



SAFEGUARDING AND CHILD PROTECTION POLICY 2024-25

Approved: October 2024

Review date: October 2025

Further information and useful web-based links regarding safeguarding can be found on the school website by following the link below:

<https://springfield.uk.net/index.php/school-life/safeguarding>

The purpose of this policy is to define the responsibility of each individual employed by and/or working on behalf of the school for promoting and safeguarding the welfare of children who are engaged in any activity overseen by the school.

Safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- providing help and support to meet the needs of children as soon as problems emerge
- protecting children from maltreatment, whether that is within or outside the home, including online
- preventing the impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Springfield staff work together to ensure that our school is a safe place to work and learn. All safeguarding incidents are taken seriously (abuse is abuse) and we are intolerant of any derogatory language and/or behaviours which may be deemed 'banter' or 'part of growing up'.

Schools have a statutory responsibility to safeguard the welfare of children and this policy is written with due reference to: Working together to safeguard children (HM Government, 2024); Keeping children safe in education (DFE, 2024); What to do if you're worried a child is being abused (HM Government 2015); and The Prevent duty – Safeguarding learners vulnerable to radicalisation (DFE, 2022).

KEY SAFEGUARDING CONTACTS

Local Area Designated Officer for safeguarding: LADO@portsmouthcc.gov.uk (02392 882500)

DCT Trustee Safeguarding link: Chris Batstone – chris.batstone@springfield.uk.net

Nominated Governor safeguarding link: Jag Jethwa - jag.jethwa@springfield.uk.net

Whistleblowing Governor: Chris Batstone – chris.batstone@springfield.uk.net

Designated Safeguarding Lead (DSL): Richard Brimacombe – Richard.brimacombe@springfield-sec.portsmouth.sch.uk

TRUSTEE/GOVERNOR/STAFF TRAINING

All Trustees and Governors receive regular appropriate safeguarding training delivered by external providers (e.g. Local Authority, Hampshire Governor Services, National College online).

All new school based staff receive safeguarding training on/before induction and all school staff receive detailed safeguarding training at the start of each school year (including any updates to KCSIE guidance). Further update training is then provided at regular intervals and offered as and when required (e.g. contextual concern or wider issue). Training is delivered by trained school staff (typically the DSL) and by external providers (e.g. Local Authority, NSPCC and/or National College online). Training takes place both 'in person' and remotely/online (e.g. online training modules with National College online and pre-recorded audio presentations). Records of staff/Governor/Trustee training are maintained centrally.

THE ROLE OF THE DE CURCI TRUST TRUSTEES

DCT Trustees will:

- safeguard and promote the welfare of all children
- give due regard to the most up to date KCSIE guidance (September 2024), ensuring policies, procedures and training in their schools or colleges are effective and comply with the law at all times
- ensure the suitability of staff, supply staff, volunteers, contractors and proprietors
- ensure that governors and Trustees receive appropriate safeguarding and child protection training (including induction)
- provide strategic challenge to test and assure themselves that the safeguarding policy and procedures in school are effective and supportive of a 'whole school' approach
- meet the obligations of the Human Rights Act (1988) and the Equality Act (2010) and their multi agency safeguarding arrangements

THE ROLE OF THE GOVERNING BODY

Springfield's governors will ensure that:

- the Safeguarding & Child Protection Policy is understood and implemented by all adults adopting a position of trust within the school; and that the policy is reviewed annually
- a Designated Safeguarding Lead (DSL) is appointed, trained and supported to advise other professionals in the school to recognise the needs of children, including the signs of possible abuse, neglect or radicalisation; and to refer any concerns such that appropriate action can be taken
- the Local Governing Body reviews termly feedback from the DSL on safeguarding practice and issues, giving due regard to confidentiality
- All staff, governors and volunteers/visitors receive safeguarding training appropriate to their role and sufficient time to fulfill their child welfare responsibilities effectively
- All governors and trustees receive appropriate safeguarding and child protection (including online) training at induction and that this is updated annually. Training should equip Governors with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures are effective
- the school operates safer recruitment procedures and completes all appropriate checks (including

'online searches') on staff and volunteers who work with children - Keeping children safe in education, Part three (DFE, 2024) guidance in use

- the designated governor receives the Portsmouth Safeguarding Children Partnership compact audit and reports her/his recommendations to the Local Governing Body
- effective procedures are in place to respond to any allegations made against a member of staff (to include: support, supply or any other adult)
- effective systems and procedures are in place to record 'low level' concerns regarding staff conduct (see appendix 4)
- a nominated governor is appointed to liaise with the Local Authority Designated Officer (LADO) should an allegation be received regarding the Headteacher
- the school contributes to inter-agency working in line with statutory guidance and PSCP procedures
- the school implements effective e-safety practices, including using appropriate monitoring and filtering to control what on-line content pupils can access at school
- children are taught about safeguarding (including online safety) through appropriate teaching and learning opportunities
- the school has sufficient trained first-aiders and welfare staff to support the day-to-day health and safety of pupils including during enrichment opportunities, in accordance with the regulations and guidance in Off-site Activities and Educational Visits (Hampshire, Portsmouth and Southampton Councils, 2013)
- school security remains a priority with the premises team, all staff and volunteers, to minimise the risk of unauthorised trespass and unauthorised absence

