

Holy Trinity C of E Primary School

Safeguarding Children Policy

STATEMENT OF INTENT

The safety and well being of all our pupils at Holy Trinity Primary School is our highest priority. We aim to know everyone as an individual and to provide a secure and caring environment so that every pupil can learn free from danger and threat. We expect respect, good manners and fair play to be shown by everyone so that every pupil can develop his/her full potential and feel positive about him/herself as an individual. All pupils should care for and support each other.

WHAT IS CHILD ABUSE?

The NSPCC defines child abuse as:

"Child abuse is the term used when an adult harms a child or a young person under the age of 18...Child abuse can take four forms, all of which can cause long-term damage to a child: physical abuse, emotional abuse, neglect and child sexual abuse. Bullying and domestic violence are also forms of child abuse."

A child may be experiencing abuse if he or she is:

- Frequently dirty, hungry or inadequately dressed
- Left in unsafe situations, or without medical attention
- Constantly put down, insulted, sworn at or humiliated
- Seems afraid of parents or carers
- Severely bruised or injured
- Displays sexual behaviour that doesn't seem appropriate for their age
- Growing up in a home where there is domestic violence
- Living with parents or carers involved in serious drug or alcohol abuse

This list does not cover every child abuse possibility. You may have seen other things in the child's behaviour or circumstances that worry you. Keep at the forefront of your mind that abuse is always wrong and it is never the young person's fault.

SYMPTOMS

The NSPCC lists some of the signs and symptoms that **may** indicate that a child is being abused:

- repeated minor injuries;
- children who are dirty, smelly, poorly clothed or who appear underfed;
- children who have lingering illnesses which are not attended to, deterioration in school work, or significant changes in behaviour, aggressive behaviour, severe tantrums;
- an air of 'detachment' or 'don't care' attitude;
- overly compliant behaviour;
- a 'watchful attitude';
- sexually explicit behaviour (e.g. playing games and showing awareness which is inappropriate for the child's age), aggressive and inappropriate play;
- a child who is reluctant to go home, or is kept away from school for no apparent reason;

- does not trust adults, particularly those who are close;
- 'tummy pains' with no medical reason;
- eating problems, including over-eating, loss of appetite;
- disturbed sleep, nightmares, bed wetting;
- running away from home;
- self-inflicted wounds;
- reverting to younger behaviour;
- depression, withdrawal;
- relationships between child and adults which are secretive and exclude others.

These signs are not evidence themselves; but may be a warning, particularly if a child exhibits several of them or a pattern emerges. It is important to remember that there may be other explanations for a child showing such signs. Abuse is not easy to diagnose, even for experts.

TRANSPARENCY

Holy Trinity Primary School prides itself on its respect and mutual tolerance. Parents/guardians have an important role in supporting Holy Trinity Primary School. Copies of this policy, together with our other policies relating to issues of child protection, are on our website and we hope that parents and guardians will always feel able to take up any issues or worries that they may have with the school. We will never ignore an allegation of child abuse and will always investigate any concerns thoroughly. Open communications are essential.

SAFER EMPLOYMENT PRACTICES

Holy Trinity Primary School follows the Government's recommendations for the safer recruitment and employment of staff who work with children. All members of the teaching and non-teaching staff at the school including part-time staff, temporary and supply staff, and visiting staff, such as musicians and sports coaches, are subject to the statutory child protection checks before starting work. All volunteer helpers and contractors working **regularly** during term-time are also vetted. Ad-hoc volunteers who have not been CRB checked (e.g. Year 11 work experience students) will be supervised at all times.

CHILD PROTECTION OFFICER

Jon Smith, our Head Teacher, is our CPO. He has been fully trained for the demands of this role in child protection and inter-agency working. He regularly attends courses with other child support agencies to ensure that she remains conversant with best practice. He undergoes refresher training every two years and maintains close links with the Essex Safeguarding Children Board (ESCB) and reports at least once a year to the Full Governing Body on the child protection issues outlined above. The school records on child protection are kept locked in the School Office and are separated from routine pupil records. Access is restricted.

INDUCTION AND TRAINING

Every new member of staff, including part-timers, temporary, visiting and contract staff working in school, receives **proportionate** training on their responsibilities in being alert to the signs of abuse and bullying and on the procedures for recording and referring any concerns to the CPO. Everyone attends refresher training at least every three years. Training in child protection is an important part of the induction process. See Induction Policy.

RAISING AWARENESS WITH PUPILS

Holy Trinity Primary School prides itself on its culture of open and effective communication between staff and pupils and on its excellent pastoral support structures. We prepare all of our pupils to make reasoned, informed choices, judgments and decisions. Time is allocated in PSHE to develop in pupils the confidence that they require to recognise abuse and to stay safe. All pupils know that there are adults to whom they can turn to if they are worried. Children are introduced to the concept of helplines from Year 5 upwards.

PROMOTION OF WELFARE

The ethos of Holy Trinity Primary School is to promote social and moral well-being, to teach pupils to take care of and to value themselves and to think in terms of making a positive contribution to society as adults. All our pupils take part in a large number of charitable activities. We see this as making an important contribution towards the development of the whole person enabling him/her to grow up to value society and make a personal contribution to it.

EQUAL TREATMENT

Holy Trinity Primary School is committed to equal treatment for all regardless of sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. We aim to create a friendly, caring and perceptive environment in which every individual is valued. We endeavour to contribute positively towards the growing autonomy, self-esteem and safety of each pupil.

BULLYING

Bullying, harassment and victimisation and discrimination will not be tolerated. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

COMPLAINTS

We hope that you and your child do not have any complaints about our school, but copies of the school's complaints procedure can be sent to you on request.