



Child Protection and Safeguarding Policy

All adults working in Leighton Park School should know the name of the School's Designated Person for Child Protection and Safeguarding and know and follow relevant child protection and safeguarding policy and procedures. All staff have a duty to report any child protection concerns to the Designated Person for Child Protection and Safeguarding.

PRINCIPLES

Section 157 of the Education Act 2002 and the Education (Independent School Standards) (England) Regulations 2010 give proprietors of Independent Schools a statutory duty to promote and safeguard the welfare of children and to uphold Boarding Standards as inspected by Ofsted.

This school recognises its legal and moral duty to protect children from harm, and respond to child abuse whether this occurs in school or elsewhere.

We believe that every child regardless of age has at all times and in all situations a right to feel safe and protected from any situation or practice that results in physical or psychological damage. We believe that safeguarding the welfare of pupils is of paramount importance.

We have a primary responsibility for the care, welfare and safety of the pupils in our charge, and we will carry out this duty through our teaching and learning and our pastoral care. In order to achieve this, all staff and volunteers in this school, in whatever capacity, will at all times act proactively in child welfare matters, especially where there is a possibility that a child may be at risk of significant harm.

The school seeks to adopt an open and accepting attitude towards children as part of its responsibility for pastoral care. The school hopes that parents and children will feel free to talk about any concerns and will see school as a safe place if there are any difficulties at home.

Children's worries and fears will be taken seriously if they seek help from a member of staff and wherever possible their confidentiality will be respected. However, staff cannot promise confidentiality if concerns are such that referral must be made to the appropriate agencies in order to safeguard the child's welfare.

In our school, if we have suspicions about a child's physical, sexual or emotional well being, or that they are being neglected, we will take action.

As a consequence, we

- assert that teachers and staff in schools are an integral part of the child safeguarding process and have a duty to be vigilant;
- accept totally that safeguarding children is an appropriate function for all staff in schools, and wholly compatible with their primary pedagogic responsibilities.
- recognise that safeguarding children in this school is a responsibility for all staff, including volunteers, and the Governing body;
- will ensure that all staff and volunteers in the school are trained to be alert to the possibility that a child is at risk of suffering harm, and know how to report concerns or suspicions;
- will designate a senior member of staff with knowledge and skills in recognising and acting in child protection concerns. He or she will be the Designated Person and will act as a source of expertise and advice, and is responsible for co-ordinating action within the school and liaising with other agencies;
- ensure (through the Designated Person) that staff with designated responsibility for child protection will receive appropriate training;
- will share our concerns with others who need to know, and assist in any referral process;
- if anybody believes that a child may be suffering, or may be at risk of suffering significant harm, they will always refer such concerns to the Designated Person, who will discuss the matter with the Local Authority Designated Officer (**LADO**); or refer directly to the Local Authority Designated Officer;
- safeguard the welfare of children whilst in the school, through positive measures to address bullying, especially where this is aggravated by sexual or racial factors, or disability or special educational needs;
- will ensure that all staff are aware of the child protection procedures established by the Local Safeguarding Children Board and act on any guidance or advice given by them;
- will ensure through our recruitment and selection of volunteers and paid employees that all people who work in our school are suitable to work with children. The school will operate safe recruitment procedures including enhanced CRB checks and compliance with the Independent Schools Standards Regulations;
- will report promptly to the ISA any person (whether employed, contracted, a volunteer or student) whose services are no longer used because he or she is considered unsuitable to work with children;
- will ensure that the governing body will undertake an annual review of the school's child protection and safeguarding policies and procedures and the efficiency with which the related duties have been discharged;
- will ensure that senior pupils given positions of responsibility over other pupils (School Prefects, House Prefects, Peer Mentors) are briefed on appropriate action to take should they receive any allegations of abuse;
- will make staff aware of the need to follow the school's policy on dealing with a missing boarder;
- will ensure that staff are aware that concerns or allegations by parents about the welfare of boarders can be reported to Ofsted (08456 404040), and of the school's policy on 'whistleblowing' in good faith. (Refer to this policy in the Staff Handbook.) Staff must also report any concerns or allegations to the designated senior member of staff or to the Local Authority Designated Officer

