Child Protection and Safeguarding Policy

This policy sets out St Denys Primary School Child Protection and Safeguarding Procedures.

Signed by Head Teacher:

Signed by Chair of Governors:

Approved: September 2026

Review period: Annual

Next Review Date: September 2027

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Important Contacts

ROLE/ORGANISATION	NAME	CONTACT DETAILS
Designated Safeguarding Lead (DSL) - St Denys Primary School	Billy davies	head@stdenysprimary.co.uk
Deputy DSL(s) - St Denys Primary School	Sarah Andrews Donna Adams Alex Tarling	Sarah.andrews@stdenysprimary.co.uk Donna.adams@stdenysprimary.co.uk Alex.tarling@stdenysprimary.co.uk
Chair of Governors - St Denys Primary School	Jo Gaul	Jo.gaul@stdenysprimary.co.uk
Local Authority Designated Officer (LADO) - Southampton City Council	Gemma Swan	023 8091 5535/ 07500 952 037 lado@southampton.gov.uk
Children's Social Care - Southampton City Council		023 8083 3336
Channel Helpline		020 7340 7264
NSPCC Helpline		0808 800 5000

1. Aims

St Denys Primary School is committed to safeguarding and promoting the welfare of all its pupils. We recognise that safeguarding is everyone's responsibility and that we play a crucial role in protecting pupils from harm. This policy outlines our procedures to:

- Create a safe and supportive environment where pupils feel able to voice concerns.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and neglect, and know how to report concerns.
- Work collaboratively with other agencies, including Southampton City Council Children's Social Care, to safeguard and promote the welfare of pupils.
- Prevent unsuitable people from working with pupils.
- Ensure all concerns and allegations are dealt with professionally and expeditiously.

2. Legislation and Statutory Guidance

This policy has been developed in accordance with the following key legislation and statutory guidance:

- **Keeping Children Safe in Education (KCSIE) 2026:** Statutory guidance for schools and colleges.
- **Working Together to Safeguard Children 2023:** A guide to multi-agency working to help, protect and promote the welfare of children.
- **The Children Act 1989** and **The Children Act 2004**.
- **The Education Act 2002**.
- **The Education (Independent School Standards) Regulations 2014**.
- **The Non-Maintained Special Schools (England) Regulations 2015**.
- **The Apprenticeships, Skills, Children and Learning Act 2009**.
- **Southampton City Council's Safeguarding Handbook for schools and colleges: Guidance for developing Safeguarding and Child Protection Policies in Education settings 2024-2025**.
- Other relevant legislation, including the Counter-Terrorism and Security Act 2015 (Prevent duty) and the General Data Protection Regulation (GDPR).

This policy should be read in conjunction with the school's other relevant policies, including our Online Safety Policy, Safer Recruitment Policy, Behaviour Policy, St Denys Way document and Staff Code of Conduct.

3. Definitions

For the purpose of this policy:

- **Child:** Refers to anyone under the age of 18.
- **Safeguarding:** Encompasses all actions taken to protect children from maltreatment, prevent impairment of children's health or development, ensure children grow up in circumstances consistent with the provision of safe and effective care, and take action to enable all children to have the best outcomes.
- **Child Protection:** Is a part of safeguarding and refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.
- **Abuse and Neglect:** Categorised into four key areas:
  - **Physical abuse:** Any physical injury to a child.
  - **Emotional abuse:** The persistent emotional ill-treatment of a child.
  - **Sexual abuse:** Forcing or enticing a child to engage in sexual activities.
  - **Neglect:** The persistent failure to meet a child's basic physical or psychological needs, likely to result in serious impairment of the child's health or development.
- **Artificial Intelligence (AI):** When considering policies to refer to, especially when AI has been used to access harmful content or to bully pupils, the school will refer to its Artificial Intelligence policy. Our school's requirements for filtering and monitoring also apply to the use of AI, in line with KCSIE.
- **Misinformation, Disinformation (including fake news), and Conspiracy Theories:** These are explicitly included under the 'content' category of risk.

