



SAFEGUARDING POLICY

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Revised April 2023

Safeguarding Policy

The school's commitment to safeguarding the welfare of every school user is our highest priority. We have developed and continue to maintain a 'culture of vigilance' to ensure that signs and symptoms of abuse are picked up. As a result of this, the opportunity for those wishing to cause harm to children is drastically reduced.

The purpose of this document is to ensure that all stakeholders are aware of the arrangements that Chatmore has in place for safeguarding and promoting the welfare of its students. It provides guidance to help staff who may have concerns about the safety or welfare of a child, and sets out the school's position in relation to the safeguarding process.

Key Persons

Britanni Butterworth School Director	Safeguarding Lead	bbutterworth@chatmore.org (441) 236-3339
Andrea Cann Asst. Director	Deputy Safeguarding Lead	fitkids@chatmore.org (441) 236-3339
Danielle Bulloch	Deputy Safeguarding Lead	dbulloch@chatmore.org (441) 236-3339

All staff working in this School (including visiting staff, volunteers and students on placement) are required to report instances of actual or suspected child abuse or neglect to the Designated Safeguarding Lead who is a member of the school's leadership team. This person has the appropriate status and authority within the school to carry out the duties of the post.

Mandated Reporting of Suspected Child Abuse & Neglect

Under the Children Act 1998, mandated reporters are required to report any suspicion of abuse or neglect to the appropriate authorities. ALL EMPLOYEES of Chatmore British International School are considered mandated reporters in this context.

In the case of suspected abuse or neglect, you are asked to inform the Head Teacher/Director prior to making a report to the Department of Child & Family Services. If you feel that the Head Teacher/Director is not adequately protecting the child, you can call the number listed below and report the incident anonymously. Remember that abuse and neglect are serious allegations.

Employees are required to report their suspicions of child abuse/neglect to: Department of Child and Family Services 1-441-278-9111.

DCFS accepts all reports of suspected child abuse and neglect and other referrals in writing, by telephone, and in person from all sources, including identified sources, news media, anonymous sources, sources that have incomplete information, and referrals from the child or parent.

To contact Department of Child and Family Services, please call 1-441-278-9111.

Immunity from Civil or Criminal Liability

Any person who reports abuse or neglect, pursuant to the law, or testifies in a child abuse hearing resulting from such a report is immune from any criminal or civil liability as a result of such action. As mandated reporters, employees of Chatmore British International School cannot be held liable for

reports made to Department of Child and Family Services which are ultimately determined to be unfounded, provided the report was made in “good faith.”

Penalty for Failure to Report

Any person who knowingly fails to report suspected abuse or neglect, pursuant to the law or to comply with the provisions of the law, may be subject to a fine of up to \$3,000.00 or up to six months’ imprisonment. Chatmore is not liable for these costs or penalties.

If a child is in immediate danger, the teacher or Director has the permission to contact the police directly.

Levels of Need

When reporting a safeguarding concern, all reporters are encouraged to consider the Level of Need that the situation may best apply to. This will help the Safeguarding Lead choose the best course of action. These levels are created by Chatmore, inspired by UK guidelines. The levels are as follows:

Level	Description	What Needs to Happen Next?
Level 1	The child/family is thriving but may need to meet with the Health Nurse, Dentist or School	Meeting with parents; discussion; awareness raised of services available
Level 2	The child/family may require additional input or support from an agency	Meeting with parents; referral to agencies; mandatory follow-up of outcomes
Level 3	The child/family are experiencing multiple and/or complex needs. The family is struggling to effect change but intervention is not in place presently.	Meeting with parents; mandatory engagement with external support agencies; mandatory follow-up of outcomes
Level 4	The child's health or development is likely to be significantly impacted without the provision of additional services.	Parents notified and DCFS contacted for advisement (not necessary for intervention). Mandatory involvement of additional care services.
Level 5	The child/family is at risk of suffering significant harm and is in need of help and protection. There are many unmet needs.	DCFS can be contacted without prior parental notification. A clear Action Plan must be put into place to support the child and the family after intervention has commenced.

Creating a Safeguarding Culture

It is important to us at the school that all children feel safe and supported in our setting. Safeguarding is our priority across all aspects of our work and our policy underpins the rigorous practice that takes place in the school to best protect our students, and staff.

Managing allegations against professionals who work with children

All concerns and/or allegations against those working in or on behalf of schools and colleges in a paid or unpaid capacity, this includes, members of staff, supply teachers, volunteers and contractors should be reported to a Safeguarding Lead.

An allegation is any information which indicates an adult who works with children and young people under 18 (paid or voluntary staff) may have:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in such a way that indicates he or she may pose a risk of harm to children; or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

This applies to any child the member of staff has contact with in their personal or professional life.

All staff are reminded of the schools Whistleblowing Policy, which may be found in the Staff Handbook.

Any allegations concerning the Director should be referred to the Chair of Governors, Lauren Bell at lbell@chatmore.org.