



POLICY DOCUMENT

for

Child Protection/Safeguarding

Headteacher: Mrs D Brill-Williams
Deputy Headteacher: Mrs T Evans Rickards
Assistant Head: Miss S Blackmore
Assistant Head: Mrs C Buck (ALN Service Lead)

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Ethos and Values of the School

Vision

To be recognised as outstanding in all that we do.

Mission

To empower and support individuals to be resilient and independent and to develop skills to reach their potential.

Core Values

We are a school defined by a commitment and ambition to be recognised and outstanding in all that we do. Our values are fundamental in ensuring that we achieve our vision and mission.

Introduction

Pen-y-Cwm School fully recognises the contribution it makes to Safeguarding Children and young people. There are three main elements to our policy:-

- Prevention through teaching and pastoral support offered to pupils;
- Procedures that clearly outline the expectations of all parties within a Safeguarding agenda for identifying and reporting cases, or suspected cases, of abuse. Because of our day to day contact with children school staff are well placed to observe the outward signs of abuse;
- Support to pupils who may have been abused, a cause for concern or vulnerable.

This policy applies to all staff and volunteers working in the school and its governors. It is recognised by this school that all staff that come in to contact with children can often be the first point of disclosure for a child. This first point of contact is an important part of the child protection process, and it is essential that all staff are aware of and implements the schools procedures as noted in this policy.

Prevention

Our school recognises that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps to safeguard children at our school.

The school will therefore:-

- Establish and maintain an ethos where children feel secure and encouraged to talk and share their concerns and will be listened to;
- Ensure that children know that all adults in this school can be approached if they are worried or concerned about matters that concern them or their siblings or friends.
- Include in the curriculum, activities and opportunities for PSE which equip children with the skills they need to stay safe from abuse and to know that they can turn to staff for help; and

- Include in the curriculum, material which will help children develop realistic attitudes and help with independent living skills.

Procedures

At our school we will follow the All Wales Child Protection Procedures and other guidance and protocols that have been endorsed and agreed by the South East Wales Safeguarding Children Board (SEWSC).

The school will:-

- Ensure it has a named designated senior member of staff who has undertaken the appropriate training in line with agreed national and local requirements. This school will also nominate a named deputy who will be the central contact in times when the designated person is absent. In the unlikely event that both are absent or unavailable the most senior person will act as contact point for other staff.
- Recognise the role of designated person and arrange support and training. The school will look to the SEWSC and in particular the Authority's Child Protection Officer for Education (CPO) for guidance and support in all child protection matters in assisting the school's designated person.
- Ensure that all members of staff, including permanent, part time and adult volunteers, along with every governor knows:
 - the name and contact details of both the designate and deputy person responsible for child protection;
 - that it is the named designated person and/or their deputy who have the responsibility for making child protection referrals within SEWSC timescales, by completing the agreed multi-agency form. That the designated person and deputy will seek advice from the CPO and or Social Services Duty and Assessment Team if necessary when a referral is being considered; **if in doubt a referral must be sent.**
- Ensure that all members of staff are aware of the need to be alert to signs of abuse and know how to respond to a pupil who may disclose abuse. That all members of staff will be offered and expected to attend appropriate training and updates as arranged by the school.
- Ensure that parents have a clear understanding of the responsibility placed on the school and its staffs for child protection by setting out their obligations in school prospectus and other forms of communications. In particular, there is a clear obligation that '*the welfare of the child is paramount*' and in some circumstances this may mean that the parents are not initially informed of a referral made by the school. This circumstance is in line with 'All Wales Child Protection Procedures guidance'.
- Provide training for all staff so that they know:-
 - i) their personal responsibility
 - ii) the agreed local procedures (SEWSC)
 - iii) the need to be vigilant in identifying suspected cases of abuse
 - iv) how to support a child who discloses abuse..

- Notify Social Services if:-
 - a pupil on the child protection register is excluded either for a fixed term or permanently.
 - if there is an unexplained absence of a pupil on the child protection register of more than two days duration from school (or one day following a weekend).
- Work to develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at initial review child protection conferences and core groups; and support these with the submission of written reports.
- Keep written records of concerns about children (noting date, event and action taken), even where there is no need to refer the matter to agencies responsible for formal investigation.
- Ensure that all records and files are kept secure and in locked locations.
- Adhere to the procedures set out in the Welsh Assembly Government guidance circular 002/2013 'Disciplinary and Dismissal Procedures for Schools Staff'.
- Ensure that all recruitment and selection procedures are in accordance with Welsh Government guidance "Keeping Learners Safe".

