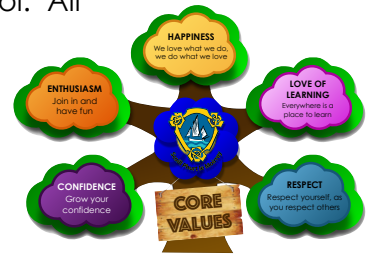




Child Protection and Safeguarding Policy

Mission Statement

Positive relationships demonstrate respect in our culturally inclusive school. All individuals are valued. It is our purpose to offer opportunities for the development of independence and transferrable skills, which lead to confidence when making choices in an ever changing world. Learning to learn and understanding powerful learning is crucial to this. We want the people of the Scoil Phurt le Moirrey community to have high aspirations for themselves and the world they live in. In partnership with all members of our school community we encourage everyone to be kind, love learning, show respect, be yourself and be positive.



The health, safety and welfare of all our children are of paramount importance to all the adults who work in our school. Children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school.

Our aims are:

- to provide a safe environment for children to learn in;
- to establish what actions the school can take to ensure that children remain safe, at home as well as at school;
- to raise the awareness of all staff to these issues, and to define their roles and responsibilities in reporting possible cases of concern;
- to identify children who are suffering, or likely to suffer, significant harm;
- to ensure effective and efficient communication between all staff on child protection issues;
- to set down the correct procedures for those who encounter any issue of child protection.

We respect and nurture our children. The atmosphere within our school is one that encourages all children to do their best and reach their own potential. We provide opportunities that enable children to take and make decisions for themselves.

We recognise that abuse and neglect can result in personal underachievement. We strive to ensure that all our children make good progress and develop a growth mindset attitude. Our ethos surrounding personal, social and health education and citizenship, helps to develop appropriate attitudes in our children, and makes them aware of the impact of their decisions on others. We also support them to recognise different risks in different situations, and how to behave positively in response to them. All teachers should cover this with their class during each year at an appropriate level for the age and understanding of the children. This must include e-safety.

Staff responsibilities

It is the responsibility of the headteacher to ensure all of the following:

- that the governing body adopts appropriate policy and procedure to safeguard children in the school;



- that the policy is implemented by all staff;
- that sufficient resources and time are allocated for staff to carry out their responsibilities effectively;
- that all staff and adult helpers in the school are able to voice their concerns if they feel that a child is vulnerable, or that there are any particular practices that are unsafe.

It is the duty of all adults to undertake their responsibility as outlined in this policy.

Definitions of **Safeguarding** and **Child Protection**

Safeguarding is a broad umbrella term which incorporates the following:

- protecting children from abuse or neglect;
- preventing the impairment of children's health or development;
- ensuring children are growing up in circumstances consistent with the provision of safe and effective care.

Child Protection is the process of protecting individual children identified as suffering, or at risk of suffering, significant harm as a result of physical abuse, emotional abuse, sexual abuse and/or neglect.

Child abuse takes a variety of forms:

- **Physical abuse** involves the hitting, shaking or other treatment of a child that can cause actual bodily harm.
- **Sexual abuse** involves forcing or enticing a child into sexual activities, whether or not the child is aware what is happening. This includes non-contact situations, such as showing children pornography.
- **Emotional abuse** is the persistent emotional ill-treatment of children, such as frightening them, or putting them in positions of danger. It is also an abuse to convey to children the feeling that they are worthless or unloved.
- Children are abused also if they are **neglected**. This could involve failure to provide proper food and warmth, but it might also be failure to see to the emotional well-being of the child.

Procedure to be followed if an adult has concerns about a child

The Government, the Department for Education, Sport and Culture, and schools are under a legal and moral obligation to keep our children as safe as reasonably possible. To this end, various 'safe systems' are in place at Scoill Phurt le Moirrey.

Ange Callaghan (Headteacher) is the designated Child Protection Officer

- Any action taken by the named Child Protection Officer when dealing with an issue of child protection must be in accordance with the procedures outlined in the Isle of Man Safeguarding Children Board Child Protection Procedures.
- All staff are trained in basic child protection principles every three years in house or by training provided by Department for Health and Social Care / Department for Education, Sport and Culture - Inclusion and Safeguarding.
- The child protection procedures are known by all staff. In the event of the child protection officer's absence the deputy headteacher should be informed of any issues or if they are unavailable, the additional needs leader.



