



St. Ethelbert's RCP

Summary of the Child Protection and Safeguarding Children Policy

These procedures are for Teaching, Non-Teaching, Contractors, Supply Staff and Volunteers

The summary of this policy and procedures is shown below and a copy of this, including the Categories of Abuse (from Working Together to Safeguard Children 2018 & Keeping Children Safe in Education September 2021) will be issued to **all** staff both permanent and temporary, and also to any volunteers or contractors who work with the children.

All teaching, non-teaching, volunteers, contractors and staff engaged or employed by us have a duty to report and refer any concerns they may have to the Designated Safeguarding Lead who has overall responsibility for child protection matters. This is:

Mrs Mandy Messham & Mrs Catherine Turner (Deputy)

Definitions/categories of abuse are shown below, you are expected to familiarise yourself with them.

Physical Abuse (intentional act causing physical injury or trauma) <ul style="list-style-type: none">● Physical injury of any form (hitting, biting, burning, shaking)● Giving drugs including alcohol● When a parent or carer fabricates the symptoms of, or deliberately induces illness	Sexual Abuse <ul style="list-style-type: none">● Penetrative or non-penetrative acts by males or females● Showing of pornographic material
Emotional Abuse <ul style="list-style-type: none">● Persistent lack of affection● Constant threatening behaviour● Constant overprotection● Unrealistic pressure to perform to high expectations● Exposure to domestic abuse	Neglect <ul style="list-style-type: none">● Persistent failure to meet basic needs● Failure to protect from harm● Failure to access medical treatment● Inadequate supervision
Other	

- Exploitation such as sexual exploitation or Criminal Exploitation
- Any actions that single out a child for special attention and could therefore be interpreted as ‘grooming’.
- Staff need to be fully aware of the dangers and risks associated with electronic communications. Consequently, they **MUST** ensure that they do **NOT** engage in inappropriate electronic communication of any kind with students.

A student may seek out an individual teacher/adult to share information specifically about abuse or neglect, or may talk spontaneously, individually or in a group when staff or volunteers are present. Anyone hearing an allegation from a child that abuse has, or may have, occurred should:

<p>Receive</p> <ul style="list-style-type: none"> ● What is said ● Accept what you are told – you do not need to decide whether or not it is true ● Listen without displaying shock or disbelief. 	<p>Reassure</p> <ul style="list-style-type: none"> ● The student ● Acknowledge their courage in telling you ● Do not promise confidentiality ● Remind them they are not to blame – avoid criticising the alleged perpetrator(s) ● Do not promise that “everything will be alright now” (it might not be).
<p>React</p> <ul style="list-style-type: none"> ● Calmly, respond to the student but do not interrogate ● Avoid leading questions but ask open ended ones ● Clarify anything you do not understand ● Explain what you will do next i.e. inform the Designated Safeguarding Lead. 	<p>Record</p> <ul style="list-style-type: none"> ● Make notes as soon as possible – during the conversation if you can ● Include: Time, Date, Place and the student’s own words – do NOT assume: Ask “Please tell me what that means”. ● Describe observable behaviour ● Do not destroy your original notes – they may be needed later on.
<p>Support</p> <ul style="list-style-type: none"> ● Consider what support is needed for the student – you may need to give them a lot of your time ● Ensure you are supported – such conversations can be extremely stressful and time consuming ● Talk to your Designated Safeguarding Lead/Head teacher/Line Manager 	

If the DSL is unavailable, to reduce delay, staff will refer directly to The Integrated Front Door to ensure the safety, welfare and protection of the student Telephone-01204 331500.