

Mersey Park Primary School



Safeguarding Policy and Procedure

This policy was adopted by the Governing Body in September 2021.

This policy is due for review in September 2022.

Key Contacts:

Role:	Name/ Details:	Contact:
Designated Safeguarding Lead	Rebecca Tootell	0151 647 8197
Deputy Designated Safeguarding Lead	Danielle Perkins Margaret Thomas Lorraine White	0151 647 8197
Nominated governor for Safeguarding/Child Protection	Yvonne Nolan	0151 647 8197
Chair of Governors	Mark Gilbertson	0151 647 8197
Local Authority Designated Officer (LADO)	Pamela Cope	pamelacope@wirral.gov.uk safeguardingunit@wirral.gov.uk 07504738266/01516664442
Head of Service Quality and Safeguarding Children	Joe Banham	0151 666 4371
Prevent Co-ordinator	Alison Burnett	alison.burnett@liverpool.gov.uk 07394559106
Prevent Team Merseyside Police	Prevent Team	0151 777 8125
Director of Children's Services	Simone White	0151 606 2000
Integrated Front Door	Mon-Fri, 9:00am – 5.00pm Outside of these hours	0151 606 2008 ifd@wirral.gov.uk 0151 677 6557
Police	In an emergency For non-emergency but possible crime	999 101

School Record of Safeguarding Training:

Type of Training:	Date completed:	Next due date:
Whole School Safeguarding Training (Due every three years)	1.9.21	September 2022
Senior Designated Safeguarding Lead (DSL) (Due every 2 years)	Rebecca Tootell 9.7.20	July 2022
Deputy Senior Designated Safeguarding Lead (DSL) (Due every 2 years)	Margaret Thomas 27.9.19 Danielle Perkins 29.1.21 Lorraine White 27.9.19	September 2021 January 2023 September 2021
Whole School Staff Refresher/updates (Annual)	Safeguarding Essentials online training throughout the year Keeping Children Safe in Education - September 2021	September 2022
Safer Recruitment Training Name & Date of training (Due every 5 years)	Margaret Thomas 4.11.19 Lorraine White 4.11.19 Val Maher 11.7.18 Jan Lambeth 11.7.18	November 2024 November 2024 July 2023 July 2023
Governor Training	Safeguarding Essentials online training – Autumn term 2021	Autumn term 2022
DSL Prevent Training Update	Rebecca Tootell	12.11.21

At Mersey Park Primary School records of training are held by Rebecca Tootell, Deputy Head.

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Safeguarding Policy

1 INTRODUCTION

- 1.1. It is essential that **everybody** working in a school or college understands their safeguarding responsibilities. Everyone who comes into contact with children and families has a role to play ensuring children and young people are safe from abuse, neglect, exploitation and harm. Our school is committed to safeguarding children and aims to create a culture of vigilance. All staff should make sure that any decisions made are **in the best interests of the child**.
- 1.2. Our pupils' welfare is our paramount concern. The governing body will ensure that our school will safeguard and promote the welfare of pupils and work together with agencies to ensure that our school has adequate arrangements to identify, assess and support those children who are suffering or where significant harm is suggested.

(<https://www.wirralsafeguarding.co.uk/procedures/1-2-recognition-significant-harm/>)
- 1.3. Our school is a community and all those directly connected, staff members, governors, parents, families and pupils, have an essential role to play in making it safe and secure.
- 1.4. This procedure document provides the basis for good practice within the school for Safeguarding work. It should be read in conjunction with the Wirral Safeguarding Partnership Safeguarding Policies and Procedures (<https://www.wirralsafeguarding.co.uk/procedures/>), plus the safeguarding appendix document. These are in keeping with relevant national procedures and reflect what the partnership considers to be safe and professional practice in this context.

2 OUR ETHOS

- 2.1 We believe that our school should provide a caring, positive, safe and stimulating environment that promotes the social, physical, spiritual and moral development of the individual child; enabling all children to thrive.
- 2.2 We recognise the importance of providing an environment within our school that will help children feel safe and respected. We recognise the importance of enabling children to talk openly and to feel confident that they will be listened to. We recognise that both mental and physical health are relevant to safeguarding and the welfare of children.
- 2.3 We recognise that all adults within the school, including permanent and temporary staff, supply staff, volunteers, parents/carers and governors, have a full and active part to play in protecting our pupils from harm.
- 2.4 We will work pro-actively with parents/carers to build an understanding of the school's responsibilities to ensure the welfare of all children, including the need for referrals to other agencies in some situations.

