



## **BURY CHURCH OF ENGLAND HIGH SCHOOL**

### **SAFEGUARDING CHILDREN POLICY**

**DESIGNATED SAFEGUARDING OFFICER - Mrs T Astley**

#### **CHRISTIAN VALUES**

Christ told His disciple's 'Let the children come to me' and made it clear that God's heart was to protect and defend children as 'the kingdom of God belongs to such as these'. Our Christian ethos then compels us to safeguard and protect the children in our care.

#### **INTRODUCTION**

In accordance with the school's Mission Statement we are determined to create an environment in school in which children feel valued, cared for and secure. At the heart of this commitment is the notion of the uniqueness and infinite worth of each individual. We therefore have a special responsibility to care for troubled and vulnerable children who may be suffering from neglect, physical injury, sexual abuse or emotional abuse. Although the school is not an investigation or intervention agency, we nevertheless do have a crucial role to play in recognition and referral. This policy is to be reviewed annually.

#### **GUIDELINES**

##### **ALL STAFF**

- Be aware that safeguarding children should be given the highest priority.
- All staff members should be aware of the systems within school which support safeguarding and are explained as part of staff induction
- Please note that whilst we all have a responsibility for Safeguarding Children, the Deputy Head teacher (CSG) is the designated Safeguarding Children Officer, Mrs T Astley, or the Head Teacher, Rev'd. C Watson in their absence, or Mrs M Brothers, the deputy head, who **MUST** be informed, as soon as it is practical, in person of any concerns that you may have.
- If a pupil makes a disclosure do not ask any leading questions, but tell the pupil that you will have to inform the designated Safeguarding Children Officer and therefore cannot promise confidentiality.
- Immediately pass on the disclosure to the designated Safeguarding Children Officer or Head Teacher/other deputy head, in their absence who will then follow the Safeguarding Children Procedures for Bury.
- If staff have concerns about the designated Safeguarding Children Officer, Mrs T Astley these should be passed directly to Rev'd. C Watson, Head Teacher.
- If staff have concerns that cannot be raised with the designated Safeguarding Children Officer, Mrs Tina Astley or the Head Teacher, Rev'd C Watson, staff can contact the Local Authority Designated Officer, Mr Mark Gay [m.gay@bury.gov.uk](mailto:m.gay@bury.gov.uk), 0161 253 5342 or the Chair of Governors, Mr L Yarwood, (details can be obtained for the Clerk to the Governors, Mrs M Johnson at the school).
- Talk to someone about your feelings and seek support for yourself if necessary.



## **SAFEGUARDING CHILDREN'S OFFICERS**

- Be aware that safeguarding children should be given priority over any other responsibility
- If a pupil has been referred from a colleague or makes a disclosure directly to you, please listen, stay calm and reassure the pupil.
- Tell the pupil that you cannot promise confidentiality and may have to involve others.
- Do not ask any leading questions.
- Allow the pupil to speak unprompted.
- Make a written report of what is said. Sign and date, it.
- Reassure and support the pupil throughout – let them know that they are not to blame.
- Consider if early help can be offered to support and prevent the child or young person's needs escalating. Early help includes identifying emerging problems and sharing information with other professional to support early identification and assessment.
- After disclosure, follow the Authority's Safeguarding Children Procedures.
- Talk to someone about your feelings and seek support for yourself if necessary.
- The Data Protection Act 2018 and GDPR, do not prevent, or limit, the sharing of information for the purpose of keeping children safe. This includes allowing practitioners to share information without consent.

## **SPECIFIC SAFEGUARDING ISSUES**

Abuse of children is not always obvious. It is therefore important to recognise the early warning signals for child abuse because the injury or concerns may not be related to the degree of abuse apparent at the time. In all cases there must be an assessment of the nature of the injury or allegation. Staff need to be vigilant in spotting signs of neglect, sexual abuse and child exploitation, physical and emotional abuse.

