



Bunscoil Ghaelgagh Safeguarding Policy

Aims

The Aim of this Policy is to ensure the safety and welfare of all members of our community by:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care.

The school is committed to Safeguarding, promoting the welfare of all its pupils and to protecting them from the risks of harm

Our work in safeguarding and protecting children is in line with the Isle of Man Safeguarding Board's guidance and procedures and therefore all staff hold a safeguarding certificate which is updated every two years.

Role of all Adults

All adults who work at Bunscoil Ghaelgagh are expected to follow this policy.

All staff are clear about their own role and provide a caring and safe environment for pupils and know how they should respond to any concerns about an individual child that may arise.

- The school will ensure that all staff, whether permanent or temporary, and volunteers, know who the Safeguarding Officer and the deputy are, who have overall responsibility for child protection.

Training levels

For Lunchtime ancillaries, office and domestic staff, this should be at a minimum of Level 1 Training.

For staff who work directly with pupils this should be at a minimum of Level 2 Training.

The Safeguarding Officer and the deputy should attend Level 3 Training.

Responsibilities

The Head Teacher (Julie Matthews), is the Safeguarding Officer.

The Deputy Safeguarding Officer is Aalin Clague. In the event of the Headteachers absence she will liaise with other staff to carry out any action necessary.

They are responsible for:

- co-ordinating action within the school and liaising with the Department of Health and Social Care (DHSC), and other agencies over cases
- acting as a source of advice within the school
- ensuring the staff are familiar with the policies and procedures
- referral of individual cases
- liaising with agencies about individual cases, including attendance at Conferences
 - organising training on Child Protection within school

Induction of new Adults (Paid and Volunteers)

Anybody new to our school will be informed of the main points of this policy and given a copy to read as part of their induction procedure (Induction of staff policy). Any member of staff who has not attended appropriate training within the last two years will be required to attend training as soon as possible. Volunteers will be strongly encourage to also attend.

Before a volunteer starts work in school they must meet with the Headteacher or his representative and be briefed on Child Protection.

Where possible/necessary online training will be available for anyone needing to access training in between the normal bi-annual courses.

Child Protection - Recognition and Response to Abuse

All adults working in the school are well placed to notice any physical, emotional or behavioural signs that a child may be suffering significant harm. We understand that harm means the ill- treatment or impairment of a child's health and/or development, including that caused as a result of witnessing the ill-treatment of another person (eg Domestic Abuse).

All staff must be alert to any possible indicators that a child is suffering harm and report any concerns to the Safeguarding Officer or their deputy. All staff must recognise that it is a statutory duty to ensure that children are protected from harm.

We recognise that there are four definitions of child abuse.

The four categories of child abuse in our training are :

- Physical Abuse
- Sexual Abuse
- Emotional Abuse
- Neglect

Safeguarding - Providing a Safe Environment

All parents and carers must feel secure in the knowledge that they are entrusting their children to adults who will strive to keep them safe at school. We will do this by:

- Promoting a caring, safe and positive environment. Refer to our behaviour policy.
- Ensuring that our staff are appropriately trained in safeguarding and child protection according to their role and responsibilities.
 - Ensuring that safeguarding is an essential requirement on all job specifications and interviews when recruiting.
 - Ensuring that all adults who work in our school have a clear and up to date DBS Certificate, and that any adult who does not (e.g. parent helper, visitor) does not have unsupervised access to children.
- Encouraging the self-esteem and self-assertiveness of all pupils through the curriculum so that the children themselves become aware of danger and risk and what acceptable behaviour is and what is not.
- Working in partnership with all other services and agencies involved in the safeguarding of children.

Referrals to others If we have a reason to be concerned about the welfare of a child, we will always seek to discuss this with the child's parents or carers in the first instance. On occasion, according to the nature of our concern, it may be necessary for us to make an immediate referral to Children's Social Care, when to do otherwise may put the child at risk of further harm either because of delay, or because of the actions of the parents or carers.

Child Protection Procedures - Responding to concerns about individual children All children must be able to place their trust and confidence in any adult working in the

school. They must feel sure that they can speak about any worries or concerns they may have and that they will be listened to, taken seriously and responded to appropriately.

Guidance for Safeguarding & Child Protection in Specific Circumstances

Photographs The school will annually ask permission from parents with regard to photographing children. The school will never publish a photograph of a child with their full name, although parents may choose to allow the press to do this.

Attendance Unexplained absences from school may be reported in certain circumstances. We will always report an unexplained absence of a child with a Child Protection Plan to the child's social worker within one day.

In certain circumstances we would report to the Education Welfare Service the continued absence of a child without explanation after a failed expected return date to school.

Pupil Behaviour We will aim to maintain a safe and calm environment by expecting good behaviour from our pupils in line with our behaviour policy.

Staff are trained in Positive Handling through the Team Teach courses.

We will record occasions when physical intervention has been necessary and will notify parents/carers of any such incident.

Links

Our Safeguarding Policy links with our Anti-Bullying Policy, Behaviour Policy and E-Safety Policy (which aims to keep children safe in the ever-changing digital world).

Trips Safeguarding is considered in risk assessments when planning an off-site educational visit.

Equality Impact Assessment

The school recognises its legal duty under the IOM Equality Act 2017 and takes advice from DESC's Safeguarding Officer, DESC's Head of Legal Services and DESC's Children's Services.

Equal Opportunities

This Safeguarding and Child Protection process is applicable to all pupils, staff and parents at the Bunscoil Ghaelgagh.

Monitoring

All staff have input into the monitoring and review of this policy.