

# Netherton Primary School

Child Protection Policy  
October 2025

## **Netherton Primary School Child Protection Team**

**CP Co-ordinator: Fiona Easton, Head Teacher**  
**Depute CP co-ordinator: Stuart MacNab, Acting Principal Teacher**

**01698 348200 and Out of Hours 0800 121 4114.**  
**There should be no delay in reporting an issue.**

### **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 Education, Youth and Communities 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 are able to 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 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. This is available for all staff in the CP Team. All other stakeholders can access information through Parental Leaflet ( to be launched Parents' Night 2025).

### **Prevent Strategy**

The Counter Terrorism and Security Act 2015 (section 26) places a duty on specified authorities in Scotland such as local authorities to have due regard to the need to prevent people from being drawn into terrorism.

We have a duty to have due regard to the need to prevent people from being into terrorism. (National Guidance for Child Protection in Scotland 2021-2023 Update p.218)

Through inset training, staff will be aware of indicators of risk (radicalisation- changes in behaviour) eg strong beliefs, extremist ideas, interest, changes in attitude or dress, vulnerabilities and social media posts.

If staff are aware of any changes in a child, young person or adult, Child Protection Co-ordinators must be contacted immediately.

## **Child Abuse**

There are different types of abuse:

- Physical injury - being hit, kicked, punched
- Neglect - not being properly fed, clothed, cared for, poor hygiene, non-attendance at school
- Sexual abuse - inappropriate sexual behaviour or language towards a child
- Emotional abuse - constantly criticised, ignored, humiliated
- Family violence - witness to or recipient of

## **Abusers**

Children are usually abused by a parent or some other trusted adult. There are occasions when a child may be abused by someone unknown to them, however, these occasions are very rare. Abusers come from all walks of life and are not restricted to any social class, religion or culture

## **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 teaching / non teaching staff and with staff who are new to the school.

### **Grounds for Concern**

Grounds for concern can arise from a wide range of circumstances and will generally be covered by the following events:

- 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 caused suspicion of abuse
- A child reports an incident of abuse which occurred some time ago
- Staff witness abuse

### **What happens next?**

Child abuse is a criminal offence. All staff working have an ethical duty to report any reasonable concern that a child may be being abused.

The role of members of staff is to inform the designated person of any instance, which suggests that abuse is taking place. This must be happen immediately. It is not the role of the member of staff to wait for proof, investigate or gather evidence of abuse.

*In our school the designated child protection co-ordinator is:*  
Fiona Easton, Head Teacher

**If the Head Teacher is not available, contact:**

**Depute co-ordinator: Stuart MacNab, Acting Principal Teacher, and in his absence,**

**Nadia Carr, Class teacher.**

If there are any concerns or issues and none of the above are available, contact Social Work directly on **01698 348200** and Out of Hours **0800 121 4114**. **There should be no delay in reporting an issue.**

During any disclosure of abuse by a child the member of staff should respond in a sensitive and supportive manner. The following strategies should be adopted:

- Listen with care
- Treat the allegation in a serious manner
- Reassure the child that he or she is right to tell
- Affirm the child's feelings as expressed by the child
- Do not give a guarantee of confidentiality or secrecy
- Do not ask leading questions
- Ask open ended questions which seek to clarify information already given
- Do not interrogate the child
- Do not show disbelief
- Do not be judgmental
- Do not introduce personal or third party experiences of abuse
- Do not display strong emotions

All information reported must be recorded. The recording must be relevant, accurate, signed and dated as it may become a legal document. The information should include a clear, succinct chronology of events, all relevant factual information and a summary of the employee response and any agreements reached.

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.

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 the Notification of Concern (NOC). CP paperwork is currently being updated and simplified. Templates can be found on the CP Team. A copy of the notification of concern should be sent to Social Work following an initial phone call and a copy to the [namedpersonservice@northlan.gov.uk](mailto:namedpersonservice@northlan.gov.uk) sent immediately. A PDF copy should be uploaded to the Wellbeing App and then deleted. A note of a significant event should be made on pastoral notes. Pastoral notes should contain facts, not opinions.

Following a Notification of Concern (NOC) the police will investigate and may initiate an 'Initial Referral Discussion' (IRD) probably 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.

Following reporting and recording of concerns, employees should co-operate fully with subsequent investigations and support plans as directed by the head of establishment/service manager 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. Education and Families have a duty of care to all employees. Support or support for unaccustomed tasks can be accessed through the Head Teacher or Staff Welfare Officer.

Staff also have a responsibility to report Adult Protection Concerns, in the same way.

This policy is a guideline and not a substitute for the Child and Adult Protection And Guidance document which is located on CP Team.