



St. John's Primary School



Child Protection Policy

"You should be protected from things that could harm you."

Article 36 United Nations Rights of the Child

*Thinking
Learning
Caring*

Aims:

At St Johns School we aim to ensure that all members of staff are clear about the actions required regarding child protection issues.

This policy has been produced to ensure:

- Appropriate action is taken in a timely manner to safeguard and promote children's welfare
- All staff are aware of their statutory responsibilities with respect to safeguarding
- Staff are properly trained in recognising and reporting safeguarding issues
- Staff lay down the correct procedures for those who encounter an issue of child protection
- Effective communication between all staff when dealing with child protection issues.

Equality statement:

Some children have an increased risk of abuse, and additional barriers can exist for some children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise children's diverse circumstances. We ensure that all children have the same protection, regardless of any barriers they may face.

We give special consideration to children who:

- Have special educational needs (SEN) or disabilities or health conditions (see section 11)
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence
- Are at risk of FGM, sexual exploitation, forced marriage, or radicalisation
- Are asylum seekers
- Are at risk due to either their own or a family member's mental health needs
- Are looked after or previously looked after
- Are missing from education
- Whose parent/carer has expressed an intention to remove them from school to be home educated
- Have serious or life-threatening medical conditions.

Roles and responsibilities

Child protection is everyone's responsibility. This policy applies to all staff, volunteers and visitors in the school. Our policy and procedures also apply to extended school and off-site activities.

All staff will read and understand part 1 of the Department for Education's statutory safeguarding guidance, Keeping Children Safe in Education, and review this guidance at least annually. All staff will sign a declaration or accept the document as read on MyConcern, at the beginning of each academic year to say that they have reviewed the guidance.

All staff will be aware of:

- Our systems which support safeguarding, including this child protection policy, the safeguarding policy, the encouraging positive behaviour policy, and the safeguarding response to children who go missing from education
- The early help process and their role in it, including identifying emerging problems, liaising with the DSL, and sharing information with other professionals to support early identification and assessment
- What to do if they identify a safeguarding issue or a child tells them they are being abused or neglected, including specific issues such as FGM, and how to maintain an appropriate level of confidentiality while liaising with relevant professionals
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), FGM and radicalisation
- All staff are aware of the digital Monitoring systems that are used in school to keep children safe online.



The designated safeguarding lead (DSL)

There are two DSL's- Stuart Pallant- Deputy Headteacher and Jamie Hazley Headteacher. There is one Deputy DSL- Heather Paul – Phase leader. All DSL's are members of SLT.

The DSL will be given the time, funding, training, resources and support to:

- Provide advice and support to other staff on child welfare and child protection matters
- Take part in strategy discussions and inter-agency meetings and/or support other staff to do so
- Contribute to the assessment of children
- Refer suspected cases, as appropriate, to the relevant body (local authority children's social care, Channel programme, Disclosure and Barring Service, and/or police), and support staff who make such referrals directly

The Headteacher and Deputy Headteacher

The Headteacher / Deputy is responsible for the implementation of this policy, including:

- Ensuring that staff (including temporary staff) and volunteers are informed of our systems which support safeguarding, including this policy, as part of their induction and note confirmation on MyConcern that it has been read
- Communicating this policy to parents when their child joins the school and via the school website
- Ensuring that the DSL has appropriate time, funding, training and resources, and that there is always adequate cover if the DSL is absent
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly
- The Headteacher acting as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate. *In the event of an allegation being made against the Headteacher to schools Senior Advisor Tracey Moore will act as Case manager.*
- Ensuring the relevant staffing ratios are met, where applicable

Procedures:

Procedure to follow if a child makes an allegation or you have safeguarding concerns:

1. An allegation by a child or young person that they have been sexually, physically, emotionally abused or neglected must be **listened to, taken seriously**. On no account should suggestions be made to children as to alternative explanations for their worries (Remember Tell, Explain, Describe TED).
2. Members of staff should make it clear to children or young people who approach them asking for complete confidentiality that members of staff would be bound to pass on the information. This is however on a need-to-know basis and should be kept as confidential as possible.
3. The adult should reassure the child that they have done the right thing by disclosing.
4. The adult should the concern onto MyConcern, try to do this as soon as possible, if necessary, cover will be found for your class.
5. The adult should speak to a DSL or Deputy DSL after the MyConcern has been logged.
6. The DSL or Deputy DSL will decide whether to refer to the Children and Families Hub see link below, education Mash can be contacted on 449217 or 07797757394.

