

ST JOHN LLOYD CATHOLIC COMPREHENSIVE SCHOOL

School Mission Statement

“Learning and Growing Together in Christ”

“A Christian community which recognises the dignity and value of the individual and in which all members are encouraged to develop their potential in terms of knowledge, understanding, spiritual, moral, social and cultural awareness”.

ST JOHN LLOYD
CATHOLIC SCHOOL



SAFEGUARDING POLICY

Approved by Governors OCTOBER 2023

1: Introduction

The Education Act 2002, Section 175 (2) states:

“The Governing Body of a maintained school shall 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.”

The Governors and staff of St John Lloyd Catholic Comprehensive School fully recognise and are committed to the contribution they make to safeguarding and promoting the welfare of children. We recognise that all staff, including Governors and volunteers, have a full and active part to play in protecting our children from harm.

All staff and Governors believe that our school should provide a caring, positive, safe and stimulating environment which promotes the social, physical, moral and spiritual development of the individual child.

The school recognises that children sometimes suffer abuse from those who should be caring for and protecting them. Abuse can take place within any socio-economic group and can occur at home or in institutions such as schools. This document sets out the procedures which St John Lloyd Catholic Comprehensive School has in place for exercising its duties in relation to safeguarding pupils.

Our policy applies to **ALL** staff, governors and volunteers working in the school. Learning support assistants, mid-day supervisors, caretakers, secretaries as well as teachers can be the first point of disclosure for a child.

As required by Government, St John Lloyd Catholic Comprehensive School has a designated senior member of staff, known as the Designated Safeguarding Lead, who is responsible for co-ordinating child protection issues within the school and for liaising with other Services. There is also a Deputy Safeguarding Lead who acts in the Designated Safeguarding Lead’s absence and a member of the Governing Body with responsibility for child protection.

At St John Lloyd Catholic Comprehensive School, the above roles are undertaken by:

- **The Assistant Headteacher, as the Designated Safeguarding Lead (DSL).**
- **The Pastoral Support Officer as the Deputy Safeguarding Lead.**
- **The Governor responsible for Safeguarding.**

These people’s names will be given, when requested, to the Local Education Authority.

The names of those people appear under the ‘Safeguarding Procedures’ Section of the staff handbook’.

2: Aims

The aims of this policy are:

- To support St John Lloyd School's broader aims of providing all pupils with equal opportunities to achieve their potential within a safe and caring environment, identifiable by its commitment to Christian principles of justice, love, forgiveness and respect for each other.
- To prevent safeguarding/child protection incidents through the teaching and pastoral support offered to learners and the use of preventative services, such as Team Around the Family (TAF) in schools
- To support the child's development in ways that will foster security, confidence and independence and equip them with the skills needed to keep them safe.
- To support pupils who are in need or who may have been abused in accordance with his/her agreed child protection plan
- To raise the awareness of both teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide a systematic means of monitoring children known or thought to be at risk of harm.
- To emphasise the need for good levels of communication between all members of staff.
- To develop and implement a structured procedure within the school for identifying and reporting cases, or suspected cases of abuse which will be followed by all members of the school community.
- To develop and promote effective working relationships with other agencies, especially the Police and Social Services and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- To ensure that all adults within our school who have access to children have been checked as to their suitability.

Prevention

We recognise as a school that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help to safeguard pupils.

The school will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to
- Ensure children know that there are adults in the education setting whom they can approach if they are worried or in difficulty
- Include in the curriculum, activities and opportunities for relationships and sexuality education which equips children with the skills they need to stay safe from abuse and to know to whom to turn for help
- Include in the curriculum material that will help children develop realistic attitude to the responsibilities of adult life, particularly with regard to childcare and parenting skills
- Build relationships with other agencies and ensure early and appropriate referrals for support and intervention are made before risks escalate
- Take a whole-school (setting) approach to well-being which will incorporate safeguarding and preventative measures to support children and families

4: Procedures

These should be followed in the event of a child protection disclosure/concern.

