



Brookhurst Primary School

Child Protection Key Principles 2019-20

updated Feb 2021

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Approved : Chair of Full Governing
Body

Staff Name	Last Open	Signature Date
Ms A Stanton	26-11-2019	03-09-2020
Mrs L Wythe	09-07-2020	08-02-2021
Chair of Full Governing Body	22-01-2020	03-09-2020
Emma Hugill	22-05-2020	29-10-2020
Richard Cargill	09-03-2020	21-09-2020
Stephanie Beamish	01-07-2021	01-07-2021
Jonathan Turton	17-03-2021	17-03-2021
Robert Nash	Not Yet	Not Yet
Mr M Hughes	22-01-2020	22-01-2020
Mrs S Uddin	18-03-2020	12-10-2020
Mrs K Whipp	Not Yet	Not Yet
James Fullbrook	22-01-2020	23-09-2020
Lauren Brough	20-09-2020	20-09-2020
Lucy Hartwright	23-01-2020	03-09-2020
Georgia Morris	04-02-2021	04-02-2021
Anna Archer	03-07-2020	28-04-2021
Becky Gunthorpe	Not Yet	Not Yet
Gill Howell	Not Yet	Not Yet
Alex Oldham	08-07-2020	18-09-2020
Claire Honey	27-09-2020	27-09-2020
Charlotte Lidgard	17-09-2020	17-09-2020
Verity Maclean	Not Yet	Not Yet
Olivia Whatcott	Not Yet	Not Yet
Amy Sexton	Not Yet	Not Yet
Mrs E Moon	13-04-2021	13-04-2021
Mrs C Clarke	Not Yet	Not Yet
Mrs T Henderson	27-04-2020	20-02-2021
Ms F Hughes	Not Yet	Not Yet
Mrs R Jones	27-01-2020	05-10-2020
Mrs G Lindsay	22-01-2020	11-12-2020
Mrs T Taylor	03-09-2020	03-09-2020
Mrs K Waterfield	30-03-2020	30-03-2020
Mrs J Weston	08-07-2020	08-07-2020
Gina Reynolds	Not Yet	Not Yet
Chrissy Wales	Not Yet	Not Yet
Stella Newman	09-05-2020	03-09-2020
Sioban Mulherin	04-01-2021	04-01-2021
Cathryn Clarke	Not Yet	Not Yet
Sofia Gryparis	Not Yet	Not Yet
Teresa Henderson	Not Yet	Not Yet
Christine Wales	Not Yet	Not Yet

Siobhan Mulherin	Not Yet	Not Yet
Elisabeth Ingham	Not Yet	Not Yet
Julie Byrne	Not Yet	Not Yet
Billy Jarvis	Not Yet	Not Yet
Rachel Chowanietz	Not Yet	Not Yet

Child Protection and safeguarding policy - executive summary of key principles for staff and parents

Brookhurst Primary School



A Place to think and Grow

Policy Written by Mark Hughes, February 2021

Policy to Governors for information

Policy to be reviewed - Autumn 2021

Child protection and safeguarding policy – executive summary of key principles for staff and parents

Date of publication: FEBRUARY 2021
AUTUMN TERM 2021

Review date:

Key principles

1. The policy is consistent with statutory guidance **Working Together to Safeguard Children (DfE 2018)** and **Keeping Children Safe in Education (DfE 2020)**; and local inter-agency safeguarding procedures issued by the local multi-agency safeguarding partnership Warwickshire Safeguarding (WS) - <https://www.safeguardingwarwickshire.co.uk/safeguarding-children/i-work-with-children-and-young-people/interagency-safeguarding-procedures>. (Please note that this policy remains in force during the ongoing COVID-19 pandemic).
2. All staff and volunteers must read Part One of **Keeping Children Safe in Education 2020**. All SLT members and staff who work directly with children (e.g. teachers, teaching assistants, lunchtime supervisors, pastoral support staff) must also read Part Five and Annex A.
3. All staff and volunteers must read the full safeguarding and child protection policy and the Staff Behaviour policy (code of conduct) before starting work with children. This document serves only as a brief reference point for staff, parents, governors and other stake holders.
4. The Designated Safeguarding Lead (DSL) is **ANGELA STANTON** (Head Teacher)
The deputy DSLs are **MARK HUGHES** (Deputy Head Teacher), **GEORGIA MORRIS** (SENCO), **TRACEY TAYLOR** (TA3) and **FIONA MILLER** (After school manager)
5. The DSL will ensure that all staff and volunteers receive a robust induction into the school's safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies including the Behaviour Policy and responses to children who go missing from education before starting work with children.
6. All governors, school leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding in order to safeguard and promote the welfare of children effectively.
7. All staff and volunteers must have a full and active understanding of sections 26-30 of the full safeguarding and child protection policy - concerning child protection procedures, definitions, impact, indicators of abuse and referrals - in order to safeguard children at school effectively.
8. The school is committed to offering early help to those children who need it. Staff are trained to be vigilant and to record and report all concerns and issues that indicate a child may require early help or that there may be a safeguarding issue to the DSL without delay.
9. The DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, provide pastoral care and support,