- The IOM Safeguarding Children Board Inter–Agency Child Protection Procedures is accessible online at <https://www.safeguardingboard.im>. Staff should regularly familiarise themselves with these procedures (twice yearly minimum). School procedures are listed along with other information on the back of stock cupboard doors in each classroom.
- If teachers suspect that a child in their class may be a victim of abuse, they should not investigate, but should immediately inform the Child Protection Officer about their concerns. Staff must not keep to themselves any information about abuse that a child gives them; they are required to pass this information on. This information should include as much detail as possible and is considered confidential (i.e. not shared with others unless they need to know).
- All adults in our school share responsibility for keeping our children safe. We may on occasion report concerns, which, on investigation, prove unfounded.
- As a member of the public, any person may make a Social Services referral, but as a member of staff these referrals **MUST** go via the Child Protection Officer (Headteacher)
- Education Officers or Advisers are available 24 hours in an emergency.
- Inter-agency liaison routinely includes Police, Social Services and the Health Service.
- Child Protection information is stored securely on Arbor in individual pupil records.
- Core group meetings, child protection conferences and other reviews are usually attended by the school's CP Officer or designated staff representative.
- If a referral is made, a case conference will be held. Case conferences offer the opportunity to share information and formulate a plan of action. A school representative is expected to attend and participate in all case conferences and meetings held.
- Staff are trained to be aware of initial signs of abuse. Child abuse may be one of four types, or a combination of Physical Abuse; Emotional Abuse; Sexual Abuse; Neglect. Agency specialists are involved as appropriate.
- Disclosures by children are always taken seriously and reported to the CP officer.
- If a child alleges abuse and is considered to be at risk of significant harm, the school will make a referral to Social Services without first informing parents. However, in **all** other circumstances parents will be informed first.
- Staff cannot give undertakings of confidentiality to pupils in cases of suspected or actual child abuse.
- Monthly attendance and welfare reports are sent to the Department for Education, Sport and Culture for those children who are looked after (CLA). Their progress is discussed and monitored as necessary.
- Any members of the public or other parents raising concerns outside of school hours should be advised to report their concerns to the relevant services.

Responding to concerns about a child – Dos and Don'ts

- **Do** listen to what the child or young person has to say and record in their own words what has been said. Sign and date all records and pass to the headteacher immediately. If sending a document via e-mail this must be password protected;
- **Do** note visible marks or injuries on a body map (rear of 'nagging doubts' form and document details in your records);
- **Do NOT** attempt to physically examine a child;
- **Do NOT** take photographic evidence unless specifically instructed by a social worker.
- **Do** record any conversation with parents or carers fully and accurately, stating facts and not opinion;
- **Do NOT** ask leading questions or attempt to investigate allegations;
- **Do** record all concerns, discussions etc including decisions made and the reasons for those decisions. Pass records to the headteacher;



- **Do** follow up your concerns. Always follow up oral communications to other professionals in writing and ensure the message is clear;
- **Do** record any unusual events and make a distinction between events reported by the parent/carer and those actually witnessed by others, including professionals. Notes should be timed, dated and signed.

Confidentiality

We regard all information relating to individual child protection issues as **confidential**, and we treat it accordingly. Information sharing is in-line with DESC policy and GDPR IOM compliance (see Data Protection Policy).

Employment and recruitment

We follow DESC procedures for employment and recruitment at Scoill Phurt le Moirrey. This involves scrutinising applicants, verifying their identity and obtaining references, as well as the mandatory DBS checks.

