Safeguarding, LADO, E-Safety and other Key Safeguarding information

‘Safeguarding is everyone’s responsibility’

Safeguarding is everyone’s responsibility and all staff who, during the course of their employment have direct or indirect contact with children and families and vulnerable adults, or who have access to information about them, have a responsibility to safeguard and promote the welfare of children and vulnerable adults.

If you have any concerns about a child’s safety or well-being, please contact any of the people below or your child’s class teacher.

**St Joseph’s Senior Safeguarding Team are:**

Mr C. Newstead (Head Teacher) – Senior Safeguarding Officer

Ms P. McIlroy (Deputy Head Teacher) – Deputy Senior Safeguarding Officer

Mrs E. Tuffin (Learning Mentor) – Deputy Senior Safeguarding Officer

# MS p. mCILROY (Governor) – Governing Body Safeguarding Officer

There is a duty on organisations to make appropriate arrangements to safeguard and promote the welfare of children and vulnerable adults. Also government guidance makes it clear that it is a shared responsibility, and depends upon effective joint working between agencies and professionals that have different roles and expertise.

The school ensures children learn in a safe, caring and enriching environment. Children are taught how to keep themselves safe, to develop positive and healthy relationships and how to avoid situations where they might be at risk including by being exploited. The school also has a statutory responsibility to share any concerns it might have about a child in need of protection with other agencies and in particular police, health and children’s services. Schools are not able to investigate concerns but have a legal duty to refer them. In most instances the school will be able to inform the parents/carer of its need to make a referral. However, sometimes the school is advised by children’s services or police that the parent/carer cannot be informed whilst they investigate the matter. We understand the anxiety parents/carers understandably feel when they are not told about any concerns from the outset. The school will always follow legislation and Local Safeguarding Children’s Board procedures that aim to act in the interests of the child. The school will always seek to work in partnership with parents and other agencies to ensure the best possible outcomes for the child and family.

Safeguarding can involve a range of potential issues such as:

* bullying, including cyber bullying (by text message, on social networking sites, and so on) and prejudice based bullying
* racist, disability and homophobic and/or transphobic abuse
* radicalisation and extremist behaviour
* child sexual exploitation
* sexting
* substance misuse
* issues specific to a local area or population such as gang activity and youth violence
* particular issues affecting children including domestic violence, sexual exploitation, FGM and forced marraige

For ST JOSEPH’S CATHOLIC Primary School this means that …

Safeguarding and promoting the welfare of children, young people and vulnerable adults is not just the province of those working directly with these groups of people**.**

St Joseph’s Catholic Primary School aims to ensure that no act or omission on the part of the organisation, or that of its staff, puts a child, young person or vulnerable adult inadvertently at risk; and that rigorous systems are in place to proactively safeguard and promote the welfare of children, young people and vulnerable adults and support staff in fulfilling their obligations.

This policy applies to anyone employed directly by St Joseph’s Catholic Primary School, and also includes students, volunteers and work placements.

This policy is available to visitors to the school in addition to the induction procedures; these should be implemented as good practice.

This policy focuses on the workplace responsibilities of staff, although responsibilities to safeguarding and promoting the welfare of children, young people and vulnerable adults extend to an individual’s personal and domestic life.

This document will be reviewed periodically, in line with national and local guidance.

A summary of our safeguarding charter is available below:

**St Joseph’s Safeguarding Charter**

**At St Joseph’s we will:**

* Work in partnership with other agencies to safeguard and promote the welfare of all children in keeping with the KSCB’s ‘Levels of Need Guidance’ to secure improved outcomes for young people
* Ensure that safer recruitment practices and safeguarding policies and procedures set out a culture of vigilance and challenge
* Provide induction and regular training that enable all adults to recognise signs of abuse and neglect; act in the interests of the child and maintain an attitude ‘it could happen here’.
* Work collaboratively with other agencies to promote early help for young people and families before their needs escalate to a point where intervention would be needed via a statutory assessment.
* Challenge ourselves and others to ensure actions are completed in a timely way and press for reconsideration if the situation does not improve.
* Quality assure all safeguarding practices including maintaining support and oversight of the Designated Safeguarding Lead and Safeguarding Team, their actions and decisions and record keeping.
* Ensure all adults working with young people follow an agreed code of conduct that promotes safe working practices and makes responsibilities and expectations clear, including the understanding that anyone can make a referral.
* Complete any actions arising from the Local Authority’s 175 Safeguarding Audit in order to ensure policies and procedures follow KSCB, Local Authority and statutory guidance.
* Implement any learning arising from serious case reviews, for example the need to listen and respond to the views of children, especially when assessing their needs.
* Provide students with a curriculum which promotes their safeguarding and enables them to maintain healthy relationships.

