

Mickleton Primary School

Child Protection and Safeguarding Policy

1. Policy Information

Item	Detail
Approved By	Full Governing Board
Date Approved	September 2026
Review Date	September 2027
Designated Safeguarding Lead (DSL)	Tom Roberts (Headteacher)
Deputy DSL	Nikki Britt (Assistant Headteacher)
Deputy DSL	Alison Wright (Wraparound Lead)
Safeguarding Governor	Richard Ward

Statement of Intent

Mickleton Primary School is committed to safeguarding and promoting the welfare of all children. Safeguarding is everyone's responsibility and all staff have a responsibility to provide a safe environment in which children can learn and thrive. This policy reflects the requirements of **Keeping Children Safe in Education 2026 (KCSIE 2026)** and **Working Together to Safeguard Children 2023**.

The school will:

- Provide a safe environment in which children can learn.
- Act in the best interests of the child at all times.
- Identify concerns at the earliest opportunity.
- Work effectively with families and agencies.
- Maintain robust safeguarding and child protection systems.
- Ensure children know how to seek help and feel listened to.

Designated Safeguarding Leadership

The Designated Safeguarding Lead (DSL) is:

Tom Roberts - Headteacher

Deputy Designated Safeguarding Leads are:

- Nikki Britt - Assistant Headteacher
- Alison Wright - Wraparound Lead

The DSL and Deputy DSLs are appropriately trained and undertake safeguarding training in accordance with statutory guidance. The nominated Safeguarding Governor is **Richard Ward** who provides monitoring, challenge and support to school leaders regarding safeguarding arrangements.

Legal Framework

This policy has regard to:

Legislation

- Children Act 1989
- Children Act 2004
- Education Act 2002
- Counter Terrorism and Security Act 2015
- Equality Act 2010
- Data Protection Act 2018
- UK GDPR
- Domestic Abuse Act 2021
- Health and Care Act 2022
- Marriage and Civil Partnership (Minimum Age) Act 2022
- Voyeurism (Offences) Act 2019

Statutory Guidance

- Keeping Children Safe in Education 2026 (KCSIE 2026)
- Working Together to Safeguard Children 2023
- Prevent Duty Guidance
- Channel Duty Guidance
- FGM Multi-Agency Guidance

Roles and Responsibilities

2. All Staff

All staff will:

- Read and understand Part One of KCSIE 2026.
- Maintain an attitude that safeguarding concerns can happen anywhere.
- Report concerns immediately to the DSL or Deputy DSL.
- Promote children's welfare and educational outcomes.
- Undertake regular safeguarding training.
- Understand local Gloucestershire safeguarding procedures.
- Be aware of indicators of abuse, neglect and exploitation.
- Understand that children may not always be ready to disclose abuse.

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3. Governing Board Responsibilities

The Governing Board will:

- Ensure safeguarding is effective.
- Monitor safeguarding arrangements.
- Ensure annual safeguarding audits are completed.
- Maintain strategic responsibility for filtering and monitoring.
- Ensure all staff read Part One of KCSIE 2026.
- Ensure safer recruitment procedures are fully implemented.
- Receive safeguarding reports at least termly.

The safeguarding governor will undertake monitoring activities and report findings to governors.

Early Help and Family Help

The school recognises the importance of **Family Help (formerly Early Help)** in providing support before concerns escalate.

Staff will be particularly alert to pupils who:

- Have SEND.
- Are young carers.
- Experience mental health difficulties.
- Are persistently absent.
- Experience domestic abuse.
- Are vulnerable to exploitation.
- Have social care involvement.

Where appropriate, referrals will be made through Gloucestershire Family Help processes.

Child Protection Procedures

Any member of staff concerned about a child must:

1. Record the concern immediately.
2. Report to the DSL or Deputy DSL.
3. Not investigate independently.
4. Continue to monitor the child.
5. Escalate concerns if they feel action has not been taken.

If a child is in immediate danger, social care and/or police will be contacted immediately.

All safeguarding concerns will be recorded securely on **CPOMS**.

Child-on-Child Abuse

The school operates a zero-tolerance approach to abuse.

This includes:

- Bullying.
- Cyberbullying.
- Sexual violence.
- Sexual harassment.
- Upskirting.
- Image-based abuse.
- Initiation or hazing behaviours.
- Harmful online behaviour.

