

What should I do if the alleged abuser is a member of staff working with children?*

If your concern is about a staff member or volunteer, you should report this to the most senior person not implicated in the concern, so in most cases the Headteacher **Wendy D'Arcy**. If however, your concern is about the Head, you should report this to the Chair of Governors **Sarah Nicholson**. Contact details can be found on the back of this leaflet. The senior person will then contact the **Local Authority Designated Officer (LADO) on 01452 426994 for a discussion.**

How do I ensure my behaviour is always appropriate?

Please ask a member of the **SLT** for school guidance regarding **Safer Working Practice**. The Safer Recruitment Consortium have produced guidance entitled 'Safer Working Practice for Adults who work with Children and Young People in Education Settings' (2015) which can be found on the GSCE website **www.gsrb.org.uk**

CONTACTS

The school has a Child Protection Policy and a copy is available from:

School website

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

Head Teacher:

Wendy D'Arcy

Your Designated Safeguarding Lead (DSL) is:

Wendy D'Arcy

Your Deputy DSL's are:

Wendy Walpol & Heather Gregory

Contact your DSL or DDSL at/on:

head@hardwicke.gloucs.sch.uk

The Chair of Governors is:

Sarah Nicholson

Contact her on:

snicholson@hardwicke.gloucs.sch.uk



SAFEGUARDING CHILDREN QUICK REFERENCE FOR NEW SCHOOL STAFF or VOLUNTEERS

September 2020

Everyone in the education service shares an objective to help keep children and young people safe by contributing to:

*Providing a safe environment,
identifying children and young
people who are suffering or likely
to suffer significant harm and
taking appropriate action.*

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

When and what might I be concerned about?

At any time you might 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 e.g (who, what, when, where and how) to clarify if necessary.

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 DSL to make a decision about risk of harm to the child.

What must I do?

Share your concerns verbally with the Designated Safeguarding Lead/Deputy DSL without delay.



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



Pass the written record to the DSL/Deputy DSL