated. For some children, this single record will be the only concern held for them over their time in the establishment. For others, further information may well be accumulated, often from a variety of sources, over time.
* Designated staff must keep detailed, accurate, secure written records of concerns and referrals, which clearly reflect the wishes and feelings of the child.
* If concerns relate to more than one child from the same family at the establishment, a separate file for each child should be created and cross-referenced to the files of other family members. Common records, e.g. child protection conference notes, should be duplicated for each file.

* Child Protection records will be stored securely in a principal place separate from academic records. Individual files will be kept for each child; school will not keep family files. Original files will be kept for at least the period during which the child is attending the school, and beyond that in line with current data legislation.
* Access to these by staff other than the designated staff will be restricted, and a written record will be kept of who has had access to them and when.
* The Designated Safeguarding Lead should undertake appropriate refresher training, including PREVENT, every two years:
* Designated staff must understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments.
* Designated staff must have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
* Designated staff must ensure each member of staff and volunteer has access to and understands the school’s child protection policy and procedures, including new and part time staff
* Designated staff must be alert to the specific needs of children in need, those with special educational needs and young carers
* Designated staff must obtain access to resources and attend any relevant or refresher training courses
* Designated staff must encourage a culture of listening to children and taking account of their wishes and feelings, among all staff.

**2.3 Raising Awareness**

* The Designated Safeguarding Lead should ensure the school policies are known and used appropriately:

Ensure the school’s Child Protection Policy is reviewed annually and the procedures and implementation are updated and reviewed regularly, and work with the Trustees 

* Ensure the Child Protection Policy is on the school’s website, available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this.
* Link with the Local Authority and NSCB to make sure staff are aware of training opportunities and the latest local policies on safeguarding.

**2.4 Child Protection Records**

* Child protection files are held in a locked cabinet or stored securely on the server, with only the Designated Officer or Head Teacher having access. To help other staff to identify that there is a cause for concern with a child, an ORANGE sticker should be placed on the front of the pupil file. If a RED sticker is evident, this will indicate to staff that there is another file without them knowing what the content of the file is. The following information must be kept in the locked stand-alone file, whether paper or electronic:

• Chronology

• All completed child protection cause for concern forms

• Any child protection information received from the child’s previous educational establishment

• Records of discussions, telephone calls and meetings with colleagues and other agencies or services

• Professional consultations

• Letters sent and received relating to child protection matters

• Referral forms (sent to Children’s Social Care, other external agencies or education-based services)

• Minutes or notes of meetings, e.g. child protection conferences, core group meetings, etc, copied to the file of each child in the family, as appropriate

• Formal plans for or linked to the child, e.g. child protection plans, early help (previously known as CAFs), risk assessments, etc.

• A copy of the support plan for the young person.

* Each child protection file should contain a chronological summary of significant events and the actions and involvement of the school.

* Where children leave the school will ensure that the child protection file is transferred securely and separately from the main pupil file to the receiving school/educational establishment (where this is known), within 15 school days.  This is a legal requirement set out under regulation 9 (3) of ‘The Education (Pupil Information – England) Regulations 2005.   A copy of the chronology must be retained for audit purposes.

* There is no need to keep copies of the child protection file, apart from the chronology summary and in either of the following instances:
* Where a child transfers out of area, *(the original file should be retained by the school and a copy sent)*
* Where a vulnerable young person is moving to a Further Education establishment, consideration should be given to the pupil’s wishes and feelings on their child protection information being passed on, in order that the FE establishment can provide appropriate support**.** In cases where it is deemed appropriate to transfer child protection records to an FE education establishment***,*** the original file should be retained by the school and a copy sent.
* Where the destination school is not known, *(the original file should be retained by the school)*
* Where the child has not attended the nominated school *(the original file should be retained by the school)*
* There is any ongoing legal action *(the original file should be retained by the school and a copy sent)*

* Children’s records should be transferred in a secure manner, for example, by hand. When hand-delivering pupil records, a list of the names of those pupils whose records are being transferred and the name of the school they are being transferred to must be made and a signature obtained from the receiving school as proof of receipt.

* If a pupil moves from our school, child protection records will be forwarded onto the named designated child protection person at the new school, with due regard to their confidential nature. Good practice dictates that this should always be done with a face-to-face handover.

