



## HOLMBUSH PRIMARY SCHOOL

# Safeguarding Policy

### Statement of Intent

The Governors and Staff at Holmbush Primary School recognise that, under the Children's Act 2004, they have a statutory duty and responsibility for making arrangements to ensure all its functions are discharged having regard to safeguarding and promoting the welfare of children.

Safeguarding and promoting the welfare of children means:

- protecting children from maltreatment
- preventing impairment of their health and development
- ensuring they grow up in circumstances consistent with the provision of safe and effective care
- enabling them to have optimum life chances and to enter adulthood successfully.

All children have the right to be safeguarded from harm or exploitation whatever their

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability
- political or immigration status

### Aim

Holmbush Primary School aims to ensure its pupils achieve the five outcomes for children identified in the Children's Act. These are:

- Be Healthy - physical and mental health and emotional well-being
- Stay Safe - prevention and protection from harm and neglect
- Enjoy and Achieve - education, training and recreation
- Make a positive contribution to society
- Achieve economic and social well-being

### Responsibilities

The Headteacher and Governors of Holmbush Primary School are committed to the importance of safeguarding and promoting children's welfare and will ensure:

1. They demonstrate leadership and are informed about, and take responsibility for, the actions of staff that are providing services to children and their families at all levels.
2. They take responsibility for monitoring the actions of school based staff to safeguard and promote the welfare of children, ensuring that children are listened to appropriately.
3. All members of staff and volunteers who are employed by, or on behalf of, Holmbush Primary, and who have contact with children and / or families, have a clear understanding of the schools responsibilities for safeguarding.
4. Every member of staff knows how to seek advice and report a concern for a child. Individual responsibility for safeguarding and promoting the welfare of children will be encompassed within relevant job descriptions and procedures.
5. All policies and services take account of the need to safeguard and promote the welfare of children and so far as possible will be informed by the views of children and families. This includes ensuring that services to children and families are provided safely and effectively and are accessible.
6. The school provides children with a safe environment to learn and grow up in when they are in school.
7. The school provides a range of preventative and statutory services to safeguard and promote the welfare of children and contribute to them achieving the five outcomes.
8. Staff who work or have contact with children and families have appropriate safeguarding and safe practice training consistent with their role and function. This training will reflect the necessity for effective multi-agency and inter-professional working.
9. Good inter-agency and multi-disciplinary working is promoted and maintained both within the school and with other organisations and that standards of practice in work with children and families are as high as possible.
10. Information is shared efficiently and effectively in respect of issues that may affect the safety and welfare of children.
11. Concerns are shared early in order to prevent serious problems developing and that clear protocols are in place and understood by staff to ensure that information is shared effectively, appropriately and as the law prescribes.
12. All staff in contact with children know what to do and how best to share information in order to ensure a child and family receives the necessary services, especially when they are concerned that a child may be suffering or at risk of suffering harm.
13. All staff have access to support and appropriate expert advice in this context.

14. Recruitment and vetting procedures are in place to prevent unsuitable people from having contact with children.
15. Safe practice is promoted.
16. Allegations or concerns about staff are handled effectively and in accordance with the agreed guidance.
17. Ensure effective procedures are in place for staff to share concerns about colleagues and other members of staff.

### **Partnership**

Holmbush Primary School believes the best outcomes for children are generally achieved when professionals can work effectively in partnership with parents/carers. This belief holds equally in relation to safeguarding concerns. We believe in open and honest communication and will always share with parents/carers any information or concerns we have about their children at the earliest opportunity. The only exception to this would be where it was felt that such communication might compromise the child's safety.

If a child is felt to be in need of protection and becomes the subject of a child protection plan, parents/carers should regard the school as a source of help and support.

### **Prevention**

School takes seriously its duty of pastoral care and will be proactive in seeking to prevent children becoming the victims of abuse or neglect. We will do this in a number of ways:

- Through the creation of an open culture which respects all individuals' rights and discourages bullying and discrimination of all kinds.
- By identifying a member of staff (The Headteacher) who has overall responsibility for safe guarding matters. They have received training and act as a source of advice and support to other staff.
- By informing children of their rights to be free from harm and encouraging them to talk to school staff if they have any concerns.
- Through PSHE and an ongoing programme of support at an age appropriate level which promotes self-esteem and social inclusion and addresses the issue of safe guarding in the wider context of child safety.

### **Responding to concerns**

If the school receives information about a child which suggests that he/she has been actually abused or neglected or that this is likely, or the child has witnessed domestic violence, it has a duty to refer these concerns to Social Care or the Police. The school has no discretion in this matter. In the course of an investigation Social Care or the Police might wish to speak to a child, without parental knowledge or consent. The Headteacher acting "in loco parentis" has discretion to agree to this to allow the authorities to explore concerns and determine whether there are grounds for further

action. In these cases the Headteacher will ensure the child's welfare is secured and he/she has access to a trusted adult.

The Headteacher will not allow the child to be removed from School premises without either:

- Parental consent
- An order of the Court or a Police Protection order.

If the school receives information which suggests a child may have been abused or neglected or abuse or neglect may be likely, then it will consult with Social Care. In these circumstances Social Care may decide to begin a child protection investigation in which case its procedures will apply.

In either case parents will be informed of what has happened at the earliest opportunity consistent with the child's best interests.

N.B. It is important to remember that a referral or consultation with Social Care is an expression of concern about a child's welfare. It is not an accusation or presumption of responsibility about a parent/carer.

To avoid any misunderstanding parents of children who sustain accidental injuries which result in cuts/bruises/fractures should inform school on the next working day. If school has general concerns about a child's welfare these will be raised with parents/carers at an early stage in an attempt to work together to remedy the situation. If concerns persist over a period of time, the school may consult with Social Care to discuss a way forward.

In all of the above the school will keep a confidential record of its concerns and actions (see later)

### **Child/child abuse**

In the event of physical or emotional abuse of one child by another this will be taken seriously and dealt with through the school's anti-bullying policy.

If it emerges that a child is being abused by a sibling who may not be a pupil then the school in the first instance will inform the children's parents of its concerns. If the problem persists and the pupil continues to be the victim of abuse then the school will refer its concerns to Social Care.

In all matters of suspected sexual abuse, either victimisation or perpetration, the school will refer its concerns to Social Care.

### **Conclusion**

Holmbush Primary School subscribes to the guidance and principles that are identified in statutory guidance regarding Section 11 of the Children's Act 2004 as underpinning 'work with individual children and their families' and 'monitoring and inspection of arrangements to safeguard and promote welfare'.

This means that work with children and families will:

- Be child centred
- Be rooted in child development
- Support the achievement of best possible outcomes for children and improving their well-being
- Be holistic in approach
- Ensure equality of opportunity
- Actively involve children and families
- Build on strengths as well as identifying and addressing difficulties
- Be multi / inter-agency in approach
- Be a continuing process rather than an event
- Be designed to identify and provide the service required and to monitor the impact their provision has on a child's developmental progress
- Be informed by evidence

This policy should be read in conjunction with:

Child Protection Policy  
Equality Scheme Policy  
Health and Safety Policy  
Behaviour Policy  
Behaviour and Safety Policy  
First Aid Policy  
Confidentiality Policy  
Acceptable use Policy  
Data Handling Policy