3 SCOPE

- 3.1 In line with the law, this policy defines a child as anyone under the age of 18 years but in the case of SEN it is up to 25 years of age.

3.2 This policy applies to all members of staff in our school, including all permanent, temporary and support staff, governors, volunteers, contractors and external service or activity providers.

3.3 This policy applies to all learners in this school

4 THE LEGAL FRAMEWORK

4.1 Section 175 of the Education Act 2002 places a duty on governing bodies of maintained schools and further education institutions (including sixth-form colleges) to make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school. Section 157 of the same Act places a similar duty on non-maintained and independent schools, including free schools and academies.

4.2 Under section 10 of the Children Act 2004, all maintained schools, further education colleges and independent schools, including free schools and academies, are required to co-operate with the local authority to improve the well-being of children in the local authority area.

4.3 Under section 14B of the Children Act 2004, the Local Safeguarding Children Board can require a school or further education institution to supply information in order to perform its functions. This must be complied with.

4.4 This policy and the accompanying procedure have been developed in accordance with the following statutory guidance and local safeguarding procedures:

Working Together to Safeguard Children: A Guide to Inter-Agency Working to Safeguard and Promote the Welfare of Children, March 2015:

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, September 2021:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1007260/Keeping_children_safe_in_education_2021.pdf

All procedures can be found on the Wirral Safeguarding Children Partnership website:

<https://www.wirralsafeguarding.co.uk/procedures/>

5 COVID-19

5.1 Keeping Children Safe in Education (KCSIE) remained in force throughout the response to coronavirus (COVID-19).

The department issued non-statutory interim guidance on [safeguarding in schools, colleges and other providers during the coronavirus outbreak](#). This guidance supports governing bodies, proprietors, senior leadership teams and designated safeguarding leads to continue to have appropriate regard to KCSIE and keep their children safe. It suggests where schools and colleges might consider safeguarding policy and process differently when compared to business as usual.

ROLES AND RESPONSIBILITIES

- 5.2 The school's Designated Safeguarding Lead (DSL) with overall designated responsibility for safeguarding is Rebecca Tootell. We have deputy designated safeguarding leads, Danielle Perkins, Margaret Thomas and Lorraine White, to ensure there is appropriate cover for this role at all times. **The responsibilities of all the Designated Safeguarding Lead are described in Appendix A.**

The Designated Safeguarding Lead will be on our school's leadership team and their role of Designated Safeguarding Lead (and the deputies) will be **explicit in their job description**. This person should have the appropriate authority and be given the time, funding, training, resources and support to provide advice and support to other staff on child welfare and Safeguarding matters, to take part in strategy discussions and inter-agency meetings – and/or to support other staff to do so – and to contribute to the assessment of children. The designated safeguarding lead (and any deputies) are most likely to have a complete safeguarding picture and be the most appropriate person to advise on the response to safeguarding concerns (KCSiE, 2021).

- 5.3 The school has a **nominated governor**, Yvonne Nolan, responsible for safeguarding to champion good practice, to liaise with the head teacher and to provide information and reports to the governing body.
- 5.4 The **case manager for dealing with allegations** of abuse made against school staff members is the head teacher. The case manager for dealing with allegations against the head teacher is the chair of governors, Mark Gilbertson. **The procedure for managing allegations is detailed in the Appendix Document.**
- 5.5 The **head teacher** will ensure that the policies and procedures adopted by the governing body are fully implemented and sufficient resources and time are allocated to enable staff members to discharge their safeguarding responsibilities. All staff and other adults are clear about procedures where they are concerned about the safety of a child, including if children go missing from school.
- 5.6 The **governing body** is collectively responsible for ensuring that safeguarding arrangements are fully embedded within the school's ethos and reflected in the school's day-to-day practice.
- 5.7 **All staff members, governors, volunteers and external providers** know how to recognise signs and symptoms of abuse, how to respond to pupils who disclose abuse and what to do if they are concerned about a child. They are aware that behaviours and physical signs linked to behaviours that put children in danger. All staff should know what to do if a child tells them he/she is being abused or neglected. Staff should know how to manage the requirement to maintain an appropriate level of confidentiality. This means only involving those who need to be involved, such as the designated safeguarding lead (or a deputy) and children's social care. Staff should never promise a child that they will not tell anyone about a report of abuse, as this may ultimately not be in the best interests of the child. Safeguarding issues can manifest themselves via peer on peer abuse. This may include, but not limited to: bullying (including cyber bullying), gender based violence/sexual harassment, sexual violence and assaults, Harmful sexual behaviour and sexting. Staff should recognise that children are capable of abusing their peers. (See 7-minute briefing in the Appendix Document)
- 5.8 Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing. Recent DfE guidance situates sexual violence and sexual harassment and harmful sexual behaviour in the context of

