



The
TILIAN PARTNERSHIP
Inspire to achieve

Child Protection Policy

Cavendish CE Primary School

Approved by: Cavendish SGC

Date: 09/07/2025

Last reviewed on:

Next review due by: July 2026

Introduction

At Cavendish CE Primary School we recognise that Child Protection is the responsibility of every member of staff.

This procedure should be read in conjunction with our Safeguarding Policy and Whistleblowing Policy.

Leadership

- The Designated Safeguarding Leads (DSL) take lead responsibility for child protection.
- All referrals come to the DSL or Alternate Safeguarding Lead (ASL).
- The designated safeguarding leads (DSL) are:
 - **Andrew Berry, Chief Executive (DSL)**
 - **Sam Goulding, Headteacher (DSL)**
 - **Amy Martin, Administrative Assistant (ASL)**

If you are worried about a child during school hours:

Please contact one of our Designated Safeguarding Leads (DSL):

- Sam Goulding, Headteacher (DSL) (Office number/email)
- Andrew Berry, CEO – Tillian Partnership (DSL) (Contact number/email)
- Amy Martin – Alternate Safeguarding Lead (ASL) (Office number/email)

The DSLs are available during school hours to discuss any safeguarding concerns from staff or parents. Staff can also contact DSLs outside of school hours.

If you are worried about a child outside of school hours

Please don't wait if you believe a child is at risk. You can:

1. Call **999** in an emergency
2. **Customer First: 0808 800 4005** (free from landlines and most mobiles)
3. Contact the **NSPCC** on **0808 800 5000**
4. For non-urgent police advice contact **101**.
5. Multi-Agency Safeguarding Hub: 0345 606 1499 (does this number need to be on here?)

Training

- All staff receive regular annual training as well as termly updates on the latest safeguarding concerns and systems.
- All staff meetings prioritise safeguarding as the top agenda item.

- Evidence of this can be seen in staff meeting minutes and on the Safeguarding notice board located within the staff room.

Confidentiality

- Information is shared with the DSL or ASL in a timely manner and on a need to know basis. Information is shared when children are at risk of serious harm.
- Safeguarding concerns about pupils must be documented immediately to the DSL (or ASL in their absence) without discussing with anyone else, using CPOMS.
- Safeguarding concerns about adults must be forwarded immediately to the Headteacher (or in their absence the CEO) without discussing with anyone else.
- If the concern is about the Head this must be forwarded to the CEO.
- If the concern is about the CEO the concern must be forwarded to the Chair of Trust Board
- When a child in our school discloses information that gives staff cause for concern, staff know never to promise that they will keep the information secret as this may not be in the best interests of the child;
- Children's safeguarding records and allegations of abuse against staff are maintained carefully, checked regularly by the DSLs and kept securely;
- Termly checks of safeguarding by the Headteacher and governor and annual checks by the CEO ensure that processes are carefully monitored.

Disclosure

Staff receive regular training to know what to do if a child discloses a safeguarding issue to them:

- Listen to and believe them. Allow them time to talk freely and do not ask leading questions
- Stay calm and do not show that you are shocked or upset
- Tell the child they have done the right thing in telling you. Do not tell them they should have told you sooner
- Explain what will happen next and that you will have to pass this information on.
- Do not promise to keep it a secret.
- Write up your conversation as soon as possible in the child's own words, using CPOMS. Stick to the facts, and do not put your own judgement on it.
- If unable to access CPOMS for any reason, a written statement must be recorded, staff signature and date. This is then to then be passed on to the DSL/ASL immediately.

Alternatively, if appropriate, make a referral to children's social care and/or the police directly and tell the DSL as soon as possible that you have done so.

Recording

If staff have a concern, they must record this on CPOMS. The DSL will then make a decision on how to progress the concern. They could:

- Call 999 if immediate danger to the child is suspected (including FGM)
- Contact parents of the child (unless this would increase the risk to the child)
- Call the Professional Consultation Line on 03456 061 499 to speak with a MASH social worker to discuss whether or not a referral is required,
- Complete the Multi-Agency Referral Form (MARF).
- In emergencies call 03456 066 167 if a referral is to be made
- Contact the Local Authority Designated Officer
- Initiate a CAF
- Ask staff to monitor the situation
- Take no further action

Child on Child Abuse

Our school recognises that children can abuse other children (often referred to as child on child abuse) and it can take many forms.

It can happen both inside and outside of school and online. It is important to recognise the indicators and signs of child-on-child abuse and know how to identify it. This can include (but is not limited to):

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence and sexual harassment;
- consensual and non-consensual sharing of nudes and semi-nudes images and/or videos;

We do not tolerate any harmful behaviour in school and will take swift action to intervene where this occurs. We use lessons and assemblies to help children understand, in an age-appropriate way, what abuse is and we encourage them to tell a trusted adult if someone is behaving in a way that makes them feel uncomfortable.

Addressing inappropriate behaviour (even if it appears to be relatively innocuous) can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

For further information please see **Appendix 1** of the Tilian Safeguarding Policy.

Any incidents of child-on-child abuse will be managed in the same way as any other child protection concern and will follow the same procedures. For further details please refer to the school Behaviour Policy.

Our school is fully aware that abuse can be perpetrated by a child on another child

(See Appendix 1 of the Tilian Safeguarding Policy for a definition of child-on-child abuse). In cases of Child-on-Child Abuse, staff will need to follow the procedures listed in section 1.8 of Appendix 1 of the Tilian Safeguarding Policy)

Child on child abuse is not tolerated in our school and when incidents occur and phrases such as 'boys will be boys' are used to try to explain and approve it, we will challenge these perceptions.

Pupil Voice

In our school we believe that children should feel able to express any concerns in a safe and secure environment. We want our children to be able to speak about any concerns to a staff member and therefore we ask pupils, through the annual questionnaire, whether there is an adult in school that they could tell. We also remind them regularly throughout the year that they can tell any staff member and how it will be dealt with. We appreciate that some pupils may still feel unable to speak out and therefore we also encourage pupils to tell someone at home and create opportunities for pupils to report their concerns in a way which doesn't require face to face disclosure. In our classes we have worry boxes or worry monsters to allow pupils to report by writing down their concerns (which can be anonymous). The teacher will look at these, build work into RHSE or Circle Time or, for serious concerns, report these to the DSL.

Our Early Help Offer

- Learning interventions
- Parent information sessions i.e. phonics workshop
- Colouring club before school
- After school clubs
- ELSA provision
- Early morning calls to check everything is going well for school attendance, and assistance with getting to school
- Regular PSHE sessions including RHSE
- SENDCo on site
- Positive working relationships with professional agencies
- Mental Health First Aid trained staff
- E safety learning for children and parents prioritised
- Good transition plan in place year on year, between phases and to secondary school
- Education Welfare Officer support
- Pupil voice opportunities

Parents and families

All staff seek to build strong, positive relationships with all parents/carers and families at Cavendish CE Primary School. We have an open-door policy and leaders are visible at the beginning and end of the day. We encourage parents and carers to join us in lots of learning events throughout the year including Open Days and church services.

Monitoring

- Termly visits from Safeguarding Governor
- Pupil Perceptions
- Parents questionnaires
- Half termly SCR checks
- Half termly Safeguarding files checks