DESIGNATED PERSON

1. The Designated Person in this school is:
NIGEL WILLIAMS, Deputy Head and in his absence his deputies in this role are **MARK SIMMONS, Senior Teacher, Pastoral** and **NICOLA WILLIAMS, Assistant Head, Head of Fryer**
2. The Designated Person is key to ensuring that proper procedures and policies are in place and are followed with regard to child safeguarding issues. They will also act as a dedicated resource available for other staff, volunteers and governors to draw upon.
3. Parents are welcome to approach the Designated Person if they have any concerns about the welfare of any child in the School, whether these concerns relate to their own child or any other. If preferred, parents may discuss concerns in private with the child's form teacher or the Head who will notify the Designated Person in accordance with these procedures.
4. The school recognises that:
 - The Designated Person must be a senior member of staff in the school.
 - All members of staff must be aware of who this person is and what their role is.
 - The Designated Person will act as a source of advice and coordinate action within the school over child protection cases.
 - The Designated Person will need to liaise with other agencies and build good working relationships with colleagues from these agencies.
 - The Designated Person and his deputy will have appropriate training in child protection and inter-agency working (updated every two years) and they should possess skills in recognising and dealing with child welfare concerns. The Designated Person is the first person education staff report cases to. It is then the responsibility of the Designated Person to discuss the situation with the relevant agencies.
 - The Designated Person is responsible for referring cases of suspected abuse or allegations to the relevant investigating agencies according to the procedures established by the Local Safeguarding Children Board (including contact with a welfare agency within 24 hours of a disclosure or a suspicion of abuse).
 - The Designated Person is not responsible for dealing with allegations made against members of staff. Such allegations are dealt with by the Head – or if the allegation is against the Head then by the Chair of Governors (see section on allegations against staff below)
 - The Governor with special responsibility for child protection and safeguarding matters is **Simon Best who will review the operation of this policy on an annual basis.**

To be effective the **Designated Person** will:

- Act as a source of advice, support and expertise within the school and be responsible for co-ordinating action regarding referrals by liaising with Children's Services and other relevant agencies over cases of abuse and allegations of abuse, regarding both children and members of staff.
- Cascade advice and guidance issued by the Local Authority and other appropriate agencies to staff
- Ensure each member of staff and volunteers at the school, and regular visitors (such as supply teachers) are aware of and can access readily, this policy.
- Liaise with the Head to inform him of any issues and ongoing investigations and ensure there is always cover for the role.
- Ensure that this policy is updated and reviewed as appropriate.
- Be able to keep detailed accurate secure written records of referrals/concerns.

- Ensure parents are aware of the child protection policy in order to alert them to the fact that the school may need to make referrals. Raising parents' awareness may avoid later conflict if the school does have to take appropriate action to safeguard a child.
- Monitor records of pupils in the School who are subject to a child protection plan to ensure that this is maintained and updated as notification is received.
- Liaise with other professionals to ensure that children who are subject to child protection plans are monitored.
- Where appropriate, to take part in child protection conferences or reviews.
- To inform social services in writing when a child who is subject to a child protection plan moves to another school and to inform the new school of the child protection plan as advised by social services.
- Where children leave the school roll, ensure all relevant data is transferred to the new school as soon as possible, in accordance with local guidance to schools.

The Designated Person also has an important role in ensuring all staff and volunteers receive appropriate training. They should:

- Attend training in how to identify abuse and know when it is appropriate to refer a case.
- Have a working knowledge of how Reading Area Local Safeguarding Children Board operates and the conduct of a child protection case conference and be able to attend and contribute to these when required.
- Attend any relevant or refresher training courses and then ensure that any new or key messages are passed to other staff.
- Ensure that any deficiencies or weaknesses which are identified in the school's child protection and safeguarding arrangements are remedied without delay.

RECRUITMENT

In order to ensure that children are protected whilst at this school, we will ensure that our staff are carefully selected, screened, trained and supervised.

The school operates safe recruitment procedures in accordance with the requirements of the Criminal Records Bureau and as laid down in *Safeguarding Children and Safer Recruitment in Education*(DfES-04217-2006); these procedures are also in accordance with the Independent School Standards Regulations. The school also seeks to ensure that employees of another employer who are working on the school site and who have contact with or responsibility for Leighton Park pupils have had all the necessary recruitment checks made by their employer or other agency.

