



Purpose and scope



Kilsyth Academy is committed to safeguarding the wellbeing of all pupils. Our policy outlines procedures and responsibilities for child protection, applying to all staff, volunteers, visiting adults, and parents/carers. It aligns with the UNCRC (Article 19), the National Guidance for Child Protection in Scotland (2023), and the GIRFEC framework.

Key contacts



Child Protection Coordinator: Gerry McKillop (Depute Head Teacher)

nlmckillopg@northlan.org.uk 7763527

Stephen Clowes (Acting Depute Head Teacher)

nlclowess@northlan.org.uk 7763534

In her Absence: Robbie Smith Dempsey (Head Teacher)

nldempseyr@northlan.org.uk 7763525

Additional Support: Michael Bradley, Child Protection Development Officer

BradleyMic@northlan.gov.uk

Staff responsibilities



- Attend mandatory training during August in-service days (or complete online version if absent)
- Review Child Protection procedures regularly
- Report concerns immediately to the Child Protection Coordinator
- Maintain confidentiality on a need-to-know basis
- Cooperate with investigations

Grounds for concern



Staff should be alert to:

- Direct disclosures by young people
- Third-party allegations
- Observable signs (e.g. changes in behaviour or appearance)
- Historical disclosures
- Witnessing incidents

Responding to concerns



- Ensure young person's safety
- Report to Child Protection Coordinator (or HT/SLT if unavailable)
- Do not inform parents at this stage
- Record details accurately, sign and date

Supporting the child



- Listen attentively and respectfully
- Reassure and validate feelings
- Avoid leading questions or emotional reactions
- Maintain a non-judgmental stance
- Don't promise confidentiality or secrecy

Conclusion



Everyone in the school community must:

- **Recognise:** Be alert to safeguarding and child protection concerns
- **Respond:** Act promptly and trust instincts
- **Refer:** Contact the Child Protection Coordinator

The full policy is available on the staff team.