

Cambusnethan Primary and Nursery Class



Child Protection Policy August 2024

Any concerns around Child Protection should be brought immediately to the attention of the Child Protection Co-ordinator. In Cambusnethan Primary and Nursery Class this is Nicola Dignall, Head Teacher. In the Head Teacher's absence, direct the concern to Michelle Simpson (PT).

Introduction

Cambusnethan Primary and Nursery Class is committed to the protection of children and regards the safeguarding and promoting of the interests and wellbeing of children as of paramount concern. We are also committed to the protection of vulnerable children from exploitative relationships.

All staff working within Cambusnethan Primary and Nursery Class, have a key role in the support and protection of children and young people. Day-to-day professional experience of, and relationships with children is a fundamental protective factor. All staff must be aware of, and must follow, child protection procedures.

Who needs protection?

Children and young people under the age of 18.

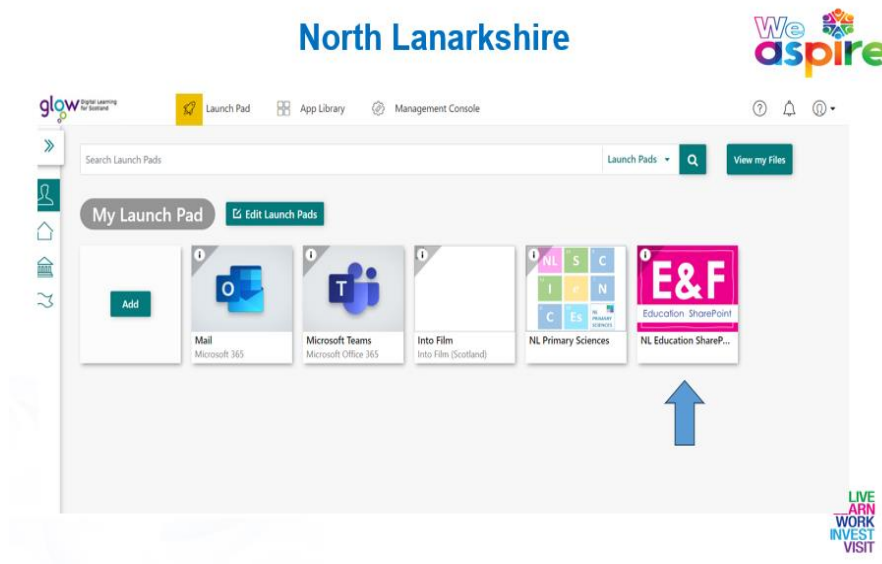
Aim

All children have a right to be protected from abuse and neglect, therefore child protection is the responsibility of everyone. The shared responsibilities of Families and Education and other agency employees are to protect children from abuse and exploitation, to respond appropriately when abuse is identified and to ensure whenever possible that all children can exercise their right to be raised in a warm, stimulating and safe environment with the support of staff, their families and carers. It is the clear responsibility of all those involved in our school to adopt good practice throughout their work.

The aim of this policy is to advise and guide all staff in relation to issues of child protection and the health and wellbeing of the children in our school. The main purposes of the policy are:

- To raise staff awareness of the categories of abuse and the indicators which could signify that abuse is taking place
- To identify the roles and responsibilities in the care and protection of our pupils
- To provide guidance and support to staff carrying out their role and responsibilities in the protection of our pupils.

The procedures outlined in this policy must be followed meticulously at all times and by all staff, and should be implemented in conjunction with Child Protection Procedures and Guidelines. A copy of this guidance is available in the Main Office and Head Teacher's office. This is also accessible to all Teaching, Support and Early Years staff on GLOW via the Education and Families SharePoint within the Child Protection Tile.



Procedures

- All staff take part in Child Protection training during the August Inservice days, in the event Staff are absent or unable to attend this is carried out upon return to work.
- All staff must sign the register to confirm they understand the guidance which should be followed and adhered to. This register is available within the 2.1 Safeguarding and Child Protection file, stored within the Head Teacher's office.
- The Child Protection Flowchart for Cambusnethan Primary and Nursery Class is displayed throughout key areas of the School and Nursery estate. All visitors who are timetabled to work with pupils are made aware of this.
- All visitors must sign in and wear a Visitor Lanyard which has the Child Protection information listed.

GIRFEC

Cambusnethan Primary and Nursery Class follow the GIRFEC Pathway in line with NLC guidance.



GIRFEC



Child Protection has to be seen in the context of the wider **Getting it right for every child** approach. It forms part of a continuum with the wellbeing focused interventions of the GIRFEC pathway.