Children and Families Hub Enquiry/MASH referral

Parental consent must be sought prior to the enquiry being made, unless seeking consent would place the child at risk of further harm. If parents do not consent, but your view is that the child has suffered harm, or in your professional opinion remains at risk of suffering significant harm, the MASH Enquiry must still be made in absence of 'parental agreement' and the parent made aware.



If the child already has an allocated Social Worker, school should speak to their Social Worker and make them aware of your concerns and record these. The MASH Decision-maker will acknowledge all enquiries within 24 hours and inform the referrer of what action will be taken.

Where the child has suffered or likely to suffer significant harm, the Children's Initial Response Team (CIRT) will convene a strategy meeting and invite representatives from relevant agencies; education being a key agency for any school-age child. The strategy meeting will discuss and analyse information available and agree a plan for managing risk and identify further assessment. This process not only considers the child concerned, but any siblings or other children who may also be at risk from harm given any additional disclosures and information available

In emergency, high-risk situations the enquiry will be rated as 'Red' and Children and Families Hub will refer to the CIRT and the Police for a joint investigation. This involves interviewing the child as soon as possible and sometimes includes 'Achieving Best Evidence' (ABE). This is a process to interview children using appropriate recording facilities dependent upon the child's age and capabilities. ABE can be used to support the child's disclosure and used in evidence where prosecution is likely.

In emergency situations where the child remains at risk of harm if left with or returned to their family/carer, a Social Worker is allocated and is responsible for arranging for the child to be moved to a place of safety; this can include relatives, foster care, Robin Ward at Jersey General Hospital.

Children and Families Hub enquiry forms are completed online using the request advise form:

[Children and Families Hub Enquiry Form](#)

Attendance at Case Conferences and Core Group meetings

The Designated Safeguarding Lead will liaise with the MAST (Multi-Agency Support Teams) and/or relevant staff to ensure that all relevant information held by the School is provided to Children's Services during the course of any child protection investigation.

The Designated Safeguarding Lead will ensure that St John School is represented at Child Protection Case Conferences and Core Group Meetings:

- The DSL will always attend Case Conferences and Core Group meetings
- If they are unable to attend, the Designated Safeguarding Lead will ensure that a report is made available to the conference or meeting
- Those attending Child Protection Conferences or Core Group Meetings should have received training in this area.

Parental responsibility (PR) disputes

Parental Responsibility describes the overarching rights and responsibilities for a child. You don't have to have PR to make everyday decisions but does give rights over important issues such as which school a child attends, medical treatment, and who has sight of personal information about a child.

It is important to establish who has parental responsibility (PR) for each child at the outset, as only those with PR will have the right to access personal information regarding that child. Therefore, establishing PR early on will avoid difficulties later. PR can usually be established by looking at the birth certificate.

A mother always has PR (unless it has been removed by a court). In the UK, Europe and most other countries, a father has PR if he is named on the birth certificate. If the child was born in Jersey however this may differ:

If your child was born on or after 2 December 2016:

If the unmarried father is registered as the child's father at the time of the child's birth (named on the birth certificate), the father will automatically have parental responsibility for his child.

If the unmarried father is not registered as the child's father at the time of the child's birth, the father will only have parental responsibility for his child by:

- Applying to the court for an order stating that he has parental responsibility for his child
- Entering into a parental responsibility agreement with the child's mother



- Requesting that the registrar of the parish in which the child was born, re-registers the child's birth and enters the father's name. This option will involve the cooperation of the child's mother in making the request to the registrar

If your child was born before 2 December 2016:

For births registered before 2 December 2016, an unmarried father will not have automatically parental responsibility for his child. In order to acquire parental responsibility, an unmarried father must enter into a parental responsibility agreement with the child's mother or apply to the court for a parental responsibility order.