Supporting the pupil at Risk

We recognise that children who are at risk, suffer abuse or witness violence are often affected by this.

School may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless when at school due to these adverse factors their behaviour may be challenging and defiant or they may be withdrawn. At Pen-y-Cwm School we will endeavour to be patient and supportive to the children at risk.

Pen-y-Cwm School will endeavour to support the pupil through:-

- The content of the curriculum to encourage self-esteem and self-motivation (see section 2 of this policy on Prevention);
- The school ethos which:-
 - promotes a positive, supportive and secure environment; and
 - gives pupils a sense of being valued (see section 2 on Prevention);

- The school's behaviour policy is aimed at supporting vulnerable pupils in the school. All staff will follow a consistent approach which focuses on the behaviour. The school will express and explain to all pupils that some behaviour is unacceptable, (Shared with parents via school prospectus and other points of communication). Staff should read the school's Behaviour Policy in conjunction with this and other named policies noted in this policy.
- Liaison with other agencies who support the student such as Social services, Child and Adolescent Mental Health services, the Educational Psychology Service, Education Welfare Service and others; and keeping records and notifying Social Services if there is a recurrence of a concern with the individual.

When a pupil on the child protection register leaves, we will transfer the information to the new school immediately and inform social services.

Pen-y-Cwm School have other policies which clearly indicate our values and expectations. There are separate policies which are reviewed on a regular basis by the Governing Body and can be located on request.

Other Pen-y-Cwm Policies linked to Child Protection/Safeguarding Policy

- Behaviour Management including, Restrictive Physical Intervention (RPI)
- Anti-Bullying
- Time Out/Time in THRIVE
- Safe Recruitment
- Partnership Agreement
- Volunteer Guidance
- Whistle Blowing Policy
- Complaints Policy
- Special Educational Needs
- Pupils Access to the Internet

Monitoring and Review

The governing body regularly reviews any incidents detailed.

A named governor – Mr Wayne Evans, is linked with regard to the child protection procedures.

Overall accountability for Child Protection lies with the Head Teacher,
Mrs D. Brill-Williams.

Designated Senior Person (DSP): Miss Sian Blackmore

Deputy Designated Senior Person(s): Mrs Theresa Evans-Rickards

All staff have received training in Child Protection. The training should be deployed in every situation without exception.

This policy has been agreed by the Governing Body.

This policy will be reviewed in consultation with the staff and Governors on an annual basis and in the light of updated legislation.

D. Brill-Williams
Head Teacher

Headteacher

Signature:



Name: Mrs Darya Brill-Williams

Date : 25.09.2015

Chair of Governors

Signature:



Name: Mr Wayne Evans

Date : 25.09.2015

Further Information

The Safeguarding in Education Manager is Sarah Dixon

Sarah.Dixon@blaenau-gwent.gov.uk

The Designated Strategic Safeguarding Lead for Education

Alun Williams: alun.williams@blaenau-gwent.gov.uk

The deputy Designated Strategic Safeguarding Lead for Education is

Lynn Phillips: lynn.phillips@blaenau-gwent.gov.uk

Documentation:

Blaenau Gwent County Borough Council - Corporate Child Protection Policy

Safeguarding Policy for Education

Safeguarding Children: Working Together Under the Children Act 2004

Keeping Learners Safe (Welsh Government Circular 158/2015)

Safeguarding Children in Education: handling allegations of abuse against teachers and other staff (Welsh Government circular 009/2014)

All Wales Child Protection Procedures 2008

South East Wales Safeguarding Children Board regional protocols.

<http://www.sewsc.org.uk/professionals/protocols-guidance-and-useful-documents/>

Keeping learners safe – <http://gov.wales/docs/dcells/publications/150114-keeping-learners-safe.pdf>

Safeguarding in education: handling allegations

September 2015

<http://learning.gov.wales/docs/learningwales/publications/140410-safeguarding-children-in-education-en.pdf>

All Wales CP Procedures - <http://www.childreninwales.org.uk/wp-content/uploads/2015/09/All-Wales-Child-Protection-Procedures-2008.pdf>
Working together - <http://gov.wales/pubs/circulars/2007/nafwc1207en.pdf?lang=en>

All national guidance documents listed above are also available on the South East Wales Safeguarding Children Board website <http://www.sewsc.org.uk/>