The role of Named Person in relation to wellbeing and assessment includes keeping children safe. If immediate risk of significant harm is identified then staff must follow Child Protection procedures. If wellbeing concerns are identified the GIRFEC pathway must be followed

Remember - Child Protection is the responsibility of **all** who work with children, not just the named person.

GIRFEC in North Lanarkshire website www.girfecinnl.com



What is Child abuse?

What is child abuse?



- **Physical abuse** – physical abuse is the causing of physical harm to a child or young person
- **Emotional abuse** – is persistent emotional neglect or ill treatment of a child causing severe and lasting adverse effects on the child's emotional development. 'Persistent' means there is a continuous or intermittent pattern which has caused, or is likely to cause, significant harm
- **Extra familial Harm** – Harm coming from a source outside of the people that care for a child

National Guidance for Child Protection in Scotland 2021 – 2023
update p.237



What is child abuse?



- **Neglect** – consists in persistent failure to meet a child's basic physical and/or psychological needs, which is likely to result in the serious impairment of the child's health or development. There can also be single instances of neglectful behaviour that cause significant harm. Neglect can arise in the context of systemic stresses such as poverty, and is an indicator of support needs.
- **Child Sexual abuse** - child sexual abuse is an act that involves a child under 16 in any activity for the sexual gratification of another, whether or not it is claimed that the child either consented or assented.

National Guidance for Child Protection in Scotland 2021 – 2023
update p.237



Indicators of Risk

The following circumstances are indicators that a child may be at increased risk of harm within their families:

Domestic abuse
Parental problematic alcohol and drug misuse
Non-engaging families
Children and young people experiencing or affected by mental health problems
Children and young people who display harmful or problematic sexual behaviour
Female Genital Mutilation (FGM)
Honour based violence and forced marriage
Fabricated or induced illness (previously known as Munchausen by proxy)
Sudden unexpected death in infants and children

Child trafficking
Child Sexual exploitation
Sextortion
PREVENT

Further information on all Indicators of Risk can be found in, The National Guidance for Child Protection in Scotland 2023 Document.

[National Guidance for Child Protection in Scotland 2021 - updated 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/national-guidance-for-child-protection-in-scotland-2021-2023/pages/2-what-is-child-abuse/)

Roles and Responsibilities

In Cambusnethan Primary and Nursery Class the Head Teacher has overall responsibility for all child protection issues. These responsibilities include the following:

- ensuring that the North Lanarkshire Child Protection Practice Guide is brought to the attention of all staff on an annual basis, that staff have access to the guidance and the Flowchart is clearly visible and accessible to all staff and visitors.
- ensuring that all staff know the name of the child protection co-ordinator in the establishment and who to speak to in their absence
- developing establishment policy and practice to meet national and local authority guidance
- ensuring child protection training for all staff
- developing a school ethos and learning opportunities which promote the safety and wellbeing of all children
- completing and returning all Child Protection paperwork as outlined within NLC guidance and resources accessible within the Education and Families Sharepoint.

All Staff

It is everyone's responsibility to keep children safe therefore **all** staff have an active role to play within this establishment.

In terms of child protection, staff should be aware of the following grounds for concern, which can arise from a wide range of circumstances but will generally be covered by the following events:

Grounds for Concern:

- a child states that abuse has taken place or the child feels unsafe
- a third party or anonymous allegation is received
- a child's appearance, behaviour, play, drawing or statement cause suspicion of abuse
- a child reports an incident of abuse which occurred some time ago
- staff witness abuse

Responding to Grounds for Concern:

Action in response to grounds for concern



- **Report immediately to Head Teacher, Child Protection Co-ordinator or Social Work**
- Record on the same day – clearly, accurately, in sequence, date and sign
- Support child appropriately
- Co-operate fully with statutory agencies
- Monitor significant changes, events and decisions
- Record keeping – relevant, clear, succinct, up to date and confidential



It is essential there is no delay in initiating child protection procedures even where the head of establishment is absent or not available. In such circumstances staff should speak to the nominated PT. Further support is available from the Education and Families Manager Jacqueline Burton, NLC Child Protection Officer Michael Bradley.

Supporting the Child

What should you do if a child discloses?



- Listen very carefully
- Keep your feelings in check
- Do not promise to keep a secret or not to tell
- Do not investigate or gather evidence
- Ask only open questions
- Support the child and explain what you are going to do next – reassure
- Write down what the child says as soon as possible
- If a child needs medical attention as a result of abuse seek this as a matter of urgency

o [Responding to a child's disclosure of abuse, NSPCC](#)



What happens next?