Getting parental responsibility if your child was born and registered before 2 December 2016:

Parents will need to register a Parental Responsibility Agreement. This a legal document in which a child's mother and father agree that the father will have parental responsibility in addition to the mother.

It must be drawn up and signed on a special Parental Responsibility Agreement Form, which can be obtained from the Judicial Greffe or downloaded and printed below.

Before entering into an agreement it is recommended to seek legal advice about what it will mean for both of the child's parents.

Unmarried fathers may also apply for a Court Order to be granted parental responsibility.

<https://www.gov.je/LifeEvents/StartingFamily/AfterBirth/pages/parentalresponsibilityforunmarriedfathers.aspx>

Schools should not accept what one parent says about PR without documentary evidence. If a parent registers a child for school and does not disclose details of the other parent, the school should ask for the birth certificate to confirm. If a parent states that the other parent is deceased or not contactable, they should put this in writing to the school.

Safeguarding Vulnerable Children

Children with SEN

Research has shown that disabled children are more vulnerable to abuse than non- disabled children and safeguarding children's welfare is everybody's responsibility. Therefore, awareness amongst professionals about safeguarding disabled children and what constitutes best practice, is essential:

- They may have speech, language and communication needs which may make it difficult for them to tell adults what is happening
- Many disabled children are at an increased likelihood of being socially isolated with fewer outside contacts than non-disabled children
- They often do not have access to someone they can trust to disclose that they have been abused
- They are especially vulnerable to bullying and intimidation
- Their dependency on parents and carers for practical assistance in daily living, including intimate personal care, increases their risk of exposure to abusive behaviour
- They have an impaired capacity to resist or avoid abuse.

Assessments for some children with special educational needs may require a Record of Need (RoN) to ensure they receive the additional support and resources to meet their educational needs. Where children have physical and/or medical needs, other individual assessments will be completed by paediatricians, nurses, and therapists and a Care Plan will be implemented.

Children Looked After CLA and Children Previously Looked After CPLA

We will ensure that staff have the skills, knowledge and understanding to keep looked-after children and previously looked-after children safe. In particular, we will ensure that:

- Appropriate staff have relevant information about children's looked after legal status, contact arrangements with birth parents or those with parental responsibility, and care arrangements



- The DSL has details of children’s social workers and relevant virtual school heads

We have appointed a designated teacher, Mr Pallant, who is responsible for promoting the educational achievement of looked-after children and previously looked-after children in line with statutory guidance. The designated teacher is appropriately trained and has the relevant qualifications and experience to perform the role.

As part of their role, the designated teacher will:

- Ensure that any safeguarding concerns regarding looked-after and previously looked-after children are quickly and effectively responded to
- Work with virtual school head to promote the educational achievement of looked-after and previously looked-after children, including discussing how pupil premium plus funding can be best used to support looked-after children and meet the needs identified in their personal education plans

Young carers

Young carers are children who frequently take on responsibility for looking after parents or younger siblings, carrying out household tasks such as cleaning and cooking beyond what would normally be expected of a child of their age. This may be due to parental disability or ill health. Being a young carer can severely restrict a child’s life and can lead to poor educational outcomes and social isolation.

If schools have concerns about a pupil they believe to be a young carer, they can contact CHILDREN AND FAMILIES HUB for advice and can refer the pupil on for services and support.

Child Sexual Exploitation (CSE) Child sexual exploitation

(CSE) is a form of abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity, in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. It may, or may not, be accompanied by violence or threats of violence.

The abuse can be perpetrated by males or females, and children or adults. It can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse.

The victim can be exploited even when the activity appears to be consensual. Children or young people who are being sexually exploited may not understand that they are being abused. They often trust their abuser and may be tricked into believing they are in a loving, consensual relationship.

CSE can include both physical contact (penetrative and non-penetrative acts) and non-contact sexual activity. It can also happen online. For example, young people may be persuaded or forced to share sexually explicit images of themselves, have sexual conversations by text, or take part in sexual activities using a webcam. CSE may also occur without the victim’s immediate knowledge, for example through others copying videos or images.