developing a whole-school safeguarding culture, where sexual misconduct is seen as unacceptable, and not 'banter' or an inevitable part of growing up. Advice about tackling and reporting sexual harassment in schools and colleges from Sept 2021 is available here:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999239/SVSH_2021.pdf)

It should be recognised that these issues are likely to occur, and so schools should have procedures in place to deal with them. Groups at particular risk include girls, students who identify as Lesbian, Gay, Bisexual, Transgender+ (LGBT+), or are perceived by peers to be LGBT+, and pupils with SEND. Pupils are protected from 'upskirting', bullying, homophobic, biphobic and transphobic behaviour, racism, sexism, and other forms of discrimination.

Any discriminatory behaviours are challenged, and children are supported to understand how to treat others with respect. We also have a statutory duty to report and record any of the above incidents.

The appropriate safeguarding lead person should be familiar with the full 2020 guidance from the UK Council for Internet Safety (UKCIS), Sharing nudes and semi-nudes: advice for education settings working with children and young people.

<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

It is important that schools record incidents across the whole spectrum of sexual violence, sexual harassment and harmful sexualised behaviours so that they can understand the scale of the problem in their own schools and make appropriate plans to reduce it. For more guidance go to:

[Sexual violence and sexual harassment between children in schools and colleges \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999239/SVSH_2021.pdf)

The guidance covers: what sexual violence and harassment is, schools' and colleges' legal responsibilities, a whole school or college approach to safeguarding and child protection and how to respond to reports of sexual violence and sexual harassment.

All such incidents should be immediately reported to the Designated Safeguarding Lead (DSL) or equivalent and managed in line with the setting's child protection policies. Victims of harm should be supported by the school's pastoral system.

There is a bespoke helpline for children and young people who have experienced abuse at school, and for worried adults and professionals that need support and guidance. If you are concerned about something, you can contact the NSPCC helpline Report Abuse in Education on 0800 136 663 or email help@nspcc.org.uk.

- 5.9 There is a policy regarding the use of mobile phones, cameras and other digital recording devices e.g. iPads. For online safety, there is within the policy support about children accessing the internet whilst they're at school using data on their phones (3G or 4G networks).

There is a policy for remote learning that demonstrates an understanding of how to follow safeguarding procedures when planning remote education strategies and teaching remotely during the coronavirus (COVID-19) outbreak. (All IT policies are located electronically in policy folders, in the office and staff drives.)

[Remote education good practice - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Safeguarding and remote education during coronavirus \(COVID-19\) - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Review your remote education provision - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

6 SUPPORTING CHILDREN

- 6.1 We recognise that children who are abused or witness violence (Domestic Abuse) are likely to have low self-esteem and may find it difficult to develop a sense of self-worth.

<https://www.gov.uk/guidance/domestic-abuse-how-to-get-help>

They may feel helpless, humiliated and some sense of blame. Our school may be the only stable, secure and predictable element in their lives.

- 6.2 We accept that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

- 6.3 Our school will support all pupils by:

- ensuring the content of the curriculum includes social and emotional aspects of learning; through PSHE, the anti-bullying work of the school and other curriculum contexts, pupils are encouraged to talk about feelings and deal assertively with pressures, are listened to, and know to whom they can turn to for help and advice. All pupils are actively involved in Circle Time, Philosophy for Children and Growth Mindset activities;
- providing pupils with a range of appropriate adults to approach if they are in difficulties and ensuring that pupils are taught about safeguarding so that they 'recognise when they are at risk and how to get help when they need it';
- supporting the child's development in ways that will foster security, confidence and independence and encourage the development of self-esteem and self-assertiveness while not condoning aggression or bullying. (Our anti-bullying policy can be found on the school's website and in the policy folder in the staff area on the curriculum network);
- enabling all pupils to engage with our anti-bullying curriculum, which identifies the types of bullying, the support that will be given to the victims, perpetrators and witnesses of bullying and what they should do if they find themselves in a bullying situation;
- ensuring a comprehensive curriculum response to online safety, enabling children and parents to learn about the risks of new technologies and social media and to use these responsibly and Relationship, Health and Sex Education (RHSE) requirements;
- liaising and working together with other support services and those agencies involved in safeguarding children, including services who provide support following domestic abuse;