## PANTS



PANTS is the underwear rule that is there to help keep children safe from abuse. The underwear rule is a simple way of ensuring that children are kept safe from sexual abuse without needing to use the word ‘sex’.

P = Privates are private

A = Always remember your body belongs to you

N = No means no

T = Talk about secrets that upset you

S = Speak up, someone can help

Further information about PANTS is available from the NSPCC website. Click on the link below:

<http://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/underwear-rule/>

PDF information about PANTS for parents and children are available to view below:

For Parents:

[underwear-rule-parents-guide-English](http://blacklowbrow.co.uk/?attachment_id=2640)

For Children:

[underwear-rule-children-guide-english](http://blacklowbrow.co.uk/?attachment_id=2641)

## I-HOP

i-HOP is an England wide one-stop information and advice service for all professionals working with children and families of offenders, including frontline staff from the criminal justice system, voluntary sector, education, health, housing and social care, as well as those responsible for strategic development and commissioning. St Joseph’s is proud to be a member of I-Hop.

Further information as to how I-Hop provides support can be gained by clicking the link below:

<https://www.i-hop.org.uk/app/about_us>

## Domestic Violence, Forced Marriage (FM) and Honour Based Violence (HBV)

We are aware that violence within the home does occur. We currently work in collaboration with Merseyside Police and its Operation Encompass scheme to ensure that, where Domestic Violence has occurred and there has been Police involvement, the school is made aware and able to provide support for all affected parties.

In cases of forced marriage and honour based violence, we are aware that these can involve complex and sensitive issues. Where schools believe that a child is at harm or in significant need from such circumstances, we are obliged and dedicated to acting within their best interests by contacting Children’s Services and the Police.

[FM and HBV Guidance](http://blacklowbrow.co.uk/?attachment_id=2637)

Useful Contacts:

**National Support**

* Forced Marriage Unit 0207008 015,[fmu@fco.gov.uk](https://web.nhs.net/OWA/redir.aspx?C=ly7lDAzmY0upMzMAYiyFoS2N9wr_ltFIN4V6PYijWmQ72sIi75uALUnisX-pLQ_ACV6ZCaUZqsw.&URL=mailto%3afmu%40fco.gov.uk)
* Childline: 0800 1111 [www.childline.org.uk](https://web.nhs.net/OWA/redir.aspx?C=ly7lDAzmY0upMzMAYiyFoS2N9wr_ltFIN4V6PYijWmQ72sIi75uALUnisX-pLQ_ACV6ZCaUZqsw.&URL=http%3a%2f%2fwww.childline.org.uk%2f)
* Karma Nirvana Helpline: 0800 5999 247
* NSPCC:080 8800 5000
* Iranian/Kurdish Women’s Right Organisation 0207 9206460

**Local Contacts:**

* Merseyside Forced Marriage & HBV Protocol: [www.liverpoolscb.org](https://web.nhs.net/OWA/redir.aspx?C=ly7lDAzmY0upMzMAYiyFoS2N9wr_ltFIN4V6PYijWmQ72sIi75uALUnisX-pLQ_ACV6ZCaUZqsw.&URL=http%3a%2f%2fwww.liverpoolscb.org)
* Savera Liverpool (DAS for BAMER Communities): 07716 266 484
* [http://www.saveraliverpool.co.uk/](https://web.nhs.net/OWA/redir.aspx?C=ly7lDAzmY0upMzMAYiyFoS2N9wr_ltFIN4V6PYijWmQ72sIi75uALUnisX-pLQ_ACV6ZCaUZqsw.&URL=http%3a%2f%2fwww.saveraliverpool.co.uk%2f)
* Amadudu (BME Refugee): 0151 734 0083
* South Liverpool DVS; 0151 494 2222
* LDAS 0151 263-7474
* ABC DVP: 0151 482 2484
* WHISC: 0151 707 1826
* Liverpool Domestic Abuse service: 0151 263 74 4
* Knowsley Domestic Violence Support Service: 0151 548 3333 <http://www.kdvss.plus.com/index.html>