In addition to the CCE indicators above, indicators of CSE can include a child:

- Having an older boyfriend or girlfriend
- Suffering from sexually transmitted infections or becoming pregnant

If a member of staff suspects CSE, they will discuss this with the DSL. The DSL will trigger the local safeguarding procedures, including a referral to the local authority’s children’s social care team and the police, if appropriate.

Pupils who are vulnerable to Extremism

Since 2010, when the UK Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the Designated Safeguarding Lead.

Pupils with a social worker



Pupils may need a social worker due to safeguarding or welfare needs. We recognise that a child's experiences of adversity and trauma can leave them vulnerable to further harm as well as potentially creating barriers to attendance, learning, behaviour and mental health.

The DSL and all members of staff will work with and support social workers to help protect vulnerable children.

Where we are aware that a pupil has a social worker, the DSL will always consider this fact to ensure any decisions are made in the best interests of the pupil's safety, welfare and educational outcomes. For example, it will inform decisions about:

- Responding to unauthorised absence or missing education where there are known safeguarding risks
- The provision of pastoral and/or academic support

Working with aggressive and violent parents

It is not unusual for parents who are, or become involved with, Children's Services to become defensive frustrated, angry or hostile; this is a very common reaction as parents are fearful of their children being removed from their care and from the level of stress that Social Worker intervention is likely to cause to their family. Such a reaction may be reflected in a mistrust of other agencies working with the child. Parents can also experience feelings of guilt and failure, which can manifest in aggressive communication or threats.

The CYPES Department is aware of the impact of parental hostility on schools and takes the matter very seriously. Any threats against a member of staff must be examined to ensure the safety of them and the whole School. Aggressive or violent parents may provide an important indication of risk to the child. Therefore, where School is working with families who are known to Children's Service and there are concerns about the behaviour of parents towards members of School staff, this must be shared with the DSL or Children and Families Hub.

If a parent/adult poses an immediate threat or verbally threatens the Head Teacher or other members of School staff, the Police should be called immediately.

Safer Recruitment

We require all adults employed in school and all regular volunteer helpers to undertake a police record check to ensure that there is no evidence of offences involving children or abuse.

Allegations Against Staff/volunteers within school:

If you have concerns about a member of staff or volunteer, or an allegation is made about a member of staff or volunteer posing a risk of harm to children, speak to the Headteacher. If the concerns/allegations are about the Headteacher, speak to Designated Safeguarding Officer (DSO), Shirley Dimaro: 449477. See CYPES 'Dealing with Allegations against Staff & Volunteers' Policy:

<https://www.gov.je/SiteCollectionDocuments/Education/Managing%20Allegations%20Policy.pdf>

Procedures for dealing with allegations of peer-on-peer abuse

If a pupil makes an allegation of abuse against another pupil:

- You must record the allegation and tell the DSL, but do not investigate it
- The DSL will contact the Child and Families Hub and follow its advice, as well as the police if the allegation involves a potential criminal offence
- The DSL will put a risk assessment and support plan into place for all children involved (including the victim(s), the child(ren) against whom the allegation has been made and any others affected) with a named person they can talk to if needed
- The DSL will contact the children and adolescent mental health services (CAMHS), if appropriate

If a child alleges abuse, the school seeks advice from Children and Families Hub.

Training:



All adults in the school receive training to raise their awareness of abuse and their knowledge of agreed local child protection procedures (see staff training log).

Change History

| Version | Date Issued | Issued by | Reason for Change | Presented To | Approved by: | Date |
|---------|--------------|----------------|---|--------------|---------------|---------|
| 0.1 | September 21 | Stuart Pallant | Updating DSL | All staff | T. De La Haye | Sept 21 |
| 0.2 | September 22 | Stuart Pallant | Updating DSLs Updating Headteacher | All staff | J. Hazley | Sept 22 |
| 0.3 | October 22 | Stuart Pallant | Modifying in line with current guidance KCSE (22) | All staff | J. Hazley | Oct 22 |