<https://www.gov.uk/government/consultations/domestic-abuse-act-statutory-guidance>

- ensuring that the curriculum will help children stay safe, recognise when they do not feel safe and identify who they might or can talk to. It will support young people to become more resilient to inappropriate behaviours towards them, risk taking behaviours and behaviours that children may be coerced into including sexual harassment, peer-on-peer abuse, 'sexting' and the displaying of 'harmful sexualised behaviour'.

<https://www.csacentre.org.uk/resources/key-messages/harmful-sexual-behaviour/>

Children in Year 5 and 6 will be informed about the implications of sexting and how, once a picture has been sent, this image can never fully be removed from the World Wide Web;

- having a behaviour policy that is aimed at supporting vulnerable pupils in the school. The school will ensure that each pupil knows that some behaviour is unacceptable but that they are valued and not to be blamed for any abuse which has occurred. (The behaviour policy is located on the school's website and in the staff drive). The behaviour policy outlines measures to prevent bullying, including cyber-bullying, prejudice-based and discriminatory bullying;
- ensuring that clear procedures are in place for addressing and minimising the risk of peer-on-peer abuse, including sexual violence and sexual harassment, and that these procedures are easily understood and easily accessible;
- acknowledging the importance of 'contextual safeguarding' which considers wider environmental factors in a pupil's life that may be a threat to their safety and/or welfare;
<https://contextualsafeguarding.org.uk/>
[Working Together to Safeguard Children July 2018](#)
[KCSiE September 2021](#)
- ensuring that pupils within families who are facing adversity (Domestic abuse, parental mental health issues, parental substance misuse) are provided with or referred for support to meet their welfare needs, such as Young Carers;
- liaising with a range of Early Help agencies that support the pupil such as Health Services, Wirral Social Care, Child and Adolescent Mental Health Services, Education Welfare Services, Special Educational Support Services, Youth Services and the Educational Psychology Service;
<https://www.gov.uk/government/publications/promoting-children-and-young-peoples-emotional-health-and-wellbeing>
- ensuring that, when a pupil who is the subject of a Child Protection Plan leaves, their information is transferred to the new school within two weeks and that the child's Social Worker is informed that the child has moved;
- ensuring that after 20 days' absence if a child has moved and the new school is unknown the school will post details on the 'Pupil to Pupil' register;
- alerting the authority if it is aware of any child being looked after under a Private Fostering arrangement. On admission to school, and at other times, the school will be vigilant in identifying any private fostering arrangement (See Appendix Document);
- acknowledging that a child that is looked after (CLA) or has been previously looked after by the Local Authority potentially remains vulnerable and all staff should have the skills, knowledge and understanding to keep CLA and previously looked after children safe. It is important that all agencies work together and prompt action is taken on concerns to safeguard these children, who are a particularly vulnerable group;
- applying disciplinary measures, such as restraint, in response to incidents involving children with special educational needs and disabilities (SEND), by considering the risks carefully, given the additional vulnerability of the group;
- following the guidance set out in the school's Positive Handling Policy should a distressed child need to be guided to a different location or restrained, for the safety of the pupil or the other pupils or staff in school;
- recognising that to safeguard a pupil, it may be necessary to use restraint and yet restraint is likely to impact on the well-being of the child. By planning positive and proactive behaviour support, school will work to reduce the occurrence of risky behaviour and the need to use restraint. Guidance is available here:

<https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools>

- adhering to the guidance as outlined in the school's Intimate Care Policy, should the need arise to support a pupil in this way.

