



NEWBOLD SCHOOL

Child Protection Policy

Reviewed by Mrs J Crissey September, 2020

To be ratified by Newbold School Board of Governors By October, 2020

Updated to comply with COVID-19 UK Government guidance documents

Designated Lead Officer - Mrs J Crissey

Deputy Lead Officer - Mrs M Jennings

Third member of the Safeguarding/Child Protection team - Miss S Owens.

We work in accordance with The Children Act 1989 and The Berkshire Local Safeguarding Children Boards.

We intend to create an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. We intend to maintain our building and play site to a safe standard to protect children from avoidable accidents. (See our safeguarding policy for all areas of keeping children safe in school).

- The welfare of the children attending Newbold School is paramount and concerns about child abuse should be taken seriously.
- All staff will be aware of child protection procedures and the *Safeguarding Policy*.
- The person with overall responsibility for the school's child protection issues is the **Headteacher, Mrs J Crissey**. **Mrs M Jennings** and **Miss S Owens** are the second and third member of the safeguarding team. Details of the school's child protection procedures are available from the Headteacher. The *Child Protection Policy* can also be viewed on the school's website (www.newboldschool.co.uk).
- The school must have at least one person who has completed safer recruitment training present at new staff interviews. Safer recruitment training is to be renewed every 2 years. Relevant safeguarding questions must be asked in all interviews.
- All child protection concerns will be strictly confidential and shared only with those who need to know.
- Anyone can make a referral to Children's Social Care (MASH (multi-agency safeguarding hub)), the Police or the NSPCC. However, the Designated Lead Officer (Mrs Crissey) or the Deputy Lead (Mrs Jennings) will make necessary referrals when possible. If none of the designated personnel are around and the child's situation is dangerous, all staff are trained on the process of making a referral and should do so in this instance.
- Advice about concerns can be sought from the Local Safeguarding Children Board, , Bracknell Forest Borough Council, Time Square, Market Street, Bracknell RG12 1JD or:

Telephone:

Bracknell MASH team	01344 352005
Out of hours service	01344 786543
Local Area Designated officer	01344 351582
Head of Early Years	
Childcare and Play	01344 354024
Early years Strategy and	

Development Manager	01344 312806
Child Death Administrator	0118 987 6256
Reading Social Care (if relevant)	0118 373641
Thames Valley Police	0845 8505 505

Any observations that cause concern for a child should be recorded accurately, without comment or interpretation, dated and signed on an incident form. If possible, another staff member should witness the observation. These may include:

- significant changes in a child's behaviour
- deterioration in a child's general well being
- unexplained bruising, marks or signs of possible abuse or neglect
- children's comments that give cause for concern
- any reason to suspect abuse or neglect outside the school setting, for example in the child's home
- inappropriate behaviour displayed by other members of staff or any other person working with children e.g. inappropriate sexual comments, excessive one-to-one attention or inappropriate sharing of images
- Where an allegation is made against a staff member, and the action necessary to be taken is not relevant to the normal complaints procedure, due process is set out in the Child Protection Procedure and Safeguarding Policy.

All staff:

- will attend child protection training at the appropriate level.
- will have read and understood the Safeguarding Policy of the school
- will receive training on inappropriate behaviour displayed by other staff members
- must be alert to concerns in a child's life at home and elsewhere, including signs of Child Sexual Exploitation (CSE), trips abroad that indicate Female Genital Mutilation (FGM) may be imminent and signs that a child is suffering neglect or physical abuse.
- should respond appropriately to suspicions of abuse and ensure that everything is taken seriously and consider whether or not the child is in need of medical attention.
- understand that child protection concerns supersede confidentiality considerations on a need to know basis
- consider whether or not the child has any specific needs or vulnerabilities e.g. arising from discrimination based upon ethnicity, religion, sexuality or gender
- should record concerns according to guidelines in the Safeguarding Policy.
- must report concerns to the Designated Lead Person (Mrs J Crissey) as soon as possible.

APPENDAGE: in response to COVID-19 and the re-opening of Newbold School

Government guidance states:

'We may face unique challenges when some children resume their schooling onsite. Where reasonably possible, and where relevant, the DSL should consider these challenges in a child protection context and reflect them in the child protection policy as appropriate.'