In particular **before appointing any member of staff**, volunteer or contractor, the school will:

- ensure that personal references are followed up.
- **carry out an Enhanced Criminal Records Bureau check**
- if all other checks have been completed (Ofsted: NMS 38:1) and the CRB application is being processed but not yet returned, the school will allow a member of staff to begin work (including working in the boarding areas) with the appropriate supervision of that person in place (Ofsted: NMS 38.2)

In addition, we will ensure that the following checks are satisfactorily completed before a person takes up a position in the school:

- Identify checks to establish that applicants are who they claim to be (through birth certificate, passport, driving licence etc.)
- Academic qualifications to ensure that qualifications are genuine.
- Previous employment history will be examined and any gaps accounted for.
- Evidence of permission to work for any member of staff who is not a national of a EEA country

VOLUNTEERS

We understand that some people otherwise unsuitable for working with children, may use volunteering to gain access to children; for this reason, any volunteers in the school, in whatever capacity, will be given the same consideration as paid staff.

Where a parent or other volunteer helps on a one-off basis, he/she will only work under the direct supervision of a member of staff, and at no time have one to one contact with children. However, if a parent or other volunteer is to be in school regularly or over a longer period then they will be checked to ensure their suitability to work with children.

The appointment process for volunteers will include:

- **Enhanced CRB check**
- References
- Informal interview
- No contrary indications from any employee in the school

All volunteers with unsupervised contact with children, or who accompany a school party overnight, must have an enhanced CRB check.

All volunteers will be made aware of the school's child protection and safeguarding policy

INDUCTION & TRAINING

All new members of staff will receive induction training, which will give an overview of the organisation and ensure they know its purpose, values, services and structure, as well as identifying and reporting abuse, and confidentiality issues.

All staff at the school (including volunteers) will receive basic Child Protection information and will have access to a copy of this policy within one week of starting their job at the school.

All staff will be expected to attend training on safeguarding children that will enable them to fulfil their responsibilities in respect of child protection effectively. The school will provide this training through the Designated Person. This training will be updated every three years.

Training for designated persons in child protection and inter-agency working will be updated every **two** years.

RECOGNISING ABUSE

Because they are in regular and frequent contact with children, school staff are particularly well placed to observe outward signs of abuse or unexplained changes in behaviour or performance which may indicate abuse, either at home or at school. If staff are concerned they should talk to the Designated Person. It is also important to bear in mind that changes in behaviour can have a number of causes, such as drug or alcohol abuse.

Abuse can be:

Physical Abuse – when adults deliberately inflict injuries on a child, or, knowingly, do not prevent them. It includes hitting, shaking, squeezing, burning or biting. It also included excessive force. Giving a child poisonous substances, inappropriate drugs or alcohol, and attempting to suffocate or drown a child are also examples of physical abuse. Physical abuse can also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. (Munchausen's syndrome by proxy)

Results – *physical abuse can cause injuries such as bruising, burns, fractures, internal injuries and brain damage. In extreme cases it can cause death.*

Emotional Abuse – this is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on a child's emotional development. It may involve conveying to the child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is present in all types of ill treatment of a child although it may occur alone.

Results – *emotional abuse damages children deeply – they feel unloved and unlovable and this can have serious effects on the child's personality, making hard for him or her to form successful relationships.*

Sexual abuse – this involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is fully aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape) on non-penetrative acts. Sexual abuse may also include non-contact activities, such as involving children in looking at or in taking part in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Results – *sexual abuse can be very damaging and long term. Sexually abused children may become abusers themselves, they may suffer long term feelings of guilt, they many find subsequent relationships difficult.*

Neglect – this is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

POSSIBLE SIGNS OF ABUSE

We all need to be alert to signs and symptoms that may indicate that a young person has suffered or is suffering abuse. Many of the signs and symptoms listed below may have an alternative explanation but all are a concern – particularly if several of these occur or they are persistent:

- Unexplained bruises and injuries – particularly if these appear inconsistent with the explanation
- Untreated injuries
- Withdrawal from physical contact
- Unwillingness to undress for PE or for medical examination
- Asking to drop subjects with a particular teacher and seemingly reluctant to discuss the reasons
- Attention seeking or over compliance
- Attempted suicide / self-harm / self-mutilation
- Aggression to others / violent outbursts
- Poor peer relationships
- Inappropriate sexual remarks or behaviour
- Presence of sexually transmitted diseases
- Pregnancy
- Eating disorders
- Depression / low self-esteem / self-deprecation
- Alcohol or drug abuse
- Lying / delinquency / stealing
- Poor personal hygiene
- History of running away
- Inappropriate response to painful situations
- Overreaction to mistakes
- Reluctance to go home
- Fear of parents being contacted

PROCEDURES FOR DEALING WITH CONCERNS

Members of staff and volunteers **should not** investigate suspicions; if somebody believes that a child may be suffering, or may be at risk of suffering significant harm, they must refer such concerns to the Designated Person, who will refer the matter to Children's Services and involve other agencies e.g. medical services, as required. Children's Services and the Thames Valley Police are empowered to carry out investigations and decide whether children have been abused.

In cases where the **immediate** safety and wellbeing of the child is a cause for concern, the Designated Person will liaise with all relevant parties/agencies to safeguard the pupil.

Whistleblowing: All staff are required to report to the Head, or the Chair of Governors in his/her absence, any concern or allegations about school practices or the behaviour of colleagues which are likely to put pupils at risk of abuse or other serious harm. In exceptional cases such reports should be made to the LADO. There will be no retribution or disciplinary action taken against a member of staff for making such a report provided that it is done in good faith.

Volunteers and staff suspecting or hearing a complaint of abuse will follow the procedures below:

- Upon the receipt of any information from a child, or if any person has suspicions that a child may be at risk of harm, or
- If anyone observes injuries that appear to be non-accidental, or
- Where a child or young person makes a direct allegation or discloses that they have been abused, or
- Makes an allegation against a member of staff

they must record what they have seen, heard or know accurately at the time the event occurs, and share their concerns immediately with the Designated Person and agree action to take.

TALKING AND LISTENING TO CHILDREN

If a child wants to confide in you, you SHOULD

- Be accessible and receptive
- Listen carefully and uncritically, at the child's pace
- Take what is said seriously but be non-judgemental
- Reassure the child that it is all right to tell
- Explain that you must pass this information on
- Remember that the child is feeling vulnerable
- Make a careful record of what was said (see below)
- Gather information on a 'need to know' basis – you do not need the whole story, just sufficient to take the next step

You MUST NOT

- Make promises about confidentiality
- Investigate or seek to prove or disprove the allegation
- Assume that someone else will take the necessary action
- Jump to conclusions, be dismissive or react with shock, anger etc
- Speculate or accuse anybody
- Investigate, suggest or probe for information – do not ask 'leading questions'
- Confront another person allegedly involved
- Offer opinions about what is being said or the persons allegedly involved
- Forget to record what you have been told
- Fail to pass this information on to the Designated Person
- Gossip about what you have been told either to colleagues or others

RECORDING WHAT YOU HAVE BEEN TOLD

Your written record should:

- Include the time, date and place of the disclosure and details of who was present
- Be in the child's words wherever possible
- Be factual
- Differentiate between fact, opinion, interpretation, observation or allegation
- Be passed on to the Designated Person immediately (certainly within 24 hours)

We will ensure that all members of staff and employees are familiar with the procedures for keeping a confidential written record of any incidents and with the requirements of Local Safeguarding Children's Board.

ACTION BY THE DESIGNATED PERSON

The action to be taken will take into account:

- the local inter-agency procedures of the Reading Local Safeguarding Children Board
- the nature and seriousness of the suspicion or complaint. A complaint involving a serious criminal offence will always be referred to social services or the police
- the wishes of the pupil who has complained, provided that the pupil is of sufficient understanding and maturity and properly informed. However, there may be times when the situation is so serious that decisions may need to be taken, after all appropriate consultation, that override a pupil's wishes
- the wishes of the complainant's parents, provided they have no interest which is in conflict with the pupil's best interests and that they are properly informed. Again, it may be necessary, after all appropriate consultation, to override parental wishes in some circumstances. If the Designated Person is concerned that disclosing information to parents would put a child at risk, he or she will take further advice from the relevant professionals before making a decision to disclose
- duties of confidentiality, so far as applicable.