offer early help or make appropriate referrals. The DSL will record actions and decisions taken and referrals that are made. If early help is appropriate the DSL will keep the case under constant review.

10. Staff recognise that some children are particularly vulnerable and therefore more likely to require early help or safeguarding. Those children include children with special educational needs and disabilities; those who are looked after by a Local Authority, were previously looked after or have a social worker; those living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; children showing signs of engaging in anti-social or criminal behaviour; children experiencing mental health difficulties; and children exposed to serious violence.
11. The school recognises that children who run away, go missing and/or are absent from school are potentially vulnerable to abuse, exploitation, offending and placing themselves in situations where they may suffer physical harm.
12. The school will therefore work actively in partnership with parents/carers and other agencies to understand and improve poor school attendance and address issues of children running away and going missing from home.
13. The school has a duty to teach children about safeguarding and how to understand and recognise risk (online and offline) and the support available to them; as part of a 'broad and balanced curriculum.'
14. The school's **WHISTLEBLOWING** policy enables staff to raise concerns or allegations, initially in confidence, and for a sensitive enquiry to take place.
15. Staff are expected to report all concerns about poor practice or possible child abuse by colleagues to the headteacher. Concerns or complaints about the headteacher should be reported to the chair of governors. Staff can also contact the Designated Officer in the Local Authority (LADO), who is responsible for the co-ordination of responses to allegations against people who work with children. For staff who do not feel able to raise concerns internally, relevant contact details for the LADO and also the NSPCC whistleblowing helpline 0800 028 0285 are displayed in the staff room.
16. All staff including the headteacher, volunteers and governors will receive appropriate and regularly updated safeguarding and child protection training and at least annual updates to provide them with the requisite skills and knowledge to safeguard children.
17. The DSL will attend bespoke training for newly appointed DSLs and refresher training every two years. The DSL will also update their knowledge and skills at least annually to keep up with any developments relevant to their role.
18. The school seeks to ensure that only 'safe' staff and 'safe' volunteers are recruited to work with children at the school by following the statutory guidance and WS and the school's *Safer Recruitment* policies by embedding safeguarding in recruitment and induction processes and the ongoing management of staff and volunteers.
19. Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will discuss day-to-day concerns about pupils with colleagues, they should report all child

protection and safeguarding concerns to the DSL or headteacher or - in the case of concerns about the headteacher - to the chair of governors. However, any member of staff can contact and/or make a referral to Children's Social Care if they believe that is the only effective way to safeguard a child.

20. All staff and volunteers must be mindful of specific requirements in relation to the use of technology including online behaviour and the taking and storing of images of children
21. The DSL is responsible for ensuring that all staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in paragraphs 27-38 and Annex A of *Keeping Children Safe in Education 2020*. The DSL will make a judgement about which staff are required to read and understand Annex A. In particular, staff need to understand issues and risks in relation to radicalisation, extremism and the promotion of fundamental British values; child sexual and criminal exploitation; peer on peer abuse and children who display sexually harmful or inappropriate behaviour including sexting; contextual safeguarding; and so-called honour based violence including female genital mutilation and forced marriage.
22. Additional support is available from the **MASH Education Lead on 01926 418608** or at MASHeducationlead@warwickshire.gov.uk.