

When and what might I be concerned about?

At any time you may be concerned about information which suggests a child is being neglected or experiencing physical, emotional or sexual harm.

You may observe physical signs, notice changes in the child's behaviour or presentation, pick up signs of emotional distress or have a child disclose a harmful experience to you.

Harm to a child can be caused by:

- A parent/carer
- A family member/friend
- Another child
- A stranger
- A member of staff/volunteer *

What should I do if a child discloses that s/he is being harmed?

1. Listen

Listen carefully to what is being said to you, do not interrupt.

2. Reassure

Reassure the pupil that it is not their fault. Stress that it was the right thing to tell. Be calm, attentive and non-judgemental. Do not promise to keep what is said a secret. Ask non-leading questions (TED) to clarify if necessary:

Tell me more...

Explain that to me...

Describe what happened...

Then follow the steps in the flowchart to the right.

The information you have may not be enough on its own for a Child Protection referral, however it will help your DSP to make a decision about risk of harm to the child.

What must I do?

Recognise your concern

Respond - inform your DSP/Deputy DSP without delay (or Head Teacher/Chair of Governors where appropriate*)

Make a written record (using the child's own words), sign and date it.

Pass the record to the DSP/Deputy DSP

****Anyone can make a referral to Children's Services on 0300 123 4043 ****

What should I do if the alleged abuser is a member of the school staff?

If your concern is about a staff member or volunteer, you should report this to the Head Teacher. If your concern is about the Head Teacher, you should report such allegations to the Chair of Governors. Contact details can be found on the back of this leaflet.

The NSPCC Whistleblowing Advice Line is also available on [0800 028 0285](tel:08000280285)

How do I ensure my behaviour is always appropriate?

Please ask a member of the Senior Leadership Team for school guidance regarding Safer Working Practice. The Safer Recruitment Consortium have also produced guidance entitled '**Safer Working Practice for those Working with Children and Young People in Education Settings**' (Oct 2015). This publication can be found on the Hertfordshire Grid for Learning.

CONTACTS

The school has a Child Protection Policy and a copy is available on the All Staff Shared Drive.

In line with this, regardless of the source of harm, you **MUST** report your concern.

Headteacher:

Mr Michael Jones (via 162/direct 103)

Your DSP is:

Mrs Jan Stevens (via 107)

Your Deputy DSPs are:

Mr Tim Henson (via 109)

Mrs Wendy Rowland (via 132)

Mrs Fiona Craigie (Matron) (via 116)

Mrs Jo Zanetti (via 144)

Mr Brad Hughes (via 171)

Your Chair of Governors is:

Mr Alp Mehmet,
Contact him via Mrs Helen Clark

**SAFEGUARDING CHILDREN
QUICK REFERENCE FOR NEW
SCHOOL STAFF or
VOLUNTEERS**

Safeguarding and promoting the welfare of children is **everybody's** responsibility.

All staff have a responsibility to provide a safe environment in which children can learn,

(KCSIE 2019, DfE)

This leaflet has been given to you to make sure you understand what is expected of you. Please seek advice from your **Designated Senior Person** for Child Protection if you are unclear about anything in this leaflet and keep it in a safe place.