If there is room for doubt as to whether a referral should be made, the Designated Person will consult with the LADO on a no names basis without identifying the family. However, as soon as sufficient concern exists that a child may be at risk of significant harm, a referral will be made without delay (and in any event within 24 hours). If the initial referral is made by telephone, the Designated Person will confirm the referral in writing to social services within 24 hours. If no response or acknowledgment is received within three working days, the Designated Person will contact social services again.

Whether or not the School decides to refer a particular complaint to social services or the police, the parents and pupil will be informed in writing of their right to make their own complaint or referral to social services or the police and will be provided with contact names, addresses and telephone numbers, as appropriate. Boarders and their parents have access to a complaints procedure in relation to issues affecting their welfare which provides contact details for Ofsted and the LADO.

SAFEGUARDING IN SCHOOL

As well as ensuring that we address child protection concerns, we will also ensure that children who attend the school are kept safe from harm whilst they are in our charge.

To this end, this policy must be seen in light of the school's policies on:

- Child protection issues which will be addressed through the curriculum as appropriate; especially in Personal, Social and Health Education and Sex and Relationship Education
- Bullying; the school will also ensure that bullying is identified and dealt with so that any harm caused by other pupils can be minimised. We will pay particular attention to sexualised behaviour, bullying that is homophobic in

nature, bullying which focuses on disabilities or racial/cultural differences and 'cyber-bullying'.

- Confidentiality
- Behaviour and the school rules
- Health & Safety including Educational Visits
- Physical Intervention
- Allegations against members of staff

PHOTOGRAPHING CHILDREN

We understand that parents like to take photos of or video record their children in the school play, or at sports day or other events. This is a normal part of family life, and we will not discourage parents from celebrating their child's successes.

However, if there are Health and Safety issues associated with this – i.e. the use of a flash when taking photos could distract or dazzle the child, and cause them to have an accident, we will encourage parents to use film or settings on their camera that do not require flash.

We will not allow others to photograph or film pupils during a school activity without the parents' permission.

We will not allow images of pupils to be used in school websites, publicity, or press releases, without express permission from the parent, and if we do obtain such permission, we will not identify individual children by name.

The school cannot however be held accountable for photographs or video footage taken by parents or members of the public at school functions.

The possession and use of photophones is common practice but the privacy of all members of the community must be respected at all times – in line with the school's Staff IT and Communications Policy and Anti-bullying Policy.

CONFIDENTIALITY

The school, and all members of staff at the school, will ensure that all data about pupils is handled in accordance with the requirements of the law, and any national and local guidance.

Any member of staff who has access to sensitive information about a child or the child's family must take all reasonable steps to ensure that such information is only disclosed to those people who need to know.

Regardless of the duty of confidentiality, if any member of staff has reason to believe that a child may be suffering harm, or be at risk of harm, their duty is to forward this information without delay to the Designated Person for child protection.

All child protection concerns are recorded and stored securely by the Designated Person for child protection.

CONDUCT OF STAFF

The school has a duty to ensure that professional behaviour applies to relationships between staff and children, and that all members of staff are clear about what constitutes appropriate behaviour and professional boundaries.

At all times, members of staff are required to work in a professional way with children. All staff should be aware of the dangers inherent in:

- Working alone with a child
- Physical interventions
- Cultural and gender stereotyping
- Dealing with sensitive information
- Disclosing personal details inappropriately
- Meeting pupils outside school hours or school duties

Staff should be aware of the situations in which their actions have the potential to be misinterpreted and which might then give rise to child-protection concerns. Staff should exercise particular care in settings of the following nature:

- Social events
- The giving of gifts
- Pupils in distress
- PE, games and other physical activities
- Showers and changing
- One-to-one situations
- Educational visits
- Home visits (which should not be undertaken without prior discussion with the Head or Deputy Head)
- Transporting pupils – staff should not be alone in a vehicle with a pupil
- Use of photography and other electronic media, including ICT.
- Particular caution should be exercised with social networking sites

Staff should:

- Understand the responsibilities which are part of their employment or role and be aware that appropriate sanctions will be applied where these are breached
- Always act and be seen to act in the child's best interests
- Avoid any conduct which would lead any reasonable person to question their motivation and intentions
- Take responsibility for their own actions and behaviour
- Be open to advice and feedback from colleagues

