

# Copnor Primary School Child Protection Policy 2024-2025

## Introduction

Copnor Primary School is committed to safeguarding and promoting the welfare of all children. This policy outlines the school's approach to child protection, ensuring compliance with statutory requirements and best practices. It applies to all staff, governors, volunteers, and external visitors.

## DSL:

Matt Johnson, Headteacher

Lizzie Shackelford, Deputy Headteacher

Sam Sinclair, Assistant Headteacher

Harry Andrews, KS2 Phase Leader

The policy aligns with:

- **The Children Act (1989, 2004)**
- **Keeping Children Safe in Education (KCSIE) 2024**
- **Working Together to Safeguard Children (2023)**
- **Prevent Duty (2015) and Online Safety Guidelines**

## Core Safeguarding Principles

- The welfare of the child is **paramount**.
- **All children** have a right to protection from harm.
- The school adopts a **whole-school approach** to safeguarding.
- Staff must maintain **professional curiosity** and report concerns promptly.
- **Partnership working** with parents, external agencies, and local authorities ensures child welfare.
- **Early help and intervention** are encouraged before issues escalate.

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## Roles & Responsibilities

### Designated Safeguarding Lead (DSL) & Team

- The **DSL (senior staff member)** oversees all child protection concerns and liaises with external agencies.
- **Deputy DSLs** support the DSL and ensure continuity in case of absence.
- The DSL provides **training, guidance, and record-keeping**.

### Staff Responsibilities

- All staff must **know the signs of abuse and neglect**.

- Concerns should be reported **immediately** to the DSL.
- Staff must **maintain confidentiality** and follow correct procedures.
- **Regular training** ensures compliance with updated safeguarding practices.

### Governing Body

- The **safeguarding governor** monitors policy implementation.
- Governors ensure **safer recruitment and training** practices are followed.

### Parents & Community

- Parents are encouraged to be **partners** in safeguarding.
- **Workshops and resources** are provided to help families understand risks like online safety, mental health, and peer-on-peer abuse.

### Types of Abuse Recognized

Staff are trained to identify and respond to different forms of abuse:

1. **Physical Abuse** – Hitting, shaking, poisoning, burning, or any physical harm.
2. **Emotional Abuse** – Persistent emotional mistreatment, humiliation, or excessive criticism.
3. **Sexual Abuse** – Involvement of a child in sexual activities, including grooming and exploitation.
4. **Neglect** – Failure to meet basic physical, emotional, or educational needs.

### Other Safeguarding Concerns

- **Child Sexual Exploitation (CSE) & Child Criminal Exploitation (CCE)**
- **Domestic Violence & Parental Substance Abuse**
- **Peer-on-Peer Abuse (bullying, sexual violence, harassment, hazing)**
- **Radicalization & Extremism (Prevent Duty 2015)**
- **Online Safety (Cyberbullying, Exploitation, Harmful Content)**
- **Mental Health & Well-being**

### Reporting & Handling Concerns

#### Step-by-Step Reporting Process

1. Any staff member who has a concern **must report it to the DSL** immediately.
2. The DSL records and **assesses the risk** based on severity.
3. If necessary, the DSL **refers the case** to children's social services.
4. **Parents are informed** unless doing so could place the child at further risk.
5. **External agencies** (social services, police, NSPCC) may intervene if needed.



## Confidentiality & Record-Keeping

- All concerns, referrals, and actions are **documented securely**.
  - Only those who need to know have **access** to records.
  - Record retention complies with **data protection laws (GDPR 2018)**.
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## Safer Recruitment & Staff Conduct

### Recruitment Procedures

- All employees and volunteers undergo **enhanced DBS (Disclosure & Barring Service) checks**.
- **References and employment history** are verified before hiring.
- New staff complete **safeguarding induction training**.

### Allegations Against Staff

- Any allegations against staff are handled **in line with Local Authority Designated Officer (LADO) procedures**.
  - Staff accused of misconduct may be **suspended or investigated**.
  - Children's safety always takes **priority over reputational concerns**.
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## Supporting Vulnerable Pupils

- The school provides **tailored support** to pupils facing family issues, abuse, or trauma.
- **Early Help interventions** connect families with social services and mental health professionals.
- Staff work with **external safeguarding teams** to ensure children receive appropriate care.

## Mental Health & Well-being

- Pupils have access to **counseling and mental health support**.
  - Staff promote **resilience and emotional well-being** through school programs.
  - The school offers **PSHE (Personal, Social, and Health Education) lessons** on topics like consent, relationships, and emotional regulation.
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## Online Safety & Digital Safeguarding

### Key Risks:

- **Cyberbullying**
- **Exposure to harmful content** (violence, self-harm, radicalization)



- **Online Grooming & Exploitation**
- **Data privacy concerns & hacking threats**

#### **School Measures:**

- **Internet filtering & monitoring** on school devices.
  - **Digital citizenship education** for pupils and parents.
  - **Safeguarding training for staff** on recognizing online risks.
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#### **Policy Monitoring & Review**

##### **Annual Review**

- The policy is **reviewed yearly** to reflect new safeguarding legislation.
- Staff, governors, and parents contribute **feedback**.

##### **Emergency Updates**

- The school responds promptly to **new threats**, such as changes in local risks, cybercrime trends, and government policies.
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#### **Conclusion**

This policy ensures that Copnor Primary School provides a **safe, secure, and supportive** environment for all pupils. The school remains **vigilant, proactive, and committed** to child protection, working in partnership with staff, parents, and safeguarding agencies.