



CHILD PROTECTION & SAFEGUARDING POLICY

St. Ninian's High School

Scoil Ard Noo Ninian

“Empowering our students to be self-motivated and confident young people who have respect for others and clear aspiration for their future success”

St Ninian's High School

Child Protection and Safeguarding Policy

Preamble:

St Ninian's High School fully recognises its responsibilities for child protection and safeguarding of students. We have developed this policy in conjunction with guidance from the Isle of Man Safeguarding Board. All procedures issued by the Isle of Man Department of Education Sport and Culture and the IOM Safeguarding Board as published on their websites will be followed. This policy should be reviewed annually by the Safeguarding Lead.

Scope:

Our policy applies to all staff, governors, contractors and volunteers working in the school. All adults working in the school have a duty to safeguard our students. The policy and procedures apply to all children and young people in the school, regardless of gender, age, ethnicity, disability, sexuality or religion. This policy is part of the wider policy and practice framework of the school and can be read in conjunction with the Anti Bullying Policy, SRE Policy, Behaviour Policy, Drug and Alcohol Policy and Managing Allegations against Staff procedures.

Responsibilities:

Designated teachers for Child Protection (CP): Mr C Coole, Head teacher and Miss J White, Deputy Head Teacher and Safeguarding Lead.

Deputy Designated Teachers for CP: Mr N Dyson, Assistant Head & Mr T Smith, Deputy Head

Nominated Governor for Safeguarding and CP: Mrs B Brereton, Chair of Governors

There are five main elements to our policy:

1. Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
2. Establishing a safe environment in which children can learn and develop.
3. Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
4. Developing and then implementing procedures for identifying and reporting cases, or suspected cases of abuse.



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5. Supporting students who have been abused in accordance with their agreed child protection plan.

1. Safe recruitment:

Ensure safe recruitment practices are always followed by:

- following the DESC recruitment procedures
- ensuring that the Bursar has an awareness of safeguarding responsibilities and that she completes the required paperwork once the interview process is complete
- no job offer being made without obtaining satisfactory references
- new staff being subject to DBS checks and identity checks prior to starting work.

2. Establish a safe environment in which children can learn and develop

We will make sure that we:

- foster a school ethos which promotes a positive, supportive and secure environment and allows students to feel safe at all times
- establish and maintain an environment where children are encouraged to talk, and are listened to. This will include working with external agencies where appropriate.
- ensure children know that there are adults in the school whom they can approach if they are worried and have an awareness of how they can access support outside of the school if required.
- follow the agreed procedures for investigating and dealing with allegations made against a member of staff or volunteer (see Managing Allegations against Staff procedure).

3. Raising awareness and equipping children with the skills to stay safe

We will:

- include opportunities in the PSHE curriculum, holding ‘drop down days’, through assemblies, and ICT lessons for children to develop the skills they need to recognise and stay safe from abuse, including e-safety.
- Promote opportunities for parents and guardians to better understand their role in helping to keep children safe. This may include holding parent information



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sessions around themes such as E Safety, or working with individual families as required.

4. Identification and reporting of suspected abuse

We recognise that because of the day to day contact with children, school staff are often well placed to observe the outward signs of abuse. We will therefore:

- ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- make sure that all staff receive relevant training in how to manage any disclosure, which is refreshed regularly
- develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at strategy meetings, case conferences and core groups where possible
- keep accurate written records of concerns about children using the ‘logging a concern’ form.
- ensure all child protection and safeguarding records are kept securely, separate from the main pupil file, and in the designated locked filing cabinet in the Head Teacher’s office at Upper School and the Deputy Head Teacher’s office at Lower School. All CP records must be transferred between buildings as the students move.

