

CHILD PROTECTION POLICY

Rationale

In a school committed to learning, the importance of safeguarding and promoting the welfare of all students is paramount. The Children Act 2004 places a duty on schools to have a role in preventing abuse not only by adopting sound policies and procedures on the management of situations where there is suspected abuse but also through the curriculum to help students to acquire the skills and attitudes to resist abuse in their own lives and prepare them for responsibilities in their adult lives. Nothing in this policy will undermine the over-riding principle of keeping children safe.

Purposes

1. To safeguard and promote the welfare of all students attending the school
2. To provide clear guidelines for all staff in the management of suspected or disclosed abuse
3. To support students' development in ways which will foster security, confidence and independence as an intrinsic part of all aspects of the curriculum
4. To help students acquire skills and attitudes to resist abuse in their own life and to prepare them for responsibilities including parenthood in their adult lives
5. To equip students with the skills to make reasoned informed choices, judgements and decisions
6. To develop effective communication between students, teachers, parents, agencies and other adults working with children

Guidelines

1. The designated member of staff responsible for child protection is a member of the senior team
2. All child protection issues must be dealt with in accordance with South Gloucestershire Safeguarding Children Board Procedures available on www.swcpp.org.uk and the DfE document Keeping Children Safe in Education (April 2014).
3. All incidents of child abuse will fall into at least one of four main categories of harm as defined by the Children Act 1989 - neglect, physical injury, sexual and emotional
4. All staff at the school have a responsibility to be sensitive to the possibility that a student may have been abused or might be at risk
5. All cases of suspected child abuse must be immediately, internally reported to the relevant House Co-ordinator, Head of House or the designated member of staff responsible for child protection (ie a colleague who has Level 2 training)
6. Should a student disclose information to a member of staff it is very important to listen without investigating by asking only enough questions to establish if there is a cause for concern, re-assure the student it is not their fault, inform the student to whom you will need to pass on the information and make accurate written notes of what was said by both the young person and the member of staff. It is useful to also note the demeanour of the young person. An internal CP log must be completed to summarise the key points; additional notes can be attached. A member of staff with Level 2 training will contact First Point to seek advice and discuss the nature of what has been said by the student.
7. Confidentiality must not be guaranteed although a student will need re-assurance about who will be told and what may happen next
8. All students will be provided with opportunities to acquire and develop skills for personal and e-safety, together with an understanding of the key concepts of child protection through the taught and informal curriculum of the school
9. The school environment will enable every student to feel they are a valued member of the community
10. The main delivery of child protection education will be through the personal and social education programmes of study supported by the other curriculum areas/ assemblies when opportunities arise
11. Parents will be informed of the school protocol for dealing with child protection issues via the school website.

12. Students and staff will be provided with up-dates to recognise and avoid risk, and for remaining safe when using new technologies and the internet
13. Staff will be regularly up-dated about child protection matters in line with DfE and SGSCB guidelines with opportunities for professional development made available when necessary: new staff will be introduced to CP matters as part of their induction package; refresher training will occur for all staff on a regular basis; the designated teacher(s) will undertake external/ multi agency training every two years
14. When students with a child protection concern transfers to another school the new school will be informed of the details
15. Any information gathered about CP issues, such as domestic violence report from the Police or admissions information from a previous school, will be logged and stored in the CP file (held with the Head's PA)
16. Known cases of "Private fostering" will be referred to social services, either by recommendation to the adult involved or by the school. "Private fostering" is defined as for under 16s, for more than 28 days and not within direct family links
17. Any allegations against staff must be reported immediately to the Headteacher, for further guidance refer to the Safeguarding policy
18. In an attempt to safeguard the school environment, all staff will wear identification badges and visitors will follow the signing in procedure during school hours
19. Allegations against the Headteacher must be reported to the Deputy Headteacher, the Chair or Governors or the LA Personnel Manager
20. Where an allegation or suspicion of abuse is made during a work experience, college or work placement, the student will immediately be withdrawn from that activity pending investigation
21. Accurate written notes of all child protection cases must be made and stored in a secure place – this is managed by the Heads' PA and access to the file is limited.
22. On-line Safer recruitment training for interviewing will have been undertaken by at least one panel member on each interview
23. This policy will be monitored by the Governors' School and Business Committees
24. The school will follow the principle established by Lord Scarman in that a child has a right to make his/her own decisions about a course of action.

Conclusion

The implementation of this policy will safeguard and promote the welfare of students, provide clear guidelines for all members of the school community in dealing with child protection issues and prepare young people for responsibilities in their adult lives.

Policy agreed by Victoria Green, SGSCB Training Manager.

Linked Policies:

Health and Safety

Safeguarding policy

e-safety policy

Preventing Extremism and Radicalisation Safeguarding Policy

Anti-bullying policy

Committee: Business

Approved: October 2015

Review date: October 2016

Version: 1.2015