

Saint Brendan's Primary School & Nursery Class



Child Protection Policy



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Any concerns around Child Protection should be brought immediately to the attention of the Child Protection Co-ordinator. In St. Brendan's Primary & Nursery, this is Maura Oates, Head Teacher. In the Head Teacher's absence, direct the concern to Mrs Colette Colton P. T. or Miss Erin Burns P. T.

Rationale

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 & Families 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. We recognize that physical and emotional safety provides a foundation for wellbeing and healthy development. It is the clear responsibility of all those involved in our school to adopt good practice through their work.

This policy is based on the National Guidance for Child Protection (2021), it takes into account the Scottish approach to child protection being based upon children's rights as detailed in UNCRC and GIRFEC Policy.

(Further information and resources are available on CP Teams within Glow – joining code available from a member of SLT).

Aim

The aim of this policy is to provide advice and guidelines for staff in relation to issues of child protection and the health and wellbeing of the children in our school and nursery. 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 in carrying out their role and responsibilities in the protection of our pupils.

Procedures

- All staff are issued with a copy of the Child Protection Action Guidance leaflet and receive an annual Child Protection update on August inservice days. A copy is also displayed on the staff noticeboards
- In addition, new staff are also required to complete the 'Understanding Child Protection Self Learning Pack' and have this signed off by the Head Teacher.
- The procedures outlined in this policy must be followed meticulously at all times and by