* If sending by post children records should be sent, “Special Delivery”. A note of the special delivery number should also be noted to enable the records to be tracked and traced, via Royal Mail.

* For audit purposes a note of all pupil records transferred or received should be kept in either paper or electronic format. This will include the child’s name, date of birth, where and to whom the records have been sent and the date sent and/or received. A copy of the child protection chronology sheet will also be retained for audit purposes.

* If a pupil is permanently excluded and moves to a Pupil Referral Unit, child protection records will be forwarded onto the relevant organisation in accordance with the ‘The Education (Pupil Information – England) Regulations 2005, following the above procedure for delivery of the records.

* If a parent chooses to electively home educate (EHE) their child, the child protection record must be forwarded to the local authority children’s services EHE team, following the above procedure for delivery of the records.

* When a Designated Safeguarding Lead/ member of staff 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, it is the responsibility of the Head Teacher to ensure that the new post holder is fully conversant with all procedures and case files.

* All Designated Safeguarding Leads receiving current (live) files or closed files must keep all contents enclosed and not remove any material.

* All receipts confirming file transfer must be kept in accordance with the recommended retention periods. For further information refer to the archiving section.

**2.4.1 Archiving**

Responsibility for the pupil record once the pupil leaves the school

The school which the pupil attended until statutory school leaving age (or the school where the pupil completed sixth form studies) is responsible for retaining the child protection record. The recommended retention periods are 35 years from closure when there has been a referral to Children’s Social Work Social Services.  If no referral has been made to Children’s Social Work Service the child protection record should be retained until the child’s 25th birthday. The decision of how and where to store these files must be made by the school via the governing body.  (NB. Due to sensitivity of the information, the records should continue to be held in a secure area with limited access e.g. Designated Lead or Head Teacher)

**2.4.2 Access to files**

* A pupil or their nominated representative in a state-maintained school has the legal right to see their file at any point.  This is their right of subject to Access under the Data Protection Act 1998. It is important to remember that all information should be accurately recorded, objective in nature and expressed in a professional manner.

**2.4.3 Children’s and parents’ access to child protection files**

* Under the Data Protection Act 1998, a pupil or their nominated representative in a state-maintained school has the legal right to request access to information relating to them.  This is known as a subject access request. Therefore, it is important to remember that all information should be accurately recorded, objective in nature and expressed in a professional manner.

* Any child who has a child protection file has a right to request access to it. In addition, the Education (Pupil Information) (England) Regulations 2005 give parents the right see their child’s school records.  However, neither the child nor the parent has an automatic right to see all the information held in child protection records. Information can be withheld if disclosure:
* could cause serious harm or is likely to cause serious harm to the physical or mental health or condition of the child or another person; or
* could reveal that the child or another person has been a subject of or may be at risk of child abuse, and the disclosure is not in the best interests of the child; or
* is likely to prejudice an on-going criminal investigation; or
* the information about the child also relates to another person who could be identified from it, or the information has been given by another person who could be identified as the source, unless the person has consented to the disclosure or the person providing the information is an employee of the establishment or the Local Authority.
* It is best practice to make reports available to the child or their parents unless the exceptions described above apply. If an application is made to see the whole record, advice should be sought from Nottingham Children’s Services.
* The establishment’s report to the child protection conference should be shared with the child, if old enough and parent at least two days before the conference.

Where information is withheld for the reasons listed above, a separate file may be opened and a RED sticker placed on the child’s original file indicating the same.

**2.4.3 Safe Destruction of the pupil record**

* Where records have been identified for destruction, they should be disposed of securely at the end of the academic year (or as soon as practical before that time).  Records which have been identified for destruction should be confidentially destroyed.  This is because they will either contain personal or sensitive information, which is subject to the requirements of the Data Protection Act 1998 or they will contain information which is confidential to school or the Local Education Authority.  Information should be shredded prior to disposal or confidential disposal can be arranged through private contractors.  For audit purposes the school should maintain a list of records which have been destroyed and who authorised their destruction.  This can be kept securely in either paper or an electronic format.