7 SAFEGUARDING PROCEDURE

- 7.1 We have developed a structured procedure in line with *Wirral Safeguarding Children Partnership* which will be followed by all members of the school community in cases of suspected abuse. This is detailed in the Appendix Document.
- 7.2 In line with the procedures, the Integrated Front Door will be contacted as soon as there is a significant concern. (0151 606 2008/ifd@wirral.gov.uk)
- 7.3 The name of the Designated Safeguarding Lead will be clearly advertised in the school and on the website, with a statement explaining the school's role in referring and monitoring cases of suspected abuse.
- 7.4 We will ensure all parents and carers are aware of the responsibilities of staff members to safeguard and promote the welfare of children by publishing the policy and procedures on our website and by referring to them in our introductory school materials.
- 7.5 We will use the National Police Chiefs' Council (NPCC) - [When to call the police](#) to help designated safeguarding leads understand when they should consider calling the police and what to expect when they do.

8 DEALING WITH A DISCLOSURE MADE BY A CHILD

- 8.1 ***If a child discloses that he or she has been abused in some way, the member of staff or volunteer should follow this guidance:***

Receive - Listen actively, open body language, accept, non-judgmental. Use TED (tell, explain, describe)

Reassure - 'You've done the right thing by coming to me', re-assure child that you have listened and hear what they are saying; don't promise what can't be delivered

Respond - Tell what you are going to do and do it. Ensure child is ok before leaving

Report - As soon as possible, to the Designated Senior Lead (DSL) in school

Record - Vital – facts, no opinions – When? Where? Who? What?

Review – Take responsibility to follow up any referral with a DSL

- Inform the Designated Safeguarding Lead without delay.
- Complete an incident alert for the pupils on CPOMS. If this is not possible, complete the Safeguarding - Record of Concern form (pink) and pass it directly to the DSL or a Deputy DSL. If they are in school but away from their desk a secure mailbox is provided. In their absence the form should be passed on to a senior member of staff, who will seek advice on how to proceed.)

Dealing with a disclosure from a child and safeguarding issues can be stressful. Consider seeking support for yourself and discuss this with the DSL.

Further information about what to do if you are worried that a child is being abused is available here in advice for practitioners:

<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>

RECORD KEEPING

- 8.2 All concerns, discussions and decisions made and the reasons for those decisions **must** be recorded in writing (signed, timed and dated including the day of the week to help with the analysis of any patterns). Supporting Families, Enhancing Futures (SFEF) model to be used to capture the child's voice and their daily lived experience.
- 8.3 All records are securely stored and a chronology of records is maintained for each pupil/family.
- 8.4 We will continue to support any pupil leaving the school about whom there have been concerns by ensuring that all appropriate information, including Safeguarding and welfare concerns, is forwarded under confidential cover to the pupil's new school as a matter of priority. A copy of the records is not retained at school.
- 8.5 Schools should have at least two emergency contacts for every child in the school in case of emergencies, and in case there are welfare concerns at the home in order to reduce the risk of harm (Keeping Children Safe in Education 2021)

9 DISCUSSING CONCERNS WITH THE FAMILY AND THE CHILD – ADVICE FOR THE DESIGNATED SAFEGUARDING LEAD (DSL)

- 9.1 In general, you should always discuss any concerns the school may have with the child's parents. They need to know that you are worried about their child. However, you should not discuss your concerns if you believe that this would place the child at greater risk or lead to loss of evidence for a police investigation.
- 9.2 If you make a decision not to discuss your concerns with the child's parents or carers, this must be recorded in the child's Safeguarding file with a full explanation for your decision.
- 9.3 It is important to record and consider the child's wishes and feelings, as part of planning what action to take in relation to concerns about their welfare. Capturing the lived experience of the child, **in their own words when possible**, is paramount to ensure that actions remain child-centred (See Appendix Document/Supporting Families Enhancing Futures – SFEF model).
- 9.4 When talking to children, you should take account of their age, understanding and preferred language, which may not be English. It is also important to consider how a SEND child may need support in communicating.

- 9.5 How you talk to a child will also depend on the substance and seriousness of the concerns. You may need to seek advice from the Integrated Front Door or the police to ensure that neither the safety of the child nor any subsequent investigation is jeopardised.
- 9.6 If concerns have arisen as a result of information given by a child, it is important to reassure the child but not to promise confidentiality.
- 9.7 It is expected that you discuss your concerns with the parents and seek their agreement to making a referral to the Integrated Front Door, unless you consider that this would place the child at increased risk of significant harm.
- 9.8 You do not need the parents' consent to make a referral if you consider the child is in need of protection, although parents will ultimately be made aware of which organisation made the referral. If parents refuse to give consent to a referral but you decide to continue, you need to make this clear to the Integrated Front Door. (IFD@wirral.gov.uk/0151 606 2008)
- 9.9 If you decide to refer the child without the parents' consent, make sure to record this with a full explanation of your decision.
- 9.10 When you make your referral, you should agree with the Integrated Front Door what the child and parents will be told, by whom and when.