## Local Authority Designated Officer (LADO)

The LADO works within Children’s Services and should be alerted to all cases in which it is alleged that a person who works with children has:

* behaved in a way that has harmed, or may have harmed, a child
* possibly committed a criminal offence against children, or related to a child
* behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

The LADO role applies to paid, unpaid, volunteer, casual, agency and self-employed workers. They capture concerns, allegations or offences emanating from outside of work. The LADO is involved from the initial phase of the allegation through to the conclusion of the case.

They will provide advice, guidance and help to determine whether the allegation sits within the scope of the procedures.

The LADO helps co-ordinate information-sharing with the right people and will also monitor and track any investigation, with the aim to resolve it as quickly as possible.
If you need to contact your Local Authority Designated Officer (LADO), please consult your [Local Safeguarding Children Board (LSCB)](http://www.safenetwork.org.uk/training_and_awareness/Pages/lscbs.aspx) or Local Authority.

Knowsley’s LADO role is filled on a daily duty rota basis by Knowsley’s Independent Review Officers (IRO). For further information please contact <http://www.knowsleyscb.org.uk/>

**Useful Numbers:**

Children’s Services Access Team: 0151 443 2600

LADO (Local Authority Designated Officer): 0151 443 5727

Knowsley Safeguarding Children’s Board: 0151 443 4314

Knowsley Legal Services: 0151 443 3555

## Flowchart Of Action

Where there is suspicion or disclosure of an incident or event that compromises the safety and wellbeing of a child, the school is committed to act in accordance to current local and national guidelines. The school’s role in this is limited to reporting to the necessary authorities and any subsequent investigations that take place following a referral, are the duty and responsibility of the relevant and involved bodies such as Social Care and the Police etc. The school has a responsibility to act in accordance with the procedures set out in the documentation below:

**Stage One**

If a member of staff or volunteer has concerns about a young person’s welfare because the child has disclosed abuse towards them, or the member of staff is concerned by physical or behavioural changes in the child which may indicate abuse or neglect, they must report their concerns **immediately to the Designated Safeguarding Lead or a senior member of staff. Consideration should be given for the need to immediately protect the child by contacting the police or ensuring emergency medical treatment.** The member of staff or volunteer should record their concerns in writing, describing exactly what the child has said and/or what they have observed. All adults working in our school must read Part 1 of the DfE guidance Keeping Children Safe in Education 2016).

**Stage Two**

Allegations or concerns about an adult working within the school should be shared with the headteacher or Designated Safeguarding Lead. Concerns about the headteacher should be reported to the Chair of Governors or Local Authority

**Stage Three**

The Designated Safeguarding Lead will draw upon Knowsley’s Safeguarding Children’s Board: ‘Levels of Need Guidance’ and ring Children’s Services to share the school’s concerns. This may lead the school to make a written referral to Children’s Services. The Designated Safeguarding Lead will agree Children’s Services how the parent/carers will be informed, if that is appropriate. **Anybody can make a referral. If the child’s situation does not appear to be improving the staff member with concerns should press for re-consideration.**

**Given that ‘concerns should always lead to help for the child at some point’ the school should undertake, with other agencies, an Early Help Assessment when the child’s level of need has not met the threshold for statutory assessment.**

## Behaviour and Conduct on School Premises

Our school is committed to safeguarding children and promoting children’s welfare and expects all staff, governors, volunteers and visitors to share this commitment and maintain a vigilant and safe environment. Everyone has a responsibility to act without delay to protect children by reporting anything that might suggest a child is being abused or neglected. It is our willingness to work safely and challenge inappropriate behaviours that underpins this commitment. The school seeks to work in partnership with families and other agencies to improve the outcomes for children who are vulnerable or in need.