4. Equality Statement

St Denys Primary School is committed to ensuring equality of opportunity and outcomes for all pupils, irrespective of any protected characteristics. We will have due regard to the need to eliminate unlawful discrimination, harassment, and victimisation. This includes addressing issues such as sexual violence, sexual harassment, misogyny/misandry, and racism, and ensuring our policies and practices are inclusive and responsive to the diverse needs of our pupil population.

5. Roles and Responsibilities

5.1 The Governing Board

The Governing Board of St Denys Primary School holds the ultimate responsibility for ensuring the school's safeguarding arrangements are effective and meet statutory requirements. This includes:

- Appointing a Designated Safeguarding Lead (DSL) and at least one Deputy DSL.
- Ensuring the school has a robust Child Protection and Safeguarding Policy that is reviewed annually and is compliant with relevant legislation and guidance.
- Overseeing the implementation of the policy and ensuring that all staff receive appropriate safeguarding and child protection training at induction and annually thereafter.
- Ensuring that arrangements are in place to work with social care, the police, health services, and other services to promote the welfare of pupils and protect them from harm.
- Ensuring that the school's requirements for filtering and monitoring are effective, particularly in relation to online safety and the use of AI.

5.2 The Headteacher

The Headteacher is responsible for the day-to-day management of safeguarding and child protection within the school, including:

- Working with the Governing Board to ensure the school's safeguarding policy and procedures are implemented effectively.
- Ensuring that all staff are aware of their safeguarding responsibilities and receive regular training.
- Supporting the DSL and Deputy DSLs in their roles.
- Fostering a culture of vigilance and openness where safeguarding is prioritised.

5.3 The Designated Safeguarding Lead (DSL) and Deputy DSLs

The DSL (and any deputies) plays a critical role in managing safeguarding concerns and referrals. Their responsibilities include:

- Acting as the first point of contact for all staff regarding safeguarding concerns.
- Liaising with the Headteacher and other senior leaders on safeguarding matters.
- Managing referrals to Southampton City Council Children's Social Care and the LADO.
- Maintaining accurate and confidential child protection records.
- Keeping up-to-date with relevant legislation, guidance, and local procedures, including attending DSL training at least every two years.
- Ensuring that all staff understand how to report concerns about a child.
- Working with other agencies to support children who are subject to Child Protection Plans or are Children in Need.
- Understanding the unique risks associated with online safety and being confident in their knowledge and up-to-date capability to keep pupils safe online at school.
- Considering whether it would be appropriate to share information with a new school or college in advance of a pupil leaving.

5.4 All School Staff and Volunteers

All staff and volunteers at St Denys Primary School have a responsibility to safeguard and promote the welfare of pupils. This includes:

- Reading Part One of Keeping Children Safe in Education 2026 and the school's own Child Protection and Safeguarding Policy annually
- Knowing how to identify signs of abuse and neglect, including those related to child-on-child abuse, online risks, and radicalisation.
- Reporting any concerns about a child's welfare to the DSL or a Deputy DSL promptly, following the school's internal reporting procedures.
- Attending annual safeguarding training.
- Maintaining an attitude of "it could happen here" where safeguarding is concerned.

6. Confidentiality

All concerns and referrals will be kept in a separate child protection file for each pupil. Confidential information and records will be held securely and only available to those who have a right or professional need to see them. The school will receive information from partners shared in the interests of safeguarding children that may be shared without the parent's consent and will treat this information confidentially.

When recording concerns, staff should only record the facts as the child presents them; the notes should not reflect the personal opinion of the note-taker.

7. Recognising and Reporting Concerns

7.1 Identifying Concerns

All staff will receive training to help them recognise the signs and indicators of different types of abuse and neglect, including:

- Physical harm
- Emotional harm
- Sexual abuse
- Neglect
- Child-on-child abuse, including sexual violence and sexual harassment
- Online risks, including grooming, cyberbullying, sending nudes (previously sexting), upskirting, gaming, and online reputation issues.
- Harmful practices such as Female Genital Mutilation (FGM) and abuse linked to faith/belief.
- Concerns related to criminal or sexual exploitation (e.g., County Lines).
- Signs of radicalisation and extremism.
- Attendance concerns, including children missing education, children missing

from home or care, and those with alternative provision arrangements.
- Domestic abuse affecting pupils.
- Mental health concerns.

