



Child Protection and Safeguarding Policy

1. Introduction

Ickford School is committed to safeguarding and promoting the welfare of all children and expects all staff, volunteers, trustees and visitors to share this commitment.

Safeguarding is defined as:

- Protecting children from maltreatment
- Preventing impairment of children's mental and physical health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

This policy applies to all children attending the school.

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

- Keeping Children Safe in Education (DfE, 2025)
- Working Together to Safeguard Children (2023)
- Education Act 2002
- Children Act 1989 and 2004
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Sexual Offences Act 2003
- Equality Act 2010
- UK GDPR and Data Protection Act 2018

This policy should be read in conjunction with:

- Behaviour Policy
- Online Safety Policy
- Staff Code of Conduct
- Safer Recruitment Policy
- Attendance Policy
- Health and Safety Policy
- Whistleblowing Policy

2. School Ethos

At Ickford School, we recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth. We aim to create a safe, secure and welcoming environment where children feel confident to talk, are listened to, and are supported appropriately.

Safeguarding is everyone's responsibility.

3. Roles and Responsibilities

The Board of Trustees

The Trustees have strategic responsibility for safeguarding and will:

- Ensure safeguarding policies are in place, effective and reviewed annually
- Ensure appropriate filtering and monitoring systems are in place and reviewed at least termly
- Ensure safeguarding training is provided and monitored
- Ensure safe recruitment practices are followed
- Appoint a trustee with specific responsibility for safeguarding

The Headteacher

The Headteacher has overall responsibility for safeguarding and child protection and will:

- Ensure this policy is implemented and followed
- Ensure safeguarding concerns are dealt with appropriately
- Ensure staff receive appropriate safeguarding training and updates
- Ensure low-level concerns are recorded and monitored
- Liaise with the Trustees and Local Authority where required

Designated Safeguarding Lead (DSL)

The DSL is responsible for:

- Managing referrals to Children's Social Care, the Police and other agencies
- Providing advice and support to staff
- Maintaining secure safeguarding records
- Monitoring patterns of concern, including low-level concerns
- Reviewing filtering and monitoring alerts
- Undertaking regular safeguarding training (at least every two years) and updates

Deputy DSLs are trained to the same standard and support the DSL.

All Staff and Volunteers

All staff must:

- Read and understand Part One and Annex B of KCSIE 2025
- Complete safeguarding training and updates
- Know how to report concerns
- Maintain a professional attitude and follow the Staff Code of Conduct

- Report concerns about other adults, including low-level concerns

4. Recognising Abuse

Children may be harmed physically, emotionally, sexually or through neglect. Abuse may be perpetrated by adults or other children.

Child-on-child abuse includes:

- Bullying (including online bullying)
- Sexual violence and harassment
- Physical abuse
- Sexting (sharing nude or semi-nude images)
- Initiation/hazing behaviours

All child-on-child abuse is taken seriously and managed under safeguarding procedures.

5. Specific Safeguarding Issues

This policy recognises the following as safeguarding concerns:

- Domestic abuse
- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- County lines
- Female Genital Mutilation (FGM)
- Forced marriage
- Honour-based abuse
- Radicalisation and extremism (Prevent Duty)
- Mental health concerns
- Children missing education or persistent absence
- Online safety and digital harms

6. Online Safety

Online safety is a safeguarding issue.

The school:

- Uses age-appropriate filtering and monitoring systems
- Ensures filtering and monitoring effectiveness is reviewed termly by the DSL and Trustees

- Educates pupils through the curriculum
- Responds to online safety concerns in line with safeguarding procedures

7. Reporting Concerns

All safeguarding concerns must be reported immediately to the DSL (or DDSL).

Staff must:

- Record concerns factually and promptly
- Never promise confidentiality
- Not investigate concerns themselves

If a child is in immediate danger, emergency services must be contacted.

8. Low-Level Concerns

Low-level concerns are behaviours that may not meet the threshold for referral but are inconsistent with the Staff Code of Conduct.

These include:

- Boundary issues
- Inappropriate language or behaviour
- Favouritism

All low-level concerns are recorded centrally and reviewed by the Headteacher/DSL to identify patterns or escalation.

9. Managing Allegations Against Staff

Allegations against staff are managed in line with:

- KCSIE 2025
- Local Authority procedures

The Headteacher will consult the Local Authority Designated Officer (LADO) where required.

10. Whistleblowing

Staff are encouraged to raise concerns about poor or unsafe practice.

Concerns may be raised internally or via external routes such as NSPCC Whistleblowing.

11. Confidentiality and Information Sharing

Information is shared on a need-to-know basis in line with:

- Data Protection Act 2018
- UK GDPR
- Working Together to Safeguard Children

Safeguarding concerns override confidentiality where a child is at risk.

12. Record Keeping

- Safeguarding records are kept securely and separately
- Chronologies are maintained
- Records are transferred securely when pupils move school

13. Attendance and Safeguarding

Persistent absence and children missing education are recognised as safeguarding indicators. Unexplained absence is followed up promptly and escalated where necessary. If attendance falls below 97%, contact is made with parents.

14. Training

- All staff receive safeguarding training at induction and annual updates
- DSL and DDSs receive enhanced training every two years
- Trustees receive safeguarding training appropriate to their role

15. Review of Policy

This policy is reviewed annually by the DSL and Trustees or sooner if required by statutory updates.

Date of Review: January 2026

Next Review: September 2027 (or whenever any changes to KCSIE arise)