In response to COVID-19 and the full re-opening of Newbold School in September 2020

Government guidance for 'Guidance for full opening: Schools' (updated August 2020). states:

'Returning to school is vital for children's education and for their wellbeing. Time out of school is detrimental for children's cognitive and academic development, particularly for disadvantaged children. This impact can affect both current levels of learning and children's future ability to learn, and therefore we need to ensure all pupils can return to school sooner rather than later.'

The following summarises the key coronavirus related changes that we have reviewed in readiness for and for full opening in September 2020. (Refer to our NEWBOLD SCHOOL COVID-19 SAFEGUARDING ARRANGEMENTS for further details September 2020).

- Before school opens, staff will be alerted to new safeguarding concerns about individual children on their return to school.
- Staff will be informed of what they should do if they have any concerns about a child, including new concerns related to the COVID-19 lockdown from March 2020.
- Staff will be reminded of the importance of acting immediately on any safeguarding concerns, including new concerns after children return to school.
- DSLs (and deputies) should support staff and children regarding new concerns (and referrals as appropriate)
- Ensure relevant safeguarding and welfare information that is held on all returning children remains accurate. Schools (led by the DSL or deputy) should be doing all they reasonably can to ask parents and carers to advise them of any changes regarding welfare, health and wellbeing that they should be aware of before a child returns
- peer on peer abuse - given the different circumstances schools are operating in, a revised process may be required for managing any report of such abuse and supporting victims (the principles as set out in part 5 of KCSIE should continue to inform any revised approach)
- What staff and volunteers should do if they have concerns about a staff member or volunteer who may pose a safeguarding risk to children (the principles in part 4 of KCSIE will continue to support how a school or college responds to any such concerns)
- the approach to protecting vulnerable children, if applicable
- what arrangements are in place to keep children not physically attending the school safe, especially online and how concerns about these children should be progressed
- any updated advice received from the local safeguarding partners. DSLs (or deputies) should be leading the school input into the local arrangements
- any updated advice received from local authorities regarding children with education, health and care (EHC) plans, the local authority designated officer and children's social care, reporting mechanisms, referral thresholds and children in need
- the continued importance for school staff to work with and support children's social workers, the local authority virtual school head for looked-after and previously looked-after children and any other relevant safeguarding and welfare partners

Pupil wellbeing and support

Pupils may be experiencing a variety of emotions in response to the coronavirus (COVID-19) outbreak, such as anxiety, stress or low mood. This may particularly be the case for vulnerable children, including those with a social worker and young carers. It is important to contextualise

these feelings as normal responses to an abnormal situation. Some may need support to re-adjust to school; others may have enjoyed being at home and be reluctant to return; a few may be showing signs of more severe anxiety or depression. Others will not be experiencing any challenges and will be keen and ready to return to school.

The return to school allows social interaction with peers, carers and teachers, which benefits wellbeing.

We acknowledge that some pupils will return to school having been exposed to a range of adversity and trauma including bereavement, anxiety and in some cases increased welfare and safeguarding risks. This may lead to an increase in social, emotional and mental health concerns and some children will need additional support. Additionally, provision for children who have SEND may have been disrupted during partial school closure and there may be an impact on their behaviour. We will discuss any concerns with Mrs Crissey (and the safeguarding team, if relevant) and work with local services if necessary (such as our local authority) to ensure the services and support are in place for a smooth return to schools for pupils.

It is important that all staff and volunteers are aware of the new policy and are kept up to date as it is revised. The revised policy should continue to be made available publicly.

The following policies/documents contain the relevant guidance which all staff members have read:

- The updated DfE Government document: '**Coronavirus (COVID-19): safeguarding in schools, colleges and other providers**' (Published 27 March 2020 - Last updated 20 May 2020). (Government guidance withdrawn 31 July 2020)
- The updated DfE Government document: '**Keeping children safe in education**' (Published 26 March 2015 - Last updated 17 June 2020)
- The updated DfE Government document: 'What parents and carers need to know about early years providers, schools and colleges in the Autumn term (updated 21 August 2020)
- The updated DfE Government document: "**Guidance for full opening: schools**" (updated 7th August, 2020)
- **NEWBOLD SCHOOL COVID-19 SAFEGUARDING ARRANGEMENTS** (Partial phased reopening for F1, F2, Yr1 and Yr6 children: 8th June 2020 - end of academic year 2020)
- **Newbold School COVID-19 Risk Assessment** (May 2020 and August 2020).

Written and reviewed by: J.Crissey and M.Jennings. May 2020. Updated September 2020.