**3. Information sharing**

* When there is a concern that a child is at risk of significant harm, all information held by the establishment must be shared with Children’s Social Care, Police and health professionals.  Section 47 of the Children Act 1989 and sections 10 and 11 of the Children Act 2004 empower all agencies to share information in these circumstances.  If Designated Safeguarding Leads are in doubt, they should consult the Local Authority Safeguarding Team
* On occasions when safeguarding concerns exist for a child in the context of a family situation and siblings attend other educational establishments or the children are known to other agencies, it may be appropriate for the Designated Safeguarding staff to consult with, on a confidential basis, their counterpart from other establishments or other agencies to share and jointly consider concerns. If in any doubt about the appropriateness of this process, advice can be sought from the Nottingham City Children’s Services.
* However, consent is not always a condition for sharing and sometimes we do not inform the child or family that their information will be shared, if doing so would:
* place a person (the child, family or another person) at risk of significant harm, if a child, or serious harm, if an adult; or
* prejudice the prevention, detection or prosecution of a crime; or
* lead to unjustified delay in making enquiries about allegations of significant harm to a child or serious harm to an adult.

* Consent should not be sought if the establishment is required to share information through a statutory duty, e.g., section 47 of the Children Act 1989 as discussed above, or court order.

**4. General Data Protection Regulations (2018) – GDPR**

* Whilst St Joseph’s School and Nursery acknowledge the need to comply with the new General Data Protection Regulations (2018), it will not allow the legislation to stand in the way of safeguarding children nor the preservation of records of information about allegations.

**5. The Governing Body/Trustees (inc Policy Monitoring and Oversight of Safeguarding)**

* The Nominated Safeguarding Trustee for child protection at the school is Mr Austin Kelly

He is responsible for liaising with the Head Teacher / Designated Staff over all matters regarding child protection issues. The role is strategic rather than operational – he will not be involved in concerns about individual pupils.

* Safeguarding is an agenda item at all Trustee meetings and the Head Teacher reports on safeguarding in his written report, circulated to Trustees half termly and verbally for advice/updates e safety/when necessary

* The nominated Safeguarding Trustee will support the Designated Safeguarding Lead in their role from the perspective of ensuring the allocation of funding and resource is sufficient to meet the current safeguarding and child protection activity.

* The Designated Safeguarding Lead must ensure that the annual review child protection monitoring submission is completed and returned in a timely manner to the local authority/NSCB. The return must be signed by the Chair of Trustees to confirm that it is an accurate reflection of the safeguarding arrangements of the school.

* The Chair is nominated to liaise with the Local Authority and/or partner agencies on issues of child protection and in the event of allegations of abuse made against the head teacher,

* In the event of allegations of abuse being made against the Head Teacher allegations should be reported to the Chair of the Trustees without the Head being informed. Allegations should be reported directly to the Local Authority Designated Officer (LADO) **within one working day** and to Ofsted within 14 days

* Trustees should be provided with a report at the end of the academic year, outlining the number of cases dealt with and other statistics which do not identify individual children.

* Trustees conduct a review of the safeguarding policy on an annual basis including an update and review of the effectiveness of procedures and their implementation

###### Summary of in-school procedures to follow where there are concerns about a child

I have concerns about a child’s welfare

Discuss the situation with the child protection teacher.

I still have concerns

**The Designated Safeguarding Lead in School is**

**Mr A E Crawshaw**

**0115 9418356**

**The Designated Safeguarding Lead for the Nursery is**

**Miss Gemma Rhodes (Nursery Manager)**

**Mrs S Leverington will be the Deputy Designated Lead in the School and Nursery**

The child protection teacher and/or you will refer the case to Social Care within **one working day**.

Concerns about children at risk/in need should be referred directly to social care

Children and Families Direct (City)

0115 8764800

Early Years Ofsted 0300 1231231 (254641)

MASH

0300 500 8090

Emergency Duty Team (County)

