



River and Lydden Primary Schools Federation

Safeguarding Children and Child Protection Induction Leaflet Guidelines for School Staff September 2024-25



This leaflet contains important and sensitive information for adults.

Introduction

These guidelines for staff in schools have been produced by the Education Safeguarding Service to provide information about child protection and the procedures that must be observed. All staff will read, understand and have a copy of Part 1 of Keeping Children Safe in Education (KCSIE) 2024.

The protection of children in Kent is overseen by the Kent Safeguarding Children Multi-agency Partnership (KSCMP). You should be aware of and have reference to the Kent and Medway Safeguarding Children Procedures. This guidance is consistent with the DfE guidance 'Working Together to Safeguard Children' (2018). The online procedures manual can be found on the KSCMP website: www.kscmp.org.uk.

The full extent of child abuse is not easily quantified. Research indicates that children are reluctant to report abuse, particularly if it is happening within their family. Abusers come from all walks of life; they may be parents, a trusted adult, a professional or another child.

Everybody who works with children has a duty to help protect them from abuse. All staff must know how to recognise possible abuse both within the setting and externally. You should be familiar with the processes of

recording information in your setting and making requests for support from the Front Door and referrals to the Police.

Every school is required by the KCSIE 2023 to have a Designated Safeguarding Lead (DSL) and deputy(s) to ensure there is always someone available to discuss child protection concerns.

The Designated Safeguarding Leads in our settings are:

Mrs V Alliston
River Primary



Mrs C Lintott
Lydden Primary



We have a number of deputy DSLs:

Mrs K Gibbs, Senior Teacher/SENCO is Deputy DSL at Lydden Primary School.

At River Primary School the following staff are also Deputy DSLs:

Ms T Moody – SENCO and Assistant Head of School.

Mrs J Brown – Assistant Head of School

Miss L Chase – Senco Assistant

Types of Abuse

Physical abuse:

Can range from: over-chastisement, slapping with the hand, a belt, a stick or other object, to shaking, punching or throwing a child across the room. It can lead directly to neurological damage, physical injuries, disability or – at the extreme – death. Harm may be caused by the abuse itself and by abuse taking place in a wider family or institutional

context of conflict and aggression. It also includes a parent/carer fabricating symptoms of or inducing illness in a child. Some physical abuse is reactive; some may be clearly premeditated with intent to cause harm.

Neglect:

Can range from: ignoring a child's developmental needs to not feeding or clothing her/him adequately and not properly supervising her/him. Persistent neglect can lead to serious impairment of health and development, and long-term difficulties with social functioning, relationships and educational progress. Neglect may occur by omission or commission – it is important that problems for a child's parent do not obscure neglect of a child in the family. Unborn babies may now be regarded as suffering neglect due to maternal substance misuse.

Sexual Abuse:

Is the involvement of a child or adolescent in sexual activities that s/he does not understand, cannot give consent to and which are not acceptable by in our society. This includes: inappropriate touching, taking of obscene photographs, producing/trading in indecent images of children (including via the Internet), as well as attempted or actual sexual intercourse; adverse effects may endure into adulthood. Sexual abuse can be carried out by women and other children as well as men.

Emotional Abuse:

Ranges from rejection, refusing to show a child love or affection, making a child unhappy by continually belittling her/him or verbally abusing her/him. It has an important impact on a developing child's mental health, behaviour and self-esteem. It may also include developmentally inappropriate expectations including overly high expectations which the child cannot fulfil. Domestic abuse, adult mental health problems and parental substance misuse may be features in families where children are exposed to such abuse. Emotional abuse may occur by omission or commission, and it is important the problems of a child's parents do not obscure professional views of their child's emotional development. Serious bullying, causing a child to feel frightened or in danger may be regarded as emotional abuse.

Other Safeguarding Risks

Our staff are aware of a range of other safeguarding concerns, including; Child on Child Abuse, Child Sexual

exploitation (CSE), Radicalisation and extremism (The Prevent Agenda) and Honour based violence (including Female Genital Mutilation). More information can be found at: www.kelsi.org.uk/child-protection-and-safeguarding

- ✓ All staff must read and sign to say they have understood our child protection policy

Online Safety:

The internet and related technologies provide wonderful opportunities for creativity, learning and communication; however, our setting recognises that there are also risks associated with this, including: sexual grooming, abuse and exploitation, cyberbullying and exposure to inappropriate material.

Online Safety is viewed as part of our school's safeguarding role and responsibility. Members of staff are made aware of the school's online safety policy and procedures, including our acceptable use of technology expectations regarding communication and use of social media.

Further advice regarding online safety can be found at: www.e-safety.org.uk.

