



Virginia Primary School Safeguarding Policy

Rights Respecting School

We are a Rights Respecting School and this policy supports the following articles from the United Nations Convention on the Rights of a Child:

Article 3– the best interest of the child must be a top priority in all things that affect children.

Article 6 – survival and development. Every child has a right to life. Governments must do all they can to ensure that children survive and develop to their full potential.

Article 19 – protection from all forms of violence. Governments must do all they can to ensure that children are free from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

Article 29 – goals of education. Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures and the environment

Our Vision

We want Virginia Primary School to be a community of happy, confident, motivated lifelong learners. We want our children to be successful citizens who value themselves and each other. Therefore, we are continually striving to ensure that we nurture, challenge and enable each and every one to be the very best they can be in all areas of school life.

Rationale

Virginia Primary School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the children and young people in its care.

What is safeguarding?

The Government has defined the term ‘safeguarding children’ as:

‘The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.’

The Governing Body and head teacher will act in accordance with Section 175 of the Education Act 2002 and the supporting statutory guidance ‘Safeguarding Children and Safer Recruitment in Education’ (2006) to safeguard and promote the welfare of children in this school.

All children have the right to be safeguarded from harm or exploitation whatever their

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability

- political or immigration status

Governors, staff and volunteers in this school understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

The purpose of this policy is to:

- Afford protection for the pupils at Virginia Primary School
- Enable staff and volunteers to safeguard and promote the welfare of children
- Promote a culture which makes this school a safer place to learn

This policy applies to the head teacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of Virginia Primary School. This policy needs to be read alongside the following safeguarding policies:

- Child Protection
- Anti-bullying
- Positive Behaviour
- Single Equality
- Inclusion
- Health and Safety
- Staff Handbook
- Whistle Blowing
- Educational Visits
- Physical Activity
- Safer Recruitment
- Safer Code of Conduct

Responsibilities of the Governing Body

The Governing Body recognises its responsibility for safeguarding and ensures that:

- A child protection policy is in place and in accordance with LA guidance and locally agreed interagency procedures. This policy is available to parents on request and is posted on the school's website
- One governor has overall responsibility for Child Protection and regularly receives the 'Designated Officer for CP' training. Our named governor for child protection and safeguarding is Tanya Whitfield.
- The school operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who work with children
- The school's procedures for dealing with allegations of abuse against members of staff and volunteers comply with guidance from the local authority and locally agreed interagency procedures
- The governor responsible for child protection is responsible for liaising with the LA and/or partner agencies in the event of the head teacher being accused.
- The deputy head, Clive Davies, is the designated teacher responsible for dealing with child protection issues, providing advice and support to other staff, liaising with the local authority and working with other agencies.
- Child protection training is given to the designated teacher responsible for child protection, the head teacher and the child protection governor every two years; all staff have training every three years. New staff have training as soon as possible as part of their induction, usually within their first term.

- Records of all mandatory training are recorded on the schools MIS system and kept in staff files.
- Temporary staff and volunteers are made aware of the school's arrangements for child protection through the staff handbook and/or summary given by the office.

Responsibilities of the Head Teacher

The head teacher ensures that:

- The policies adopted by the governing body are fully implemented and followed
- Sufficient resources and time are available to the designated person to discharge their responsibilities, such as taking part in strategy discussions and other interagency meetings and contributing to the assessment of children
- All staff and volunteers are able to raise concerns about poor or unsafe practice and concerns are addressed in accordance with the whistle blowing policy
- Any weakness or deficiencies in regard to child protection are remedied as soon as they are brought to the head teachers' attention. Any concerns or actions are reported to the child protection governor
- Policies and procedures are reviewed annually by governors and information on how they are implemented is given to the LA as requested.

Recruitment Requirements

We follow the requirements for recruiting new staff set out in the 'Safeguarding Children and Safer Recruitment in Education'. It sets out the checks that need to be carried out for new recruits.

Checks for newly appointed members of staff:

The following checks are completed for all new members of staff:

- List 99
- Enhanced DBS disclosures
- Checks to confirm qualifications that are a legal requirement for the post
- Checks to confirm the right to work in the UK

We carry out further checks if required where a member of staff has lived outside the UK as DBS disclosures do not always show offences committed abroad.

Checks for Volunteers and Governors

We obtain enhanced DBS checks for all volunteers working regularly with children. Governors also have enhanced DBS checks.

Parents take part in our parent volunteer course in order to work with children in class or go on trips. They do not have unsupervised contact with children.

Safeguarding from Radicalisation and Extremism

We at Virginia Primary School recognise that protection from radicalisation and extremist narratives is a safeguarding issue. Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

Virginia Primary School values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both pupils and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility

and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

Exposure of children to extremist ideology can hinder their social development and educational attainment alongside posing a very real risk that they could support or partake in an act of violence.

Staff Training and Awareness

The head, deputy and parent liaison officer and two parent governors have received training from Tower Hamlets in recognising and responding to the risk of violent extremism and the role of professionals. This has been disseminated to all staff. Further training will be provided when inducting new staff and at the beginning of each academic year

Recognising Extremism

Early indicators may include:

- Showing sympathy for extremist causes
- Glorifying violence
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations
- Out of character changes in dress, behaviour and peer relationships.

Reporting

If any member of staff has concerns about a child being at risk from extremist narratives or being radicalised, they should report these to Clive Davies, designated teacher for child protection. Please refer to our child protection policy for further guidance.

Prevention

We are proud of our inclusive ethos at Virginia Primary School and the values we demonstrate through all aspects of school life ensure a strong cohesive community. We teach these values explicitly through:

- A rich curriculum that includes learning about faith in a local and global context, democracy, social justice and the rule of law
- Critical appraisal of sources including the internet
- A comprehensive PSHE programme that teaches we accept and celebrate difference and equality for all
- Regular workshops on race, gender and bullying (including homophobic bullying – we are Stonewall School Champions)
- Parent workshops that run alongside the learning we are delivering for children (on equality issues for example)
- Providing opportunities to work with the wider community (St Hilda's East, Friends of Arnold Circus, business partners, partner schools)
- Pastoral and induction support
- Rewarding positive behaviour and the demonstration of our values
- Workshops on safety and risk
- Open discussions and debates around current affairs.

Policy date: September 2009

First Review: September 2013

Second Review: January 2015

Third Review: October 2016