MAKING A REFERRAL

If a child or young person is at risk of harm, abuse or neglect report it to the **Integrated Front Door**

Mon-Fri, 9:00am – 5.00pm Tel: 0151 606 2008

Outside of these hours Tel: 0151 677 6557

Email: IFD@wirral.gov.uk

In an emergency always call the police on 999.

If you think there has been a crime but it is not an emergency call 101.

The new online Request for Services referral form that can be found here:

[https://wirral-self.achieveservice.com/service/Children and families request for support form](https://wirral-self.achieveservice.com/service/Children%20and%20families%20request%20for%20support%20form)

10 SAFER WORKFORCE AND MANAGING ALLEGATIONS AGAINST STAFF AND VOLUNTEERS (This procedure is detailed in the Appendix Document)

- 10.1 We will prevent people who pose risks to children from working in our school by ensuring that all individuals working in any capacity at our school have been subjected to safeguarding checks in line with **Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, September 2021**. In addition to obtaining the DBS certificate described, anyone who is appointed to carry out teaching work will require an additional check to ensure they are not prohibited from teaching.

A check of any prohibition can be carried out using the Teacher Services' system that may be found here:

<https://teacherservices.education.gov.uk/> (January 2018)

Prohibition orders are described in the National College for Teaching and Leadership's (NCTL) publication Teacher misconduct: the prohibition of teachers. It can be found here:

<https://www.gov.uk/government/publications/teacher-misconduct-the-prohibition-of-teachers--3>

- 10.2 We will ensure that agencies and third parties supplying staff provide us evidence that they have made the appropriate level of safeguarding checks on individuals working in our school. See the Appendix Document, for information on Single Central Record (SCR). The single central record must cover the following people: all staff, including teacher trainees on salaried routes, agency and third-party and supply staff who work at the school. The Single Central Record is available electronically at the school office and a paper copy is held by the headteacher.
- 10.3 Every job description, person specification and job advertisement will have a clear statement about the safeguarding responsibilities of the post holder. The school website will echo this within our Safeguarding section.
- 10.4 We will ensure that at least one member of every interview panel has completed safer recruitment training within the last 5 years.
- 10.5 We have a procedure in place to manage allegations against members of staff, supply staff and volunteers (and to respond to low level concerns) in line with WSCP procedures:

[Wirral Safeguarding Children Partnership, LADO and Managing Allegations against Staff Multi-agency Procedure](#)

We will communicate with the Local Authority Designated Officer (LADO), through consultations and referrals when needed.
- 10.6 We will consider all allegations against an individual not directly employed by the school, where disciplinary procedures do not fully apply, (for example, supply teachers provided by an employment agency) and ensure allegations are dealt with properly and communication with the supply agency and Local Authority Designated Officer (LADO) is continued throughout the investigation.
- 10.7 There is an agreed staff behaviour policy (Code of Conduct) which is compliant with 'Safer Working Practices', and includes - acceptable use of technologies, staff/pupil relationships and communications including the use of social media. This policy can be found in a policy documents folder on the staff drive.
- 10.8. For agency and third party supply staff, schools and colleges must also include whether written confirmation has been received that the employment business supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, and the date that confirmation was received and whether any enhanced DBS certificate check has been provided in respect of the member of staff.

Further guidance can be accessed at:

[Guidance for safer working practice for those working with children and young people in education settings May 2019](#)

11 MANAGING ALLEGATIONS OF PEER ON PEER ABUSE

- 11.1 The school has in place safeguards to reduce the likelihood of peer on peer abuse. There is an established ethos of respect, friendship, courtesy and kindness with clear, high profile behaviour procedures which set out the school's expectations and consequences for unacceptable behaviour, together with visible staff presence.
- 11.2 The school seeks to educate all pupils on healthy relationships through the curriculum, however we recognise despite this, we need to be alert to peer on peer abuse.
- 11.3 It is important to recognise that children do engage in sexual play and experimenting, which is usually age appropriate. Child sexual abuse is a subject many people find very difficult to talk about. It is important not to criminalise behaviour that is a perfectly normal and healthy part of growing up. However, the idea that children can sexually abuse others is still very hard to accept.