In addition to our determination to ensure absolute safety for all children, the school also has a commitment to safeguard its staff, parents and volunteers. We cannot condone, nor will we tolerate any verbal or physical hostility toward staff, parents or volunteers. Should there be grounds for any of our stakeholders to feel intimidated, threatened or vulnerable, we will support them and where necessary, provide advice and security. If necessary, legal guidance and enforcement will be sought.

Hostility or threats, in any form, will not be tolerated at St Joseph’s Catholic Primary School; all children and adults have the fundamental right to be protected from these.

DFE Guidance (2012) states:

‘A school may consider that aggressive, abusive or insulting behaviour, or language from a parent presents a risk to staff or pupils. It is enough for a member of staff or pupil to feel threatened. In such circumstances, schools have a power in common law to bar the parent from the premises.’

**By entering our premises you abide by and agree to follow the school’s safeguarding advice to visitors and/or the code of conduct for staff and volunteers**.’

## E-Safety

St Joseph’s is committed to ensuring that all of its pupils and staff are fully aware of the benefits of the internet, social networking and computer games, but also the dangers of some of them too. Every year, we provide our pupils and staff with up-to-date training on the benefits and dangers of the internet and have provided training for our parents and carers.

We are aware that, in many cases, pupils and other young people have a profound knowledge and understanding of the internet and computer games. It with this in mind that we strive to protect them, through education, from the more nefarious and questionable sites and other multi-media. By educating them, we not only mean that we teach them how to operate their computers and access to interactive media safely and responsibly, but teach them how to stay safe when using these, so that they may understand their own roles and responsibilities in keeping safe when online.

We feel this three-pronged approach (training the children, staff and parents) in how to keep safe provides a substantial basis to protecting our children. Obviously, there are elements of the internet that can not always be policed when outside of school so we urge all parents and carers to operate vigilance when they know their child is using the internet or playing games.

All computer games for modern consoles are rated by PEGI (Pan European Game Information) organisation. This rating, like with films, advises that users, only of a certain age or above, should play these games. We are aware that many children do indeed have access to games that are aimed for individuals older than they. Games rated 12, 16 and 18 can give a very distorted view of the world and acceptable behaviours by openly using foul or sexual language, graphic scenes of violence or gore. We actively encourage parents to limit their children’s access to games that are appropriate for their age range. For more details on PEGI and its work please visit the site:

<http://www.pegi.info/en/index/>

## Searching, Screening and Confiscation

We are extremely proud of the behaviour and responsibility shown by all children at St Joseph’s. We always trust them, and encourage them, to make the correct choices in school and in life. We understand however, that some children are curious and naïve individuals who can sometimes make a decision that could put them or others in danger. When this happens, the staff at St Joseph’s are determined to immediately challenging this behaviour and find ways to resolve any misconceptions that occur. It is therefore necessary to inform parents that we are obliged under guidance from DfE (2014) to, when there are reasonable grounds, search for and on finding one, confiscate a prohibited item.

It is unlikely that such a circumstance should occur, but we have a legal responsibility to ensure that parents and carers are aware of our responsibilities regarding this.

Please be assured that should this action ever occur, the school is bound by strict legislation and must always consider the following throughout:

* Under article 8 of the European Convention on Human Rights pupils have a right to respect for their private life. In the context of these particular powers, this means that pupils have the right to expect a reasonable level of personal privacy.
* The right under Article 8 is not absolute, it can be interfered with but any interference with this right by a school (or any public body) must be justified and proportionate.
* The powers to search in the Education Act 1996 are compatible with Article 8. A school exercising those powers lawfully should have no difficulty in demonstrating that it has also acted in accordance with Article 8. This advice will assist schools in deciding how to exercise the searching powers in a lawful way.

For full details of this documentation, please click below:

[searching\_screening\_confiscation\_advice\_feb14](http://blacklowbrow.co.uk/?attachment_id=2633)