

NEWBOLD SCHOOL

Child Protection Policy

Reviewed by Mrs J Crissey September, 2019

Ratified by Newbold School Board of Governors Autumn Term 2, 2019

Designated Lead Officer - Mrs J Crissey

Deputy Lead Officer - Mrs M Jennings

Third member of the Safeguarding/Child Protection team - Miss S Owens.

We work in accordance with The Children Act 1989 and The Berkshire Local Safeguarding Children Boards.

We intend to create an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. We intend to maintain our building and play site to a safe standard to protect children from avoidable accidents. (See our safeguarding policy for all areas of keeping children safe in school).

- The welfare of the children attending Newbold School is paramount and concerns about child abuse should be taken seriously.
- All staff will be aware of child protection procedures and the *Safeguarding Policy*.
- The person with overall responsibility for the school's child protection issues is the **Headteacher, Mrs J Crissey**. **Mrs M Jennings** and **Miss S Owens** are the second and third member of the safeguarding team. Details of the school's child protection procedures are available from the Headteacher. The *Child Protection Policy* can also be viewed on the school's website (www.newboldschool.co.uk).
- The school must have at least one person who has completed safer recruitment training present at new staff interviews. Safer recruitment training is to be renewed every 2 years. Relevant safeguarding questions must be asked in all interviews.
- All child protection concerns will be strictly confidential and shared only with those who need to know.
- Anyone can make a referral to Children's Social Care (MASH (multi-agency safeguarding hub)), the Police or the NSPCC. However, the Designated Lead Officer (Mrs Crissey) or the Deputy Lead (Mrs Jennings) will make necessary referrals when possible. If none of the designated personnel are around and the child's situation is dangerous, all staff are trained on the process of making a referral and should do so in this instance.
- Advice about concerns can be sought from the Local Safeguarding Children Board, , Bracknell Forest Borough Council, Time Square, Market Street, Bracknell RG12 1JD or:

Telephone:

Bracknell MASH team 01344 352005

Out of hours service 01344 786543

Local Area Designated officer 01344 351582

Head of Early Years

Childcare and Play 01344 354024

Early years Strategy and

Development Manager 01344 312806

Child Death Administrator

0118 987 6256

Any observations that cause concern for a child should be recorded accurately, without comment or interpretation, dated and signed on an incident form. If possible, another staff member should witness the observation. These may include:

- significant changes in a child's behaviour
- deterioration in a child's general well being
- unexplained bruising, marks or signs of possible abuse or neglect
- children's comments that give cause for concern
- any reason to suspect abuse or neglect outside the school setting, for example in the child's home
- inappropriate behaviour displayed by other members of staff or any other person working with children e.g. inappropriate sexual comments, excessive one-to-one attention or inappropriate sharing of images
- Where an allegation is made against a staff member, and the action necessary to be taken is not relevant to the normal complaints procedure, due process is set out in the Child Protection Procedure and Safeguarding Policy.

All staff:

- will attend child protection training at the appropriate level.
- will have read and understood the Safeguarding Policy of the school
- will receive training on inappropriate behaviour displayed by other staff members
- must be alert to concerns in a child's life at home and elsewhere, including signs of Child Sexual Exploitation (CSE), trips abroad that indicate Female Genital Mutilation (FGM) may be imminent and signs that a child is suffering neglect or physical abuse.
- should respond appropriately to suspicions of abuse and ensure that everything is taken seriously and consider whether or not the child is in need of medical attention.
- understand that child protection concerns supersede confidentiality considerations on a need to know basis
- consider whether or not the child has any specific needs or vulnerabilities e.g. arising from discrimination based upon ethnicity, religion, sexuality or gender
- should record concerns according to guidelines in the Safeguarding Policy.
- must report concerns to the Designated Lead Person (Mrs J Crissey) as soon as possible.