5. Support pupils who have been abused in accordance with his/her agreed child protection plan.

For many children who have witnessed or been a victim of abuse, school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. Staff should be alert to any changes in behaviour which may indicate that additional support is needed. The school will endeavour to support the pupil through:

- the school behaviour policy, which is aimed at providing clear guidelines and expectations so that students know what behaviour is unacceptable
- providing support for vulnerable pupils in the school so that they know they are valued and no to be blamed for any abuse which has occurred
- liaison with other agencies that support the child such as social services, Child and Adult Mental Health Service, DESC and Educational Psychologists
- ensuring that, where a pupil subject to a child protection plan leaves, their information is transferred to the new school immediately and that the child’s social worker is informed.

Additional information in light of school closure (added January 2021)



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Whilst school is closed to most pupils, with the exception of those identified as vulnerable or children of key workers, there is a need for some changes to the usual procedures around safeguarding.

- Overall responsibility for safeguarding continues to lie with the Designated Safeguarding Lead. The DSL will be on site where the Hub is based at Lower School every day. In the event of the DSL's absence there will be a member of SLT on site who will take responsibility for safeguarding on that day.
- The DSL and DDSL will be contactable remotely and will be able to advise as required. DSL is Jo White (Tel: 496427, or email joanne.white@sch.im). DDSL is Nick Dyson (email nick.dyson@sch.im)
- All staff are reminded that this period of school closure is likely to put children at greater risk of harm and they should therefore be vigilant for signs or indicators of harm in those children who are attending school or engaging in home learning.
- Staff in school are required to report any safeguarding concerns regarding students directly to the member of SLT on duty at that time. This may be done verbally but should be followed up in written/email form so that a LoC form can be completed. Staff working from home can report any concerns directly to the DSL and DDSL via email. Please copy and paste relevant screenshots if the concern relates to online behaviours or comments.
- Those students meeting the DESC criteria as vulnerable students have all been contacted prior to school closure and invited to attend school during closure if required. Vulnerable students are defined by the DESC as those who are at complex needs on the SEN register, those who are looked after (LAC) and those who have an allocated social worker, whether at complex needs or child in need level.
- Attendance of those vulnerable students and children of key workers is reported via SIMS on a daily basis. SLT are responsible for the completion of the register on a daily basis and the DSL will retain an overview of all attendance for tracking and monitoring purposes.
- In addition, the pastoral team has identified that there is a larger number of students who could be defined as vulnerable for a variety of different reasons, such as difficulties with mental health, poor attendance or complex home circumstances. We have therefore compiled a list of around 200 students that we feel would benefit from a regular contact with either the progress zone team or the pastoral team.
- These students will receive regular contact, at least weekly, and may also be invited to attend school during closure if it is appropriate and agreed by the DSL or DDSL in advance. All contact will be logged on SIMS and any concerns flagged to the DSL/DDSL and other agencies as appropriate.



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- Engagement with home learning is also being monitored across the school and this data will be used to identify possible welfare concerns so that appropriate action can be taken by the pastoral team.
- St Ninian's will only be using our own school staff (including cleaning and catering) during the closure period, all of whom have been DBS checked. If at any point there is a decision to use staff from other educational establishments, the DSL will be responsible for ensuring that all necessary checks have been carried out.
- If a concern is raised about a member of staff, this will continue to be managed in line with the DESCs 'managing allegations against a member of staff' flowchart and should be reported to the Head Teacher in the first instance so that an investigation can be carried out.
- All staff are reminded of the need to maintain a professional presence online during this period of home learning.
- Teaching staff should refrain from using live video conferencing platforms to engage with individual students unless this has been agreed by the Head Teacher or Deputy Head Teacher. Communication should be through the Google Classroom or Google Mail.
- During closure, the DSL and DDSL will continue to 'attend' necessary meetings such as strategy meetings for S46 cases, albeit via virtual means such as telephone conferencing. Reports will be submitted in a timely manner for any child protection conferences as required.

This policy will now be reviewed every 3-4 weeks as the situation is constantly changing and evolving and it is necessary to keep pace with any changes to requirements. It will be circulated to all staff as and when any changes are made.

Date reviewed: 14th January 2021

Next review: 14th February 2021

Named person responsible for reviewing this policy: Miss J White, Deputy Head Teacher and Designated Safeguarding Lead