School procedures for safeguarding children will follow the Wales Safeguarding Procedures that have been endorsed by the Local Safeguarding Childrens Board. We will ensure that:

1. We have a designated member of senior staff whose role is recognised and that they have undertaken the appropriate training and have the appropriate support.
2. We have a member of staff who will act in the designated teacher's absence.
3. We have a nominated Governor responsible for Safeguarding.
4. Ongoing Safeguarding Training will be provided for all staff to ensure they are kept fully informed of current procedures at the start of every term and every two years.
5. Ensure that all members of staff know who the Designated Senior Lead is and their role, the local authority point of contact and the designated governor.
6. Ensure that all staff understand that they have an individual responsibility for reporting children at risk and protection concerns to social services, or to the police, within the timescales agreed with the Regional Safeguarding Board how to take forward those concerns when the DSL is unavailable
7. Ensure that all members of staff are aware of the need to be alert to the signs and indicators of abuse and the risks that individual abusers, or potential abusers may pose to children, the responsibility of how to respond and for referring any concerns to the designated senior person responsible for Child Protection.
8. Ensure that members of staff who are EWC registrants are aware of the *Code of Professional Conduct and Practice for registrants with the Education Workforce Council* (see www.ewc.wales/site/index.php/en/fitness-to-practise/code-of-professional-conduct-and-practice-pdf.html) and the expectation within the Code that the registrant has regard to the safety and well-being of learners in their care and related content
9. Ensure that parents/carers have an understanding of the responsibility placed on the school and staff for safeguarding and child protection by setting out its obligations in the school brochure
10. The School will follow safe recruiting procedures when appointing staff.

11. Our procedures will be regularly reviewed and up-dated.
12. All new staff have undergone a Disclosure and Barring Service check. All existing members of staff have also undergone an enhanced DBS check.
13. All new members of staff will be given a copy of our child protection procedures as part of their induction into the school.
14. The School will strive to prevent Safeguarding/Child protection incidents through the teaching and pastoral support offered to learners.

Provide training for all staff so that they:

- understand their personal responsibility
- know the agreed local procedures and their duty to respond
- are aware of the need to be vigilant in identifying cases of abuse and neglect
- know how to support a child who discloses abuse or neglect
- understand the role online behaviours may have in each of the above

Notify the local authority's social services team if:

- a learner on the child protection register is excluded, either for a fixed term or permanently
- there is an unexplained absence of a learner 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 cooperate as required with their enquiries regarding child protection matters, including attendance at initial review as well as child protection conferences and core groups and the submission of written reports to the conferences
- keep written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to the local authority immediately
- ensure all records are kept secure and in locked locations
- adhere to the procedures set out in the Welsh Government's *Disciplinary and dismissal procedures for school staff: Revised guidance for governing bodies* (see gov.wales/disciplinary-and-dismissal-procedures-school-staff)
- ensure that recruitment and selection procedures are made in accordance with Welsh Government's *Keeping learners safe* guidance
- designate a governor for safeguarding who will oversee the school's child protection policy and practice.

5: Responsibilities

The designated teacher is responsible for:

1. Adhering to the AWCP, LA and school procedures with regard to referring a child if there are concerns about possible abuse.
2. Keeping written records of concerns about a child even if there is no need to make an immediate referral.
3. Ensuring that all such records are kept confidentially and securely and are separate from pupil records.
4. Ensuring that an indication of further record-keeping is marked on the pupil records.
5. Ensuring that any pupil currently on the child protection register who is absent without explanation for two days is referred to Social Services.
6. Contributing to whatever actions are identified to safeguard and promote the child's welfare.
7. Taking part in regularly reviewing the outcomes for the child against specific plans.

6: Supporting Children at risk

1. We recognise that a child who is abused or witnesses violence may find it difficult to develop and maintain a sense of self-worth. We recognise that a child in these circumstances may feel helpless and humiliated. We recognise that a child may feel self-blame. We recognise that they may be deeply affected by this.
2. We recognise that school may be the only stable, secure and predictable element in the lives of children who have been abused or at risk of harm.
3. We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to challenging and defiant or they may be withdrawn.
4. Our school will support all pupils by:
 - The content of the curriculum
 - Giving pupils a sense of being valued - the school's/college's/education setting's behaviour policy, which is aimed at supporting vulnerable pupils in the school/college. All staff will agree on a consistent approach that focuses on the behavioural outcome of the child but does not damage the individual's sense of self-worth. The school/college/education setting will endeavour to ensure that the learner know that some behaviour is unacceptable but that they are valued and not to be blamed for any abuse which has occurred

- Encouraging self-esteem, self-motivation and self-assertiveness whilst not condoning aggression or bullying will ensure that the pupil knows they are valued and not to be blamed for any abuse which has occurred.
- Promoting a caring, safe, positive, supportive and secure environment within the school and gives pupils a sense of being valued.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children. For example the educational psychology service, behaviour support services or the Education Welfare Service – child and adolescent mental health services, and advocacy services
- Keeping records and notifying Social Services as soon as there is a significant concern.
- Providing continuing support to a pupil about whom there have been concerns who leaves the school by ensuring that appropriate information is forwarded under confidential cover to the pupil's new school or college and inform the child's social worker.
- Local authorities, governing bodies and proprietors also need to be able to show they have considered whether children, including individual children, in their area have any specific safeguarding needs in addition to those covered by guidance. If so, they must have policies and procedures in place to meet those needs.

