

**Every member of staff has a duty of care to safeguard our children. Take immediate action if you have any concerns. Contact us.**



**Mrs E Merry**  
Executive Principal  
DSL



**Mr S Renshaw**  
Head of School  
Deputy DSL



**Mrs A Robson**  
Director of Success  
Deputy DSL



**Dr P Thompson**  
Vice Principal  
Deputy DSL



**Mr G Taylor**  
Director of Learning  
Deputy DSL



**Mrs L Weller**  
Progress Leader  
Student Welfare  
Deputy DSL



**Mrs J Wright**  
Inclusion Support  
Assistant  
Deputy DSL



**Mrs T Goring**  
Progress Leader  
Attendance  
Deputy DSL

## Safeguarding Procedure

### What you should do:

- Immediately report any concerns to the Designated Safeguarding Lead (DSL) or Designated Deputy.
- Record what has been noted or said and sign and date it. Give this to the DSL.
- Keep what has happened confidential to as few people as possible
- It is not your job to investigate concerns about a child or talk to parents. The DSL will lead on this.

### If a child tells you about abuse:

- Treat what the child tells you seriously
- Reassure the child they have done the right thing by telling you
- Do not question the child or give suggestions, ideas, or words
- Do not promise to keep what they have said a secret
- Tell the child you will pass on what they have said to one of the safeguarding team
- Do not speak to the child's parents
- Immediately report the information to the DSL or deputy
- Record what the child has said, in their own words, date it and give it to the DSL or send an email

### What happens next?

The DSL will gather information and decide on the next course of action.

The DSL will let you have some feedback

# Safeguarding Information



## SAFEGUARDING

Staff are required to email any concerns immediately to the relevant DSL, as per protocol.

**RECEIVE** – Listen, respect, note

**REASSURE** – Alleviate guilt. Do not promise confidentiality (share on a need to know basis).

**REACT** – Open questions only, no repetition, explain protocol

**RECORD** – Via email or written down (sign and date)

**REMEMBER** – To follow Kibworth Mead Academy's policy

**REFLECT** - Seek support/feedback

## EMOTIONAL

The persistent emotional maltreatment of a child can cause severe and persistent adverse effects on the child's emotional development

### It may involve:

- Conveying to a child that they are worthless, unloved, inadequate, or unvalued
- Not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say and how they communicate
- Seeing or hearing the ill-treatment of another
- Interactions that are beyond limitation of exploration and learning, or preventing the child from participating in normal social interaction
- Serious bullying (including cyber bullying), causing children to frequently feel frightened or in danger or the exploitation or corruption of children

## Indicators of child abuse

**Should you think that any child in our school is a victim of any form of abuse, then please inform the DSL immediately or email**

[Safeguarding@kibworth-tmet.uk](mailto:Safeguarding@kibworth-tmet.uk)

### PHYSICAL

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning, scalding, suffocating or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or carer fabricates the symptoms of or deliberately induces illness of a child.

### NEGLECT

Neglect is the persistent failure to meet a child's physical, psychological and/or basic emotional needs, likely to result in the serious impairment of the child's health or development.

Neglect may involve a parent or carer failing to:

- Provide adequate food, clothing, and shelter (including exclusion or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate caregivers)
- Ensure access to appropriate medical care or treatment

## SEXUAL

Forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether the child is aware of what is happening

Activates may involve:

- Physical contact, including penetration (e.g. rape or oral sex) or nonpenetrative acts such as masturbation, kissing, rubbing and touching the outside of clothing
- Non-contact activities, including children looking at or in the production of sexual images and watching sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation of abuse (including via the internet)

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