THE ROLE OF THE DESIGNATED SAFEGUARDING LEAD (DSL)

The DSL has a responsibility to:

- refer all cases of suspected abuse via an Inter-Agency Contact Form (IACF) and phone, if necessary to MASH (Multi-Agency Safeguarding Hub) and manage those referrals
- provide advice and support to staff and volunteers on child welfare and child protection matters
- take part in strategy discussions and inter-agency meetings and/or support other staff to do so
- liaise with the local authority and work with other agencies in line with Keeping Children Safe in Education 2024)
- keep accurate written records regarding safeguarding concerns/issues which are stored securely within the online 'Safeguard' software
- keep accurate written records of any reported 'low level' concerns regarding members of school and/or volunteers/school visitors
- undergo regular child protection training (at least every two years) and take part in network meetings/masterclasses during the school year as required/available
- arrange 'cover' for his/her role; if, at any point, there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately by another member of staff
- liaise with the Headteacher to inform her of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations
- understand the assessment process for providing early help and intervention through locally agreed common processes

- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so
- ensure staff readily share and discuss all safeguarding concerns with the DSL however big or small (to include 'neutral notifications/low level concerns/niggles')
- encourage a culture of being 'child centred', listening to children and taking account of their wishes and feelings, among all staff
- ensure that staff give due regard to relevant human rights/disability acts and consider any 'protected characteristics'/SEND need/intervention when dealing with safeguarding issues and concerns
- ensure the school or college's policies are known and used appropriately
- ensure that parents are made aware of methods to share and/or report safeguarding concerns both within and outside of term time
- ensure the school or college's child protection policy is reviewed annually and the procedures and implementation are updated and reviewed regularly, and work with the governing body regarding this
- where children leave the school, ensure their child protection file is transferred within 5 days of them joining a new school or college
- monitor the progress of children where child protection concerns have been raised (including routine and swift liaison with a child's Social Worker if applicable)
- ensure that those children who require it, receive timely support with mental health concerns

THE ROLE OF STAFF AND VOLUNTEERS

The Teachers' Standards 2012 state that teachers, including headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.

All school staff and volunteers have a responsibility to:

- provide a safe environment in which children can learn
- actively promote a culture which is intolerant of any form of sexual harassment or abuse (including child on child abuse)
- challenge, and report as necessary, ANY inappropriate behaviours between children (including prejudicial language)
- identify children who may be in need of extra help or who are suffering, or are likely to suffer, significant harm. All staff then have a responsibility to take appropriate action, in the best interests of the child, referring to the DSL as needed. (In addition to working with the designated safeguarding lead staff members should be aware that they may be asked to support social workers to take decisions about individual children.)
- ensure children are routinely made aware of the ways in which they can report ANY safeguarding concerns in school (including external/online methods)
- be aware of the Safeguarding & Child Protection Policy (and its appendices) and systems within] the school which support safeguarding
- study part one and part five of keeping children safe in education (DFE, 2024)
- engage with appropriate child protection training which is regularly updated
- be vigilant for the signs of abuse and neglect (including child on child) so that they are able to

- identify and refer cases of children who may be in need of help or protection
- be vigilant for the signs of safeguarding issues that may put children at risk of harm including: Child sexual/criminal exploitation (CSE/CCE); female genital mutilation (FGM); mental health; online safety and serious violence
- maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child;
- protect children from the risk of radicalisation
- ensure that children are safe and know how to be safe when they are online and/or working remotely
- assume the responsibilities detailed in the Health & Safety Policy to provide a safe and healthy environment for all
- raise any welfare concerns about pupils with medical conditions with the DSL to ensure that their needs are met
- Report any concerns (including 'low level' – see appendix 2) relating to a member of staff (including supply staff, volunteers and contractors) support at the earliest opportunity to the DSL

Staff who have immediate concerns can also report abuse using the dedicated NSPCC helpline linked below:

<https://springfield.uk.net/index.php/school-life/latest-news/768-nspcc-report-abuse-in-education-helpline>

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Safeguarding covers a wide range of issues including missing education, cyber bullying/bullying, mental health and substance misuse. This policy should be read in conjunction with the following Springfield policies/procedures:

- SEND
- Anti-bullying
- Child on child abuse
- E-safety
- Attendance
- Behaviour
- DCT Code of Conduct
- Drugs Education
- Equality
- Health & Safety
- Intimate Care
- Medical Conditions
- Sex and Relationships Education
- Whistleblowing
- Safer Recruitment
- DCT policies