Other relevant school policies:

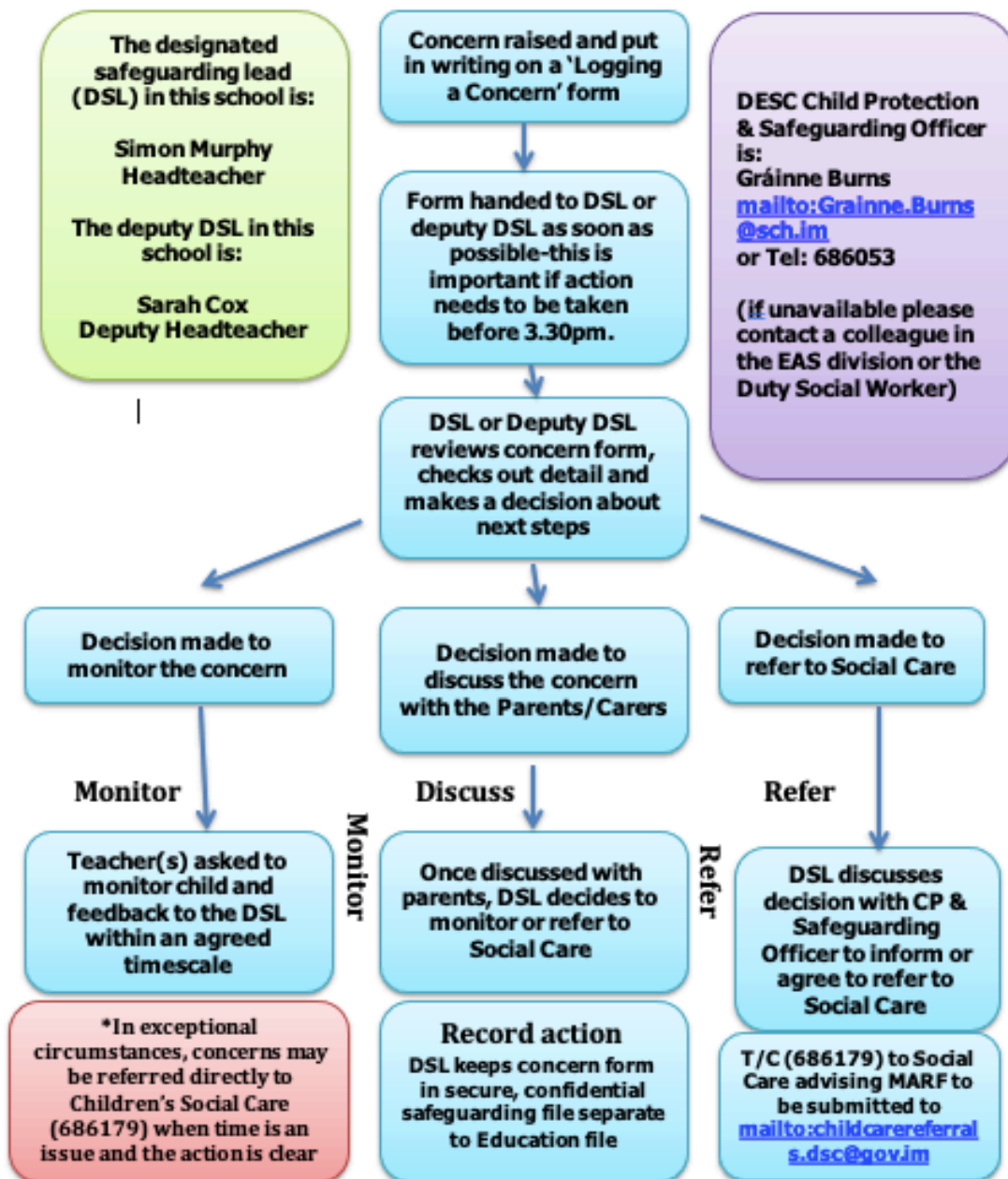
Behaviour Policy
Anti-Bullying Policy and Leaflet
E-Safety Policy

POLICY REVIEW

Reviewed and revised	September 2023
Next scheduled review	September 2024



Raising safeguarding concerns about a child in Scoil Phurt le Moirrey



Where possible, the parents and child (where appropriate) should be consulted before a referral is made. In most situations, concerns should be discussed with the parents and their agreement sought before a referral is made. **However, agreement should not be sought if doing so would place the child at risk of significant harm.**