7.2 Reporting Procedures

Any member of staff or volunteer who has a safeguarding concern about a pupil must:

1. **Report immediately:** Report the concern to the DSL or a Deputy DSL as soon as possible.
2. **Record accurately:** Record the concern in writing on the school's designated safeguarding recording system (CPOMS), providing factual information and avoiding opinion. This record will be shared with the DSL/Deputy DSL.
3. **Do not investigate:** Staff should not attempt to investigate the concern themselves. This is the responsibility of the DSL and external agencies.
4. **Do not promise confidentiality:** Staff should explain that they cannot promise confidentiality if the information suggests a child is at risk of harm.

7.3 Referrals to Children's Social Care

The DSL, in consultation with the DSL Team, will be responsible for making referrals to Southampton City Council Children's Social Care. St Denys Primary School will adhere to Southampton City Council's "conversation model" for referrals, engaging in a discussion-based process to clarify concerns and determine appropriate next steps. The school will use the local threshold document to guide decisions on when to refer concerns for assessment and statutory services under Section 17 and Section 47 of the Children Act.

Contact for Referrals:

Southampton City Council Children's Social Care: **023 8083 3336**

If a pupil is not collected at the end of the session/day, or goes missing, the school will follow its established procedures for non-collection of children and missing pupils, which include contacting parents/carers, ensuring the child is looked after, and recording the incident.

8. Safer Recruitment

St Denys Primary School is committed to safer recruitment practices to prevent unsuitable individuals from working with pupils. Our procedures include:

- **Robust recruitment process:** Adhering to statutory guidance outlined in Part Three of Keeping Children Safe in Education 2026.
- **Pre-appointment vetting checks:** Including Disclosure and Barring Service (DBS) checks (enhanced), professional disqualification checks, and Section 128 checks where applicable.
- **Single Central Register (SCR):** Maintaining a comprehensive SCR of all staff and volunteers, detailing their vetting checks and qualifications.
- **Staff induction:** Ensuring all new staff and volunteers receive a comprehensive safeguarding induction upon joining the school.
- **Staff Code of Conduct:** All staff and volunteers are required to read and adhere to the school's Staff Code of Conduct, which clearly outlines expected professional behaviour and boundaries.

9. Allegations Against Staff, Including Supply Teachers, Volunteers and Contractors

Any concern or allegation that a member of staff or volunteer has:

- Behaved in a way that has harmed, or may have harmed a child.
- Potentially committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

Will be dealt with immediately and seriously, in accordance with Part Four of Keeping Children Safe in Education 2026 and Southampton City Council's procedures.

The Headteacher will immediately inform the Local Authority Designated Officer (LADO) at Southampton City Council. The LADO is responsible for overseeing the investigation of allegations against individuals who work with children.

LADO Contact (Southampton City Council): LADO@southampton.gov.uk

10. Child-on-Child Sexual Violence and Sexual Harassment

St Denys Primary School recognises that child-on-child sexual violence and sexual harassment are serious safeguarding issues. We are committed to:

- Promoting a culture where such behaviour is not tolerated and pupils feel confident to report it.
- Responding promptly and effectively to all reports, taking into account the age and understanding of the pupils involved.
- Following the guidance in Part Five of Keeping Children Safe in Education 2026.

- Educating pupils through the curriculum (e.g., Relationships, Sex and Health Education) on healthy relationships, consent, and how to report concerns.

- Ensuring that pupils are aware of reporting systems and processes within the school and feel safe in submitting any concerns.

11. Information Sharing

Effective information sharing is crucial for safeguarding children. St Denys Primary School will share information with other agencies where it is necessary to protect a child from harm, or to promote their welfare, in line with the principles of "Working Together to Safeguard Children 2023". This includes:

- Sharing information in a timely and proportionate manner.
- Seeking consent where appropriate, but proceeding without consent if it is necessary to protect a child from significant harm.
- Maintaining accurate records of information shared and the rationale for sharing.

12. Review and Monitoring

This policy will be reviewed annually, or more frequently if there are changes in legislation, statutory guidance, or local procedures. The DSL will provide regular updates to the Governing Board on safeguarding matters, including any changes to legislation or guidance. The effectiveness of the policy and procedures will be monitored through regular audits, staff training evaluations, and feedback from pupils, staff, and parents.