0300 456 4546

**Please Note: ANYONE can make a referral**

In Nottingham City, the LADO role is undertaken by the following people:

|  |  |  |
| --- | --- | --- |
| Name | Role | Contact Details |
| Claire Maclean | Schools and Education Safeguarding Co-ordinator | [Clare.maclean@nottinghamcity.gov.uk](mailto:Clare.maclean@nottinghamcity.gov.uk) 0115 8764749 |
| Kathryn Bouchlagem | 0-19 Safeguarding  Co-ordinator | [Kathryn.bouchlagem@nottinghamcity.gov.uk](mailto:Kathryn.bouchlagem@nottinghamcity.gov.uk)  0115 8764749 |
| Caroline Hose | LADO | [Caroline.hose@nottinghamcity.gov.uk](mailto:Caroline.hose@nottinghamcity.gov.uk)  0115 8764762 |
| LADO referral forms |  | [lado@nottinghamcity.gov.uk](mailto:lado@nottinghamcity.gov.uk) |
| If no contact with any of the contacts above | Nottingham City Safeguarding Children Partnership | 0115 8764762 |

6. Working with parents and other agencies to protect children

* Parents/carers should be aware that our school will take any reasonable action to safeguard the welfare of its pupils. In cases where the school has reason to be concerned that a child maybe suffering significant harm, ill treatment or neglect or other forms of harm staff have no alternative but to follow the NSCB procedures and contact Children’s Social Work Service Duty and Advice team to discuss their concerns.
* In general, we will discuss 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. However, there may be occasions when school will contact another agency before informing parents / carers, if the school decides that contacting them may increase the risk of significant harm to the child.
* Vehicles for informing parents/carers about our child protection policy are: School prospectus, website, newsletter

6.1 Multi-agency work

* We work in partnership with other agencies in the best interests of the children. Therefore, school will, where necessary, liaise with the school nurse and doctor, and make referrals to Children’s Social Work Service. Referrals should be made, by the Safeguarding Designated Staff. Where a child already has a child protection social worker, the school will immediately contact the social worker involved, or in their absence the team manager of the child protection social worker.
* We will co-operate with Children’s Social Work Service where they are conducting child protection enquiries. Furthermore, school will ensure representation at appropriate inter-agency meetings such as Initial and Review Child Protection Conferences, and Planning and Core Group meetings, as well as Family Support Meetings.
* We will provide reports as required for these meetings. If 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 child in school is subject to an inter-agency child protection plan or a Multi-agency Safeguarding Hub Conference (MASH) meeting, school will contribute to the preparation implementation and review of the plan as appropriate.

7. Our role in the prevention of abuse

We will identify and provide opportunities for children to develop skills, concepts, attitudes and knowledge to promote their safety and well-being

7.1 The Curriculum

* Relevant issues will be addressed through the PSHCE curriculum. For example, self-esteem, emotional literacy, assertiveness, power, sex and relationship education, e-safety, Child Sexual Exploitation (CSE), Female Genital Mutilation (FGM), preventing radicalisation and anti- bullying (where appropriate). Children will also be taught to keep themselves safe including ‘on line’.
* Relevant issues will be addressed through other areas of the curriculum. For example, circle time, English, History, Drama, PSCHE, Art.

7.2 Other areas of work

* All our policies which address issues of power and potential harm, e.g. Anti- Bullying, Equal Opportunities, Handling, Positive Behaviour, will be linked, to ensure a whole school approach.
* Our Child Protection Policy cannot be separated from the general ethos of the school, which should ensure that children are treated with respect and dignity, feel safe, and are listened to.

7.3 Mobile Phones

* The School accepts that staff will bring their mobile phones/cameras to work. As a general rule, all staff including those in upper school and the EYFS are not permitted to make or receive calls/texts during work time as this inevitably impacts on their role and responsibility and may compromise the safety of the child/ren whilst leaving them (staff) open to allegations of abuse.
* Best practice is that phones should be kept in the staffroom and not used by staff in the EY setting.
* Staff should ensure that mobile phones are switched off or on silent at all times whilst working. In the event that a member of staff has a particular reason for having their mobile switched on for a specified period of time, he/she must request permission from their Senior Leader or the Head Teacher to have their phone on during working hours.
* Staff are not permitted to use recording equipment on their mobile phones to take photographs or videos of children, nor use cameras, including those in the EYFS setting. There are digital cameras available within school for recording purposes. Staff will be trusted not to misuse mobile phones during teaching and learning time.
* It is permitted to use mobile phones during non-contact time in the staff room. If it is necessary to make/receive calls during the playtime or lunchtime break, staff need to be respectful of other staff who may be using the staff room at the time.

