

<https://www.cumbriasafeguardingchildren.co.uk>

Cumbria Safeguarding Children Partnership represents and co-ordinates the work of statutory sector agencies and partners in the voluntary sector to safeguard and promote the wellbeing and welfare of children in Cumbria. The website contains information, advice, and contact details. If you are unsure about the wellbeing of a child, this is a good starting point.

PLEASE FAMILIARISE YOURSELF WITH THIS WEBSITE AND STORE IT IN YOUR FAVOURITES.

ALLEGATIONS AGAINST STAFF

If you have concerns regarding someone who works with a child these should be reported to Mrs Kelly Bowe and referred directly to the Local Authority Designated Officer (LADO). This applies to all paid, unpaid, volunteers, casual, agency employees or anybody working in a self employed capacity.

The LADO is located within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

- Behaved in a way that has harmed, or may have harmed, a child
- Possibly committed a criminal offence against children, 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

WHISTLE BLOWING

Reasons for whistle blowing:

Each individual has a responsibility for raising concerns about unacceptable practise or behaviour:

- To prevent the problem worsening or widening
- To protect or reduce risk to others
- To prevent yourself becoming implicated

What stops people from whistle blowing?

- Fear of starting a chain of events which spirals out of control
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- *Fear of not being believed*

DON'T THINK 'WHAT IF I'M WRONG'—THINK 'WHAT IF I'M RIGHT'

CHILD PROTECTION

THE SHARED RESPONSIBILITY OF ALL STAFF AND VISITORS TO THE SCHOOL

At Crosscanonby St John's CE Primary school we regard child protection as an essential task of all staff. We are committed to protecting our children and safeguarding them in our school.



The designated person for child protection is **MRS K BOWE**
The deputy designated person for child protection is **MRS L MOGFORD**
The designated governor for child protection is **MISS S MORGAN**

CUMBRIA SAFEGUARDING CHILDREN PARTNERSHIP

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We should have concerns where we believe a child may be at risk of SIGNIFICANT HARM, which is defined as harm or abuse that is characterised by one or more of the following features:

- Substantial
- Extensive
- Occurs on more than one occasion
- Intentional
- Premeditated
- Threatening
- Coercing
- Sadistic
- Bizarre

i.e. that which damages or has negative effects on child's health or development compared to that which could be reasonably expected of a similar child.

The 4 main Elements of Abuse

- **PHYSICAL**—hitting, shaking, throwing, poisoning, burning, scalding, drowning and suffocating.
- **EMOTIONAL**—persistent emotional ill-treatment causing severe and adverse effects on a child's emotional development.
- **NEGLECT**—persistent failure to meet basic physical and/or physiological needs likely to result in serious impairment of child's health/development.
- **SEXUAL**—forcing or enticing to take part in sexual activities, physical sexual contact, looking at/producing pornography, watching sexual activity, encouraging inappropriate sexual behaviour.

It can be very difficult to match concerns to definitions.

IF IN DOUBT, ALWAYS REFER.

RESPONDING TO CHILDREN WHO MAY BE IN NEED OF PROTECTION

ALWAYS

- Believe, stay calm
- Recognise what they are saying and confirm
- Reassure
- Tell the child what you are going to do and why
- REFER

NEVER

- Agree to keep secrets or confidences
- Make promises about outcomes
- Question or interrogate
- Doubt
- Panic
- Attach blame
- Do nothing

NEVER INVESTIGATE; ALWAYS REFER

HOW TO REFER

- **Complete a 'YELLOW FORM' (positioned all around the school building) and give to Mrs Bowe, or in her absence, Mrs Mogford.**
- Discuss your concern with the designated safeguarding lead (Mrs K Bowe) or, in her absence, the deputy safeguarding lead (Mrs L Mogford).
- If unsure check procedures in the safeguarding policy or ring the safeguarding hub on 03000 240 1727
- Ensure you have up to date details of child's name, DOB, address and completed concern form (available from Mrs K Bowe or on the school network)
- Photocopy any referral forms before posting

Referrals that do not meet the threshold for Children's Services may best be supported through an Early Help intervention—See Mrs K Bowe or Mrs L Mogford.