The presence of one or more of the following points in situations where there has been sexual activity between children should always trigger some concern:

- There is an age difference of two years or more between the children
- One of the children is significantly more dominant than the other
- One of the children is significantly more vulnerable than the other e.g. in terms of disability, confidence, physical strength
- There has been some use of threats, bribes or coercion to secure compliance or to maintain secrecy.

See the Brook Sexualised Behaviours Traffic Light tool for further guidance.

- 11.4 Any peer on peer allegation must be referred to the DSL immediately, using the school's child protection procedures as set out above. Where a concern regarding peer on peer abuse has been disclosed to the DSL, advice and guidance will be sought from the Integrated Front Door. Where it is clear a crime has been committed, or there is a risk of crime being committed, the Police will be contacted.
- 11.5 Working with external agencies there will usually be a school response to the unacceptable behaviour, for example, if a pupil's behaviour negatively impacts on the safety and welfare of other pupils then safeguards will be put in place to promote the well-being of the pupils affected, and the victim and perpetrator will be provided with support to prevent any reoccurrence of improper behaviour.

12 STAFF INDUCTION, TRAINING AND DEVELOPMENT

- 12.1 All new members of staff, including newly-qualified teachers, teaching assistants, mid-day assistants, administration staff and the caretaker, will be given induction that includes basic safeguarding training on how to recognise signs of abuse, how to respond to any concerns, e-safety and familiarisation with the safeguarding policy, staff code of conduct, Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, Part One, September 2021 and other related policies. There are mechanisms in place, such as safeguarding updates, to assist staff to understand and discharge their role and responsibilities as set out in Part one of Keeping Children Safe in Education. Staff should also read [Working Together to Safeguard Children](#), July 2018.
- 12.2 The induction will be proportionate to staff members' roles and responsibilities
- 12.3 All Designated Safeguarding Leads (DSLs) will undergo updated Safeguarding training every two years. DSLs should undertake Prevent awareness training and disseminate the training to all staff.
- 12.4 All staff members of the school will undergo face to face training (whole-school training) which is regularly updated and at least every three years. All governors must undergo governor specific online awareness training at least every two years. All staff will have access to WSCP multi-agency safeguarding training and e-learning.
<https://www.wirralsafeguarding.co.uk/training/>
- 12.5 Staff members who miss the whole-school training will be required to undertake other relevant training to make up for it, e.g. by joining another school's whole-school training, booking onto whole-school training mop-up sessions. To book mop up sessions visit the safeguarding partnership website:
<https://www.wirralsafeguarding.co.uk/safeguarding-training-for-schools/>
- 12.6 The nominated governor for safeguarding will undergo training prior to or soon after appointment to the role; this training will be updated every three years.
- 12.7 We will ensure that staff members provided by other agencies and third parties, e.g. supply teachers and contractors, have received appropriate safeguarding training commensurate with their roles before starting work. They will be given the opportunity to take part in whole-school training if it takes place during their period of work for the school.
- 12.8 The Designated Safeguarding Lead will provide briefings to the school on any changes to safeguarding legislation and procedures and relevant learning from local and national serious case reviews. These will occur annually or more frequently when necessary.
<https://www.wirralsafeguarding.co.uk/professionals/serious-case-reviews/>
- 12.9 The school will maintain accurate and up-to-date records of staff induction and training.

13 CONFIDENTIALITY, CONSENT AND INFORMATION SHARING

- 13.1 We recognise that all matters relating to Safeguarding are confidential.
- 13.2 The head teacher or the Designated Safeguarding Lead will disclose any information about a pupil to other members of staff on a need-to-know basis only

- 13.3 All staff members must be aware that they cannot promise a child to keep key information a secret or to themselves which might compromise the child's safety or well-being.
- 13.4 All staff members have a professional responsibility to share information with other agencies in order to safeguard children.
- 13.5 All staff members who come into contact with children will be given appropriate training to understand the purpose of information sharing in order to safeguard and promote children's welfare.
- 13.6 We will ensure that staff members are confident about what they can and should do under the law, including how to obtain consent to share information and when information can be shared without consent.
- 13.7 Staff should not assume a colleague or another professional will take action and share information that might be critical in keeping children safe. They should be mindful that early information sharing is vital for effective identification, assessment and allocation of appropriate service provision. [Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers](#) supports staff who have to make decisions about sharing information. This advice includes the seven golden rules for sharing information and considerations with regard to the Data Protection Act 2018 and General Data Protection Regulation (GDPR). If in any doubt about sharing information, staff should speak to the designated safeguarding lead or a deputy. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety of children. (KCSiE 2021)