8. Our role in supporting children

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

* An individual support plan will be devised, implemented and reviewed regularly for these children. This plan will detail areas of support, who will be involved, and the child’s wishes and feelings. A written outline of the individual support plan will be kept in the child’s child protection record.

* Where children and young people have exhibited sexually inappropriate/harmful behaviour and/or exhibited sexually inappropriate/harmful behaviour towards others, a checklist must be completed and contact made with Children’s Social Work Service if appropriate

* A child going missing from education is a potential indicator of abuse or neglect. School staff members must follow the Nottingham City Children’s Services LA procedure  *“Identifying, engaging and locating children missing education - Handbook of procedures”*

* Children who are absent, abscond or go missing during the school day are vulnerable and at potential risk of abuse or neglect. School staff members should follow the school’s procedures for dealing with children who are absent/ go missing, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future.

* Where child sexual exploitation, or the risk of it, is suspected, frontline practitioners should complete a cause for concern form and pass onto the designated member of staff for child protection.

* We will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.

* 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 the school works in partnership with parents / carers and other agencies as appropriate. This includes facilitating return to home interviews as requested.

**8.1 Children with additional needs**

St Joseph’s School and Nursery School recognises that while all children have a right to be safe, some children *may* be more vulnerable to abuse e.g. those with a disability or special educational need, those living with domestic violence or drug/alcohol abusing parents, etc. 

When the school is considering excluding, fixed term or permanently, a vulnerable pupil and/or a pupil who is either subject to a S47 Child Protection plan or there is an existing child protection file, we will call a multi-agency risk-assessment meeting prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision to exclude, the risk assessment *must* be completed prior to convening a meeting of the Governing body.

**8.2 Children in Specific Circumstances**

This school follows the online multi-agency procedures and will, where necessary, have due regard to the government guidance on the issues listed below via the GOV.UK website: for children in specific circumstances as outlined below.

• KCSiE (September 2023)

•child sexual exploitation (CSE)  

• bullying including cyberbullying

• domestic violence

• drugs

• 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

• preventing radicalisation

• sexting

• teenage relationship abuse

• trafficking

**8.3 Radicalisation**

Radicalisation is defined as the process by which people come to support terrorism and violent extremism and, in some cases, to then participate in terrorist groups. The process of radicalisation is different for every individual and is a process, not a one-off event; it can take place over an extended period or within a very short time frame. It is important that staff are able to recognise possible signs and indicators of radicalisation.

Children and young people may be vulnerable to exposure or involvement with groups or individuals who advocate violence as a means to a political or ideological end. From more than 4,000 referrals to the Channel process (A multi-agency safeguarding programme to identify and support people at risk of radicalisation) more than half of the concerns raised are about children.

Children and young people can be drawn into violence or they can be exposed to the messages of extremist groups by many means. These can include family members or friends, direct contact with members groups and organisations or, increasingly, through the internet, including through social media sites. This can put children and young people at risk of being drawn into criminal activity and has the potential to cause significant harm.

Examples of extremist causes that have used violence to achieve their ends include animal rights, the far right (UK) and international terrorist organisations such as Al Qaeda and the Islamic State.

Potential indicators identified include:

* Use of inappropriate language
* Possession of violent extremist literature
* Changes in behaviour, language, clothing or appearance
* The expression of extremist views
* Advocating violent actions and means
* Association with known extremists
* Seeking to recruit others to an extremist ideology

**PREVENT** is part of the UK’s counter terrorism strategy, it focusses on supporting and protecting vulnerable individuals who may be at risk of being exploited by radicalisers and subsequently drawn into terrorist related activity. PREVENT is not about race, religion or ethnicity, the programme is to prevent the exploitation of susceptible people.

The latest government guidance (specifically paragraphs 57-76 which relate to schools and childcare) on the duty (April 2021) can be found on the following website:

<https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>

**Responding to concerns**

If staff are concerned about a change in the behaviour of an individual or see something that concerns them (**this could be a colleague too**) they should seek advice appropriately with the Designated Safeguarding Lead who should contact the Education & Early Years Child Protection Team or the Local Authority Prevent Lead.