7: Confidentiality

1. All matters relating to Child Protection are confidential.
2. The Headteacher or Designated Teacher will disclose any information about a pupil to other members of staff on a need to know basis only.
3. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
4. All staff should explain that whilst you respect the confidentiality of the matter you may need to seek advice and refer the matter to senior staff.

8: Supporting Staff

1. Staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.
2. We will support such staff by providing an opportunity to talk through their anxieties with the designated teacher and to seek further support as appropriate.

9: Allegations against staff

1. A pupil may make an allegation against a member of staff or a volunteer.
2. If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher.
3. The Headteacher on all such occasions will discuss the content of the allegation with the LA Lead Officer for Child Protection.
4. If the allegation made to a member of staff concerns the Headteacher, the designated teacher will immediately inform the Chair of Governors who will consult with the LAs Lead Officer for Child Protection.
5. The school will follow the LA procedures for managing allegations against staff, a copy of which will be readily available in the school.

Guidance and advice is provided to staff about physical contact with pupils and avoiding situations where allegations may be made against them. Staff should refer to the 'Guidelines on Professional Conduct' (EWC) – a copy of which is included in the staff handbook.

10: Whistleblowing

1. We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
2. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.

11: Physical Intervention

1. Staff must only ever use physical intervention as a last resort, and at all times it must be the minimal force necessary to prevent injury to the child or another person.
2. We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.

Our policy on physical intervention is set out in [a separate document] and is reviewed annually by the governing body, and is consistent with the Welsh Government's guidance *Safe and effective intervention – use of reasonable force and searching for weapons*.

12: Bullying

It is important that children should feel safe and secure and should not feel intimidated or threatened in school. Our procedures are set out in a separate policy.

13: Racist Incidents

St John Lloyd School will not tolerate racist incidents among our pupils and is committed to dealing with all complaints of such a nature. Strategies for dealing with such behaviour are explained in the school's Racism Policy.

14: Pupils with Additional Learning Needs

We recognise that statistically children with additional learning needs are most at risk of abuse. Staff who work with children with an additional learning need, such as a profound and multiple disability, sensory impairment or emotional and behavioural problem, need to be particularly sensitive to signs of abuse.

15: Prevention

We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection.

The school community will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
- Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.

- Include in the curriculum opportunities for PSE which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.

15: Health & Safety

Our Health & Safety Policy, set out in a separate document, reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits.

Types of Abuse

The categories of significant harm defined in “Working Together to Safeguard Children” 2008 include:

Neglect:

Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food, shelter and clothing, (including exclusion from home or abandonment) failure to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision (including the use of inadequate care-givers) failure to ensure access to appropriate medical care or treatment. It may also include neglect, or unresponsiveness to a child’s basic emotional needs.

Physical Abuse:

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child, or a child whom they are looking after.

Emotional Abuse:

The persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child’s emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature signs of developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger for example by witnessing domestic violence within the home or being bullied, or the exploitation or corruption of children. Some level of emotional abuse may be involved in all types of ill treatment of a child.

Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of pornographic material or watching sexual activities or encouraging children to behave in sexually inappropriate ways.

ST JOHN LLOYD CATHOLIC COMPREHENSIVE SCHOOL

Safeguarding Contacts 2021/2022

Should you have any safeguarding concerns, please contact the school on 01554 772589 to speak to the staff named below in the first instance. All concerns should be referred to the School DSL **IMMEDIATELY** and then followed up in writing as soon as possible afterwards but no later than 24 hours.

1. Designated Safeguarding Lead (DSL) – Mr Chris Pinnington – Assistant Headteacher
 2. Deputy DSL – Mrs Maria Harries – Pastoral Support Officer
 3. Carmarthenshire Safeguarding Contacts –
Rhona Evans RhoEvans@carmarthenshire.gov.uk 01554 742197
Caryl Davies CarylMDavies@carmarthenshire.gov.uk 01554 742369
- School Governor – Safeguarding Link – Mrs Jo Austin

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

All child protection referrals go to the;

Central Referral Team-

(01554 742322

: CRTChildren@carmarthenshire.gov.uk

Out of Hours- (0300 333 2222.

In addition the following will be able to advise when these situations arise -

Caryl Davies – School Safeguarding Officer

01554 742369 Carylmdavies@carmarthenshire.gov.uk

Rebecca Copp – Local Authority Designated Officer

01267 246595 Rcopp@carmarthenshire.gov.uk