Staff should NOT

- Use their position to gain access to information for their own advantage and/or a child's or family's detriment
- Use their power to intimidate, threaten, coerce or undermine pupils
- Use their status and standing to form or promote relationships with children which are of a sexual nature or which might become so

Where no specific guidance exists about particular situations or where staff are worried about how their actions might be interpreted they are advised to:

- Discuss the circumstances that informed their action or proposed action with the Designated Person for child protection. This will help to ensure that the safest practices are employed and reduce the risk of actions being misinterpreted
- Always discuss any misunderstandings, accidents or threats with the Designated Person
- Always keep a record of discussions and actions taken

All members of staff must understand that an allegation that they have assaulted a child, or placed a child at risk of harm will be a multi agency matter, involving the Police and Children's Services.

PHYSICAL CONTACT & RESTRAINT

[see also Physical Restraint Policy]

Members of staff may have to make physical interventions with children.

Any use of restraint by staff will be reasonable, proportionate and lawful. Restraint will only be used when immediately necessary and for the minimum time necessary to prevent a pupil from doing or continuing to do any of the following:

- committing a criminal offence
- injuring themselves or others
- causing damage to property, including their own
- engaging in any behaviour prejudicial to good order and discipline at the School or among any of its pupils, whether that behaviour occurs in a classroom or elsewhere.

Where restraint is used by staff, this is recorded in writing. Appropriate training will be provided to staff.

ALLEGATIONS AGAINST MEMBERS OF STAFF

If anyone makes an allegation or complaint against any member of staff (including any volunteer or governor) the matter should be reported immediately to the Head. Where appropriate, the Head will consult with the Designated Person and all allegations will be discussed with the LADO before further action is taken.

If the allegation or complaint is against the Head, the person receiving the allegation should immediately inform the Chair of Governors, or in his/her absence the Vice Chair, without first notifying the Head. Similarly, if an allegation is made against the Chair of Governors, the allegation should be reported to the Head. Again, any such allegations will be discussed with the LADO before further action is taken.

Where a member of staff or a volunteer is removed from a regulated activity or resigns because he/she would have been removed from a regulated activity, a compromise agreement will not be used and there will be a prompt and detailed report to the Independent Safeguarding Authority. Any such incidents will be followed by a review of the safeguarding procedures within the School, with a report being presented to the Governors without delay.

ALLEGATIONS AGAINST PUPILS

A pupil against whom an allegation of abuse has been made may be suspended from the School during the investigation and the School's policy on behaviour, discipline and sanctions will apply. The School will take advice from the LADO on the investigation of such allegations and will take all appropriate action to ensure the safety and welfare of all pupils involved including the pupil or pupils accused of abuse. If it is necessary for a pupil to be interviewed by the police in relation to allegations of abuse, the School will ensure that, subject to the advice of the LADO, parents are informed as soon as possible and that the pupil is supported during the interview by an appropriate adult. In the case of pupils whose parents are abroad, the pupil's Education Guardian will be requested to provide support to the pupil and to accommodate him / her if it is necessary to suspend him / her during the investigation.

SECURE SCHOOL PREMISES

The School will take all practicable steps to ensure that School premises are as secure as circumstances permit.

The School keeps a visitors book at Reception. All visitors must sign in on arrival and sign out on departure and are escorted whilst on School premises by a member of staff or appropriately vetted volunteer. All visitors will be given a name badge with the title 'Visitor' which must be clearly displayed and worn at all times whilst on the School premises.

All visitors to the Boarding Houses must report to the duty member of staff immediately on arrival, and must observe the necessity to be kept under sufficient staff supervision during their visit.

FURTHER INFORMATION

Safeguarding Children and Safer Recruitment in Education(DfES-04217-2006)

Ofsted – 08456 404040

Ofsted's Whistleblower Hotline - 0300 123 3155

Independent Safeguarding Authority– PO Box 181, Darlington DL1 9FA

0300 123 1111

Reading Children's Services – Access and Assessment Team: 0118 955 3641

Wokingham Children's Services – Child Protection Team: 0118 974 6000

NSPCC - 0808 800 5000

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