PREVENT does not require staff to do anything in addition to their normal duties, what is important is that if staff are concerned that someone is being exploited in this way they have the confidence to raise these concerns. The Education & Early Years Child Protection Team and the PREVENT lead can advise and identify local referral pathways.

Effective early help relies on all staff to be vigilant and aware of the nature of the risk for children and young people, and what support may be available.

**Low Level Concerns**

There is a separate Low Level Concerns policy based on concerns that do not meet the harm threshold in part 4 of Keeping Children Safe in Education (2023).

This applies to all concerns (including allegations) about members of staff, including supply teachers, volunteers and contractors, which do not meet the harm threshold set out in our main child protection policy.

Concerns may arise through, for example:

* Suspicion
* Complaint
* Disclosure made by a child, parent or other adult within or outside the school
* Pre-employment vetting checks

We recognise the importance of responding to and dealing with any concerns in a timely manner to safeguard the welfare of children and will do according to the terms and procedures therein.

**Contact information**

**If you have any questions about Prevent you can email**[prevent@nottinghamshire.pnn.police.uk](mailto:prevent@nottinghamshire.pnn.police.uk)

**9. A Safer School Culture**

**Trustees have agreed and ratified the following policies which must be read in conjunction with this policy.**

**9.1 Whistle Blowing/Confidential Reporting**

St Joseph’s School and Nursery Whistle Blowing/Confidential Reporting Policies provide guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken, when staff have concerns about any adults’ behaviour.

Contact details for the NSPCC helpline can be found online and on page 15 of KCSIE SEPT 2023.

**Opportunities to teach safeguarding**

The Trustees will ensure that children are taught about safeguarding, including online safety as part of providing a broad and balanced curriculum.

This may include covering relevant issues through Relationships Education and

Relationships and Sex Education (formerly known as Sex and Relationship Education), and/or through Personal, Social, Health and Economic (PSHE) education (mandatory from September 2020).

The Trustees will also ensure that appropriate filters and monitoring systems are in place, whilst being careful that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regard to online teaching and safeguarding.

**9.2 Safer Recruitment, Selection and Pre-employment Vetting**

* In separate policies called ‘Interaction with Children’ and ‘Safer Recruitment’ the school pays full regard and commitment to following the safer recruitment, selection and pre-employment vetting procedures as outlined part three of Keeping Children Safe in Education (September 2023). And WT (August 2018).

* The school will maintain a single central record which demonstrates the relevant vetting checks required including: a barred list check, DBS check at the correct level, identity, qualifications, prohibition order and right to work in the UK.

* All recruitment materials will include reference to the school’s commitment to safeguarding and promoting the wellbeing of pupils.

* The school will ensure that all recruitment panels include at least one person that has undertaken safer recruitment training as recommended by the Local Authority

* The school will ensure that where relevant, individuals are not disqualified under the Childcare (Disqualification) Regulations 2009.

* The school will ensure that appropriate DBS risk assessments will be undertaken as required. Advice and support for carrying out risk assessments can be accessed through the schools HR Advisor/Provider/Contact.

**9.3 Procedures in the event of an allegation against a member of staff or person in school**

These procedures must be followed in any case in which it is alleged that a member of staff, Trustee, visiting professional or volunteer has:-

1. behaved in a way that has harmed a child or may have harmed a child
2. possibly committed a criminal offence against or related to a child
3. behaved in a way that indicates s/he is unsuitable to work with children.

Inappropriate behaviour by staff/volunteers could take the following forms:

* Physical includes, for example, intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.
* Emotional includes, for example, intimidation, belittling, scapegoating, sarcasm, lack of respect for children’s rights, and attitudes which discriminate on the grounds of race, gender, disability or sexuality.
* Sexual includes, for example, sexualised behaviour towards pupils, sexual harassment, sexual assault and rape.

* Neglect: may include failing to act to protect a child or children, failing to seek medical attention or failure to carry out appropriate/proper risk assessment etc.

A safeguarding complaint that meets the above criteria must be reported to the Head Teacher immediately (or the Chair of Trustees in his absence). The Head Teacher should carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The school **will not** carry out the investigation itself or interview pupils. As part of this initial consideration, the Head Teacher should consult with the Chair of Trustees and contact the LADO **immediately** (Caroline Hose) who will then **within one working day** to discuss any allegation, consider the nature, content and context of the allegation and agree a course of action including any involvement of the police. Discussions should be recorded in writing, and any communication with both the individual and the parents of the child/children agreed. The school will consider carefully whether the circumstances of the case warrant suspension or whether alternative arrangements should be put in place. The school will also give due weight to the views of the LADO, KCSIE and WT (2018) when making a decision about suspension.