14 INTER-AGENCY WORKING

- 14.1 We will develop and promote effective working relationships with other agencies, including agencies providing early help services to children, the police and Children's Social Care. Early Help means providing support as soon as a problem emerges at any point in a child's life, from the foundation years through to the teenage years. For more information on Early Help click: <https://www.wirralsafeguarding.co.uk/professionals/what-is-early-help/>
- 14.2 We will ensure that relevant staff members participate in multi-agency meetings and forums, including child protection conferences and core groups, to consider individual children.
- 14.3 We will participate in Child Safeguarding Practice Reviews (CSPR), other reviews and file audits as and when required to do so by the Wirral Safeguarding Children Board. We will ensure that we have a clear process for gathering the evidence required for reviews and audits, and embed recommendations into practice and compile required actions within agreed timescales.

15 CONTRACTORS, SERVICE AND ACTIVITY PROVIDERS AND WORK PLACEMENT PROVIDERS

- 15.1 We will ensure that contractors and providers are aware of our school's safeguarding policy and procedures. We will require that employees and volunteers provided by these organisations use our procedure to report concerns.

- 15.2 We will seek assurance that employees and volunteers provided by these organisations and working with our children have been subjected to the appropriate level of safeguarding check in line with Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, September 2021. If assurance is not obtained, permission to work with our children or use our school premises may be refused.
- 15.3 When we commission services from other organisations, we will ensure that compliance with our policy and procedures is a contractual requirement.

16 WHISTLE-BLOWING AND COMPLAINTS

- 16.1 We recognise that children cannot be expected to raise concerns in an environment where staff members fail to do so.

The school Whistle Blowing Policy is located electronically on the office and staff drives and a paper copy is displayed in the staffroom.

Whistleblowing: guidance and code of practice for employers is located:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/415175/bis-15-200-whistleblowing-guidance-for-employers-and-code-of-practice.pdf (March 2015)

Whistleblowing Advice Line is available for all workers - 0800 028 0285

Email: help@nspcc.org.uk

- 16.2 We will ensure that all staff members are aware of their duty to raise concerns, where they exist, about the management of Safeguarding, which includes the attitude or actions of colleagues. If necessary, they will speak with the head teacher, the chair of the governing body or with the Local Authority Designated Officer (LADO).
- 16.3 We have a clear reporting procedure for children, parents and other people to report concerns or complaints, including abusive or poor practice.
- 16.4 We will actively seek the views of children, parents and carers and staff members on our Safeguarding arrangements through surveys, questionnaires and other means.

17 SITE SECURITY

- 17.1 All staff members have a responsibility to ensure our buildings and grounds are secure and for reporting concerns that may come to light.
- 17.2 We check the identity of all visitors and volunteers coming into school. Visitors are expected to sign in and out at the office using the electronic system and to display a visitor's badge while on the school site. Any individual who is not known or identifiable will be challenged for clarification and reassurance. The Visitor Policy can be found in the policy document files in the admin network.
- 17.3 The school will not accept the behaviour of any individual, parent or anyone else, that threatens school security or leads others, child or adult, to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse the person access to the school site.

18 QUALITY ASSURANCE

- 18.1 We will ensure that systems are in place to monitor the implementation of and compliance with this policy and accompanying procedures.
- 18.2 We will complete an audit of the school's safeguarding arrangements at frequencies specified by the Wirral Safeguarding Children Partnership and using the Section 175 online audit tool provided by them for this purpose. More information including how to register for the audit can be found below:
<https://www.wirralsafeguarding.co.uk/professionals/section-11-175-audit/>
- 18.3 The school's senior management and the governing body will ensure that action is taken to remedy any deficiencies and weaknesses identified in child protection arrangements without delay.

19 POLICY REVIEW

- 19.1 This policy and the procedures will be reviewed every academic year. All other linked policies will be reviewed in line with the policy review cycle.
- 19.2 The Designated Safeguarding Lead will ensure that staff members, including volunteers and sessional workers are made aware of any amendments to policies and procedures.
- 19.3 Additional updates to the safeguarding policy and appendix will take place when needed.

Updated Policy Date:	Scheduled review:
September 2021	September 2022