- ✓ All staff must read and be familiar with our online safety policy.
- ✓ All staff, visitors, volunteers, children and parents/carers must read and sign the Acceptable Use Policy.

Indicators of Abuse

Child Abuse can present in many different ways; there may be physical evidence, such as: marks, bruises or weight loss. Or there may be behavioural evidence, such as: reluctance to change for P.E, becoming aggressive or withdrawn, or a change in normal behaviour.

You may also notice changes in a child's presentation, friendships or ability to concentrate etc. A child may choose to disclose abuse; this may be directly, by telling you what happened or indirectly, by telling friends or by asking for advice about a situation involving another person.

Staff may also notice concerns and behaviour changes in adults within the setting, including, staff or parents/carers.

We ask that you be curious, record and report anything which may worry you to the DSL.

What to do if you are concerned for a child:

Sometimes we may have unconfirmed worries about a child but have little concrete evidence that abuse is taking place; this can leave us feeling unsure about how to proceed. There have been many cases where unconfirmed worries have turned out to be the tip of the iceberg. It is vital therefore, that even vague "worries" are recorded and passed on to the DSL at the earliest opportunity. The DSL will then be in a position to collate all known information, involve other agencies, and decide whether a further referral is required. Staff should record incidents or concerns on SAFEGUARD MY SCHOOL in accordance with our policy. These records are dated, and the person making the referral is identified, all records are kept securely by the DSL.

Immediately inform the Designated Safeguarding Lead in the school

The DSL will decide on what action is most appropriate and whether the child should request support from the Integrated Front Door. To help him/her decide this, they may consult with the Education Safeguarding Service or the Front Door team.

Although we would encourage staff to follow their normal child protection procedures, in certain cases if a DSL is not on site and you believe a child is in immediate danger, it may be appropriate for a member of staff to contact the Education Safeguarding Service or Children Social Work Service directly, regarding a safeguarding concern. Or to the LADO if concern was about a named member of staff. For Urgent concerns about a child's safety please call i.e a child is in immediate danger and requires safeguarding, call **03000 41 11 11**.

Disclosures

What to do if a child starts to make an allegation of abuse

- **Reassure** the child that s/he is right to tell and is not to blame

- **DO NOT** promise not to tell anyone else; explain that you have to make sure the child is safe and may need to ask other adults to help you to do this
- **DO NOT** question the child; let her/him tell you what s/he wants to tell you and no more; s/he may need to have to disclose to a specialist later, and too much detail now may interfere with later investigations.
- When the child is finished, make sure they feel secure and explain what you are going to do next.
- **Write down notes**, including the date and time of the disclosure and sign them; record as much as you can remember, using the child's own words.

Requesting support from the Integrated Front Door

If a child or family needs support/intervention from Early Help or Children Social Care, the DSL will ensure that a Request for Support Form is completed as appropriate. These can be submitted using the Children's portal: [Kent Children's Portal](http://KentChildrensPortal.org.uk).

Allegations of abuse made against a member of Staff

When an allegation is made against a member of staff, the Headteacher/Chair of Governors must consult with the Local Authority Designated Officer (LADO) who will help to determine how the matter is to be investigated. The LADO is responsible for ensuring that allegations are managed in a proper way. The LADO can be contacted on **03000 41 08 88**

Preventative work in the classroom

Our pupils need to learn how to keep themselves safe and how to report concerns.

There are many training and resource packs available to help teachers design a curriculum which empowers children who may be being abused. Various elements can be incorporated into everyday teaching, including issues around safe use of the internet, touch, secrets, positive and healthy relationships, British Values, self-esteem, assertiveness and feelings and emotions.

Details of our Child Protection and other policies are available view at:
www.river.kent.sch.uk and

- Online Safety: Ashley Assiter, Online Safety Development Officer
(Monday/Tuesday/Wednesday) - 03000 423 164

Useful names and contacts:

- **The Designated Safeguarding Leads are:**
 - V Alliston at River Primary School
 - C Lintott at Lydden Primary School
- **Our Deputy Designated Safeguarding Leads are:**
 - Tanya Moody - River
 - Jo Brown - River
 - Leanne Chase – River
 - Katie Gibbs-Lydden

For advice on safeguarding issues, please call your area office on the number listed below.

All consultations to the service are responded to by our safeguarding advisors through a duty system which changes daily; please call your area phone number or the online safety number below if you require advice and support.

If a child may be at risk of imminent harm, call the Integrated Front Door on 03000 411 111 (outside office hours - 03000 419 191) or the Police on 999

Dover - 03000 423 154

- **Central Team**
- Head of Service: Claire Ray - 03000 423 169
- Training and Development Manager: Rebecca Avery - 03000 423 168
- Senior Safeguarding Advisor: Robin Brivio - 03000 423 169