Because of restrictions on the reporting or publishing of allegations against teachers the schools will make every effort to maintain confidentiality and guard against unwanted publicity. These restrictions apply up to the point where the accused person is charged with an offence, or the DfE/Teaching Regulation Agency (TRA) publish information about an investigation or decision in a disciplinary case.

 report to DBS as soon as possible and at least within one month after the resignation or removal of any person (whether employed, contracted, a volunteer or student) who harmed or poses a risk of harm, to a child or has committed a relevant offence and has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left.

 where a dismissal does not reach the threshold for DBS referral the school should consider whether a referral should be made to the Teaching Regulation Agency (TRA). This applies where a teacher has been dismissed (or would have been dismissed had he /she not resigned) and before March 2015 a prohibition order may be appropriate. Circumstances might include “unacceptable professional conduct””, conduct that might bring the profession into disrepute” or a “conviction, at any time, for a relevant offence”

In the case of EYFS complaints, allegations or concerns Ofsted must also be contacted **within 14 days**.

‘Complaints against staff’ is a separate policy

**If the complaint involves the Head Teacher, then the Chair of Trustees (Mr Austin Kelly) must be informed as soon as possible without his or her knowledge. Direct contact details for Mr Kelly can be obtained in confidence from any member of the admin team.**

A multi-agency strategy meeting may be arranged to look at the complaint in its widest context, the Head Teacher /a senior member of school staff / Chair of Trustees (where appropriate) must attend this meeting, which will be arranged by the LADO. All issues must be recorded and the outcome reached must be noted to ensure closure.

**9.4 Training and Support**

**All staff members should be aware of systems within our school which support safeguarding and these will be explained to them as part of our staff induction. This includes: the school’s child protection policy; the school’s safer working practice document, the designated safeguarding lead and their cover or nominated deputy. Particular reference during staff induction will also be made to the government publication ‘KCSIE (Latest – September 2023)’, our Staff Code of Conduct and the school’s e-safety policy. All staff are expected to read the documents and sign that they have understood them.**

We recognise the stressful and traumatic nature of child protection work. Support is available for any member of staff from the Head Teacher - Mr A E Crawshaw. Children’s Services Education and Early Years Safeguarding team are also available for advice and support 

* All staff are required to read and understand KCSIE (2023) part 1 and Annexe A and to sign the record sheet confirming the same.

* Designated Safeguarding Staff must have attended the 3-day Children’s Services Education child protection training course (or equivalent), and the Nottingham SCB multi-agency 1-day course *Level 2Working Together*. They will attend refresher training at least every two years. This will include local inter-agency working protocols and training in the LSCB’s approach to Prevent duties).

* The school will ensure all staff including temporary and volunteers receive induction and updated INSET appropriate to their roles and responsibilities, especially staff new to the school. All staff will access refresher training at least every 2 years. Access to training can be via the Children’s Services Education and Early Years Safeguarding Team. Induction content includes KCSIE SEPT 2023, KCSIE Annex A 2023, online safety and Pupil Behaviour Policy.

* The Head Teacher will attend appropriate safeguarding training at least every three years.

* Staff receive training in online safety, PREVENT and managing a report of child sexual violence.

* Trustees, including the nominated Trustee will attend specific training on their role, updated at least every three years.

* Training completed will be recorded by the school; a printout of the school’s training history can be obtained from the Children’s Services Education and Early Years Safeguarding team.

**9.5 Professional Confidentiality**

Confidentiality is an issue which needs to be understood by all those working with children, particularly in the context of Safeguarding. St Joseph’s School and Nursery recognises that the only purpose of confidentiality in this respect is to benefit the child.

|  |  |  |  |
| --- | --- | --- | --- |
| **Policy Review date** | **Date Ratified by Trustees** | **Date Shared with staff** | **Next Policy review date** |
| September 2023 | September 2023 | September 2023 | September 2024 |