All incidents will be treated seriously and responded to proportionately.

Violence Against Women and Girls (VAWG)

The school recognises that harmful attitudes can contribute to abuse.

Staff will:

- Challenge sexist language.
- Challenge misogynistic attitudes.
- Promote respectful relationships.
- Address harmful stereotypes.
- Educate pupils regarding equality and respect.

Behaviour that contributes to a culture where abuse is normalised will not be tolerated.

Online Safety

The school recognises that technology presents safeguarding risks and opportunities.

Pupils will be taught:

- Online safety.
- Digital resilience.
- Critical thinking online.
- Responsible technology use.

Staff training will cover:

- Grooming.
- Exploitation.
- Cyberbullying.
- Harmful content.
- Radicalisation.
- Online scams.
- Sextortion.
- Artificial intelligence risks.

Artificial Intelligence, Deepfakes and Emerging Technologies

The school recognises the growing safeguarding risks associated with AI technologies.

Staff will understand risks relating to:

- Deepfakes.
- AI-generated images.
- Nudification applications.
- Manipulated media.
- Online impersonation.
- Misinformation.
- Disinformation.
- Image-based abuse.

Pupils will be taught to evaluate online information critically and recognise manipulated content.

Filtering and Monitoring

Appropriate filtering and monitoring systems are in place.

The Governing Board will ensure:

- Systems are reviewed formally at least annually.
- Reviews are documented.
- Governors receive assurance regarding effectiveness.
- Emerging risks are addressed promptly.

Results of reviews will be reported through safeguarding governance processes.

Mobile Phones and Smart Devices

The school maintains clear expectations regarding mobile devices.

Risks include:

- Cyberbullying.
- Grooming.
- Image-based abuse.
- Access to harmful content.
- Online exploitation.
- Social media misuse.

Use of devices will be managed in line with the Personal Electronic Devices Policy.

Children Potentially at Greater Risk

Particular vigilance will be applied to:

- Children with SEND.
- Looked After Children.
- Previously Looked After Children.
- Children with social workers.
- Young carers.
- Children experiencing domestic abuse.
- Children vulnerable to exploitation.
- Children absent from education.
- Children with mental health difficulties.

Children Questioning Their Gender

The school recognises that children questioning their gender may experience:

- Bullying.
- Harassment.
- Social isolation.
- Mental health difficulties.
- Family conflict.
- Online abuse.

The welfare of the child remains paramount.

Any support arrangements will be considered individually and proportionately. The school will work appropriately with parents, carers, safeguarding partners and relevant professionals where necessary. Staff should discuss concerns with the DSL.

Attendance and Children Missing Education

The school recognises that missing education can be an indicator of abuse, neglect or exploitation.

Particular attention will be given to:

- Persistent absence.
- Severe absence.
- Repeated lateness.
- Missing episodes.

Attendance concerns will be considered alongside safeguarding information.

Safer Recruitment

The school adheres to safer recruitment requirements outlined within KCSIE 2026.

Checks include:

- Enhanced DBS checks.
- Barred list checks.
- Identity checks.
- Right to work checks.
- Prohibition checks.
- Overseas checks where required.

All recruitment processes will prioritise pupil safety.

Safeguarding Training

All staff receive safeguarding training at induction and regular updates thereafter.

Annual training will include:

- Child protection.
- Child-on-child abuse.
- Online safety.
- Prevent.
- Artificial intelligence risks.
- Deepfakes and nudification technology.
- Violence Against Women and Girls.
- Misogyny and harmful attitudes.
- Filtering and monitoring responsibilities.
- Emerging safeguarding themes.

DSL and Deputy DSL training will be refreshed at least every two years.

Record Keeping

The school maintains secure safeguarding records using **CPOMS**.

Records will be:

- Accurate.
- Timely.
- Factual.
- Stored securely.
- Retained appropriately.

Information will be shared on a need-to-know basis and in accordance with safeguarding and data protection legislation.

Monitoring and Review

This policy will be reviewed:

- Annually.
- Following significant safeguarding incidents.
- Following changes to statutory guidance.
- Following local safeguarding reviews.

Next review date: September 2027.

The Governing Board will receive regular safeguarding reports and monitor compliance with KCSIE 2026.

Approved by Full Governing Board: September 2026

Signed Headteacher: _____TR_____

Signed Chair of Governors: _____LF_____
Review Date: September 2027