A medical emergency should be reported immediately to medical services and, if required, first aid should be administered before reporting the incident to the senior social worker.

Child abuse is a criminal offence. Urgent circumstances may require help from the police, for example to immediately avoid further abuse, to ensure the immediate pursuit of an alleged abuser or to avoid destruction of evidence.

The grounds for concern and action taken should be recorded, signed and dated (on the same day) using Appendix 2 Notification of Concern (NOC). Two copies should be sent immediately as indicated on the form. The copy retained in the establishment should be stored in the confidential child file (located in our school office). Grounds for concern to be recorded on Seemis pastoral notes and Early Years Pastoral Notes.

The Senior Leadership Team are responsible for ensuring all information is recorded within the Child Protection Spreadsheet stored in a secure file in line with GDPR and Risk Management.

Following a Notification of Concern (NOC) other agencies will investigate and may initiate an 'Initial Referral Discussion' (IRD) through a teleconference call. The purpose of the IRD is to ensure that key agencies/services are involved in the initial sharing and analysing of information to inform a collective decision about whether a notification of child protection concern should proceed to a

child protection investigation. This ensures a collective responsibility and consistent involvement by police, social work, health and education staff in sharing information and assessing risks and a single record of joint decision making.

It is essential that there is no delay in initiating protection procedures even **where the child protection co-ordinator is absent** from the establishment. In this circumstance, staff should contact either the Principal Teacher, Wishaw Social Work and speak to the Duty Officer (01698 348200), For advice contact Michael Bradley, Child Protection Development Officer, Education and Families Bradleymic@Northlan.gov.uk

Co-operating with Agencies involved in Child Protection Process

Following reporting and recording of concerns staff should co-operate fully with subsequent investigations and support plans as directed by the head of establishment and in consultation with the appropriate agency representatives. This may include attendance at case discussions, child protection conferences and reviews.

Dealing with child protection issues can have stressful consequences for employees. Families and Education have a duty of care to all employees. Support can be accessed through the Staff Welfare Officer Nicola Harvie, NLHarvieN@northlan.org.uk

Training and awareness

Employees / volunteers will be made aware of the existence of the Child Protection Policy, and their responsibilities in relation to the child protection process.

- Through the provision of training
- By issuing or ensuring access to a copy of the policy to all new staff members.
- Publicising its existence in strategic parts of the school and Nursery.

Staff can always access this policy on our Cambusnethan Primary and Nursery Class Microsoft team or from the Head Teacher's Office and Main Office. In addition, staff can access National Guidance and North Lanarkshire Guidance from the Education and Families SharePoint.

These procedures outline how all organisations work together to identify, investigate and respond to child protection concerns.

Prevention

We recognise that knowledge, high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help prevention.

The school will therefore:

- regularly engage the children in promoting their understanding of their rights under the Health and Wellbeing indicators of GIRFEC;
- establish and maintain an ethos where children feel secure and are listened to;
- ensure that children know that there are adults in the school whom they can approach if they are worried or in difficulty;
- include in the curriculum, activities and opportunities which equip children with the skills they need to stay safe from abuse and the knowledge of how and where they can seek help;

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.

In order to achieve this, we will:

- Seek to work in partnership with parents, carers, other agencies and North Lanarkshire Council to promote good practice in the area of child protection
- Ensure pupil records are updated and shared with relevant agencies
- Ensure all records are kept securely, separate from the main pupil file, and in a locked location
- Ensure that, where a pupil on the child protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed
- Update any changes in child protection policy and practice under the guidance from the designated person in the school
- Endeavour to ensure that all staff have access to appropriate child protection training, supervision and support in order to implement this policy effectively and with the minimum of stress. The policy will be reviewed each session with all staff and with staff who are new to the school

Conclusion

All children have the right to be cared for and protected from abuse and harm in a safe environment in which their rights are respected. By being aware of and following the procedures in this policy and by referring to local and national guidance we can remain vigilant in protecting our pupils and promoting their Health and Wellbeing.

Important Contacts and Telephone Numbers

Social Work Area Team- Wishaw	01698 348200
Social Work Emergency Services (Out of Hours)	0800 121 4114
Police	101
Education and Families Child Protection Officer Michael Bradley	Bradleymic@Northlan.gov.uk

Review Schedule

Policy Update	August 2024
Policy Review Date	August 2025