

Safeguarding Children

‘What you need to know’

**Induction for new Staff /Volunteers in
Schools, Services and UCM**

Department of Education, Sport and Culture



Safeguarding

The Department is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff are required to undertake training with regard to the safeguarding and welfare of children and young people commensurate with the role they have, and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

All staff employed by the Department have a responsibility to safeguard all children they come into contact with in the course of their duties.

In addition, proactive safeguarding within Education covers the policies and procedures put in place that tell everyone how they should behave to keep everyone safe. Child Protection is the **duty** we have to act if we are concerned a child is being harmed.

Definitions of Abuse

Everybody has a responsibility to keep children and young people under 18 years of age safe from harm and abuse. Harm and/or abuse is identified in four ways.

Neglect

Neglect means that a child or young person is not being properly taken care of by their parents or carers. This could be about poor hygiene, poor diet, being left alone at home or not having appropriate boundaries in place, not being taken to appointments, or not being sent or encouraged to attend school.

Physical Abuse

Physical abuse is where someone deliberately hurts, hits or injures a young person. This can also include poisoning, drowning and fabricated induced illness.

Emotional Abuse

Emotional abuse is where someone shouts at, uses threats or makes fun of a young person to make them feel frightened, worthless or unloved. A young

person seeing violence between parents or other people in their home can also be very harmful.

Sexual Abuse

Sexual abuse is where someone influences, involves or forces a child to look at or take part in sexual activities. This could include encouraging unwanted touching, involving a child in watching pornography or forcing a child or young person under the age of consent to be involved in sexual activities.

Young people may experience any of the above from adults and sometimes their peers. Abuse is also increasingly being conducted online.

What to do if you have concerns about a child

- Speak to your line manager or the Designated person in your school, service or UCM
- Clearly document your concerns, preferably using the child or young person's words.
- The concern may need referred to Social Care – the designated lead will complete the referral and make the referral.

Useful contacts

Child Protection and Safeguarding Officer based at DESC Tel: 686053.

Social Care - Initial Response Team, tel: 686179

Social Care - Out of hours, via Police Headquarters, Tel: 631212 and ask for the Duty Social Worker

Police Headquarters - Tel: 631212

Roles and Responsibilities

All staff have a responsibility to know what to do if they are worried about a child.

1. Be alert to the possibility of child abuse and neglect
2. Know who to contact to seek advice and support

Staff support

It is acknowledged that having to deal with Safeguarding Children concerns can be distressing. Support is available, not only at the time of identification but also during and after the event. This support can be provided by your Line Manager, Designated lead in your place of work or through supervision from the Child Protection and Safeguarding Officer.

Raising safeguarding concerns about a child in Ballaugh School

The designated safeguarding lead(DSL) in this school is:

**G Cushnie
(headteacher)**

The deputy DSL in this school is:

Miss K McHugh

Concern raised and put in writing on a 'Logging a Concern' form

Form handed to DSL or deputy DSL as soon as possible-this is important if action needs to be taken before 3.30pm.

DSL or Deputy DSL reviews concern form, checks out detail and makes a decision about next steps

Decision made to monitor the concern

Decision made to discuss the concern with the Parents/Carers

Decision made to refer to Social Care

Monitor

Discuss

Refer

Teacher(s) asked to monitor child and feedback to the DSL within an agreed timescale

Once discussed with parents, DSL decides to monitor or refer to Social Care

DSL discusses decision with CP & Safeguarding Officer to inform or agree to refer to Social Care

Monitor

Refer

*In exceptional circumstances, concerns may be referred directly to Children's Social Care (686179) when time is an issue and the action is clear

Record action

DSL keeps concern form in secure, confidential safeguarding file

T/C (686179) to Social Care advising MARF to be submitted to <mailto:childcarereferral.sdc@gov.im>

DEC Child Protection & Safeguarding Officer is:
Gráinne Burns
<mailto:Grainne.Burns@sch.im>
or Tel: 686053/478332

(if unavailable please contact Sue Mowle, Director of Inclusion and Safeguarding-
<mailto:Sue.Mowle@gov.im> or Tel: 693833/456279