Causes for concern may include the following:

- Discrepancy between the allegation and the explanation
- Conflicting explanations or no explanations for injury
- Delay in seeking treatment
- Injuries of different ages
- Evidence of substance misuse by parent/child
- History of previous injuries or concerns
- Parents have unrealistic expectations of the child
- Parent blames the child or shows no anxiety about the child's condition
- Significant changes in the behaviour or demeanour of a child

In addition to the risks above all staff should be aware that safeguarding can also involve a range of potential issues such as:

- Child sexual exploitation (CSE)
- Children missing education (CME)
- Children Missing from home or care
- Bullying including cyber bullying
- Domestic abuse
- Drugs



- Alcohol
- Fabricated or induced illness
- Faith abuse
- Female Genital mutilation (FGM)
- Forced Marriage and honour-based violence
- Gangs and youth violence
- Gender based violence/violence against women and girls
- Mental health
- Private fostering
- Preventing radicalisation and extremism
- Sexting
- Teenage relationship abuse
- Trafficking

Further information on these issues can be found on the NSPCC website and via the GOV.UK website.

### **Peer on Peer Abuse**

All staff should be aware that children and young people are also vulnerable to emotional, physical and sexual abuse by their peers including, but not limited to,

- bullying (including cyber bullying),
- physical abuse causing physical harm,
- gender based violence
- sexual violence and sexual harassment
- sexting (also known as youth produced sexual imagery) and
- initiation/hazing type violence and rituals.

Children and young people may be harmful to one another in a number of ways which would be classified as peer on peer abuse. Abuse should not be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.

It is important to deal with a situation of peer abuse immediately and sensitively. Any incident of abuse should be taken seriously and reported to the DSL or other nominated safeguarding person immediately. It is necessary to gather the information as soon as possible to get the true facts around what has occurred as soon as possible. It is equally important to deal with it sensitively and staff should be alert to the possibility that a child who has hurt another with words or actions may also be a victim and have needs that need meeting. However, the interests of the victim should always be the paramount priority.

### **Children who are particularly vulnerable**

It is important to recognise that some children are more vulnerable to abuse and neglect and those additional barriers exist when recognising abuse for some children. In some cases, possible indicators of abuse such as a child’s mood, behaviour or injury might be assumed to relate to the child’s impairment or disability rather than giving a cause for concern. Staff must always consider the possibility of abuse or neglect and not assume that the indicators are part of a child’s impairment or disability.

### **FURTHER INFORMATION ON FEMALE GENITAL MUTILATION (FGM)**

From October 2015 teachers (along with social workers and health care professionals) have a statutory duty under section 5B of the Female Genital mutilation Act 2003 (as inserted in section 74 of the



serious crime Act 2015) to report to statutory services where they discover that FGM appears to have been carried out on a girl under 18.

Keeping Children safe in Education, September 2018

Para 34 If a teacher, in the course of their work in the profession, discovers that an act of Female Genital Mutilation appears to have been carried out on a girl under the age of 18, the teacher must report this to the police.

## **FURTHER INFORMATION ON PREVENTING RADICALISATION/EXTREMISM**

Excerpt below taken from 'Keeping Children Safe in education - Statutory guidance for schools and colleges September 2018 page 21'

What is extremism?

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of the armed forces, whether in this country or overseas.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies with terrorist groups.

## **STAFF RESPONSIBILITIES**

The designation of a Safeguarding Children Officer should not be seen as diminishing the role of **all** staff in being alert to signs of abuse as part of their pastoral duties. If any member of staff has a Safeguarding (child protection) concern about a pupil s/he will immediately inform the Safeguarding Children Officer and accurately record the event/s giving rise to the concern.

All staff must present an up to date certificate annually at their appraisal in October to confirm that they have completed the HAYS on line "safeguarding and child protection" qualification which contains up to date information on safeguarding areas.

All staff must confirm annually at their appraisal in October that they have read the statutory guidance in Keeping Children Safe in Education Part 1: Information for all school and college staff, September 2018 and know their role in being alert to the early identification of abuse and neglect. If a staff member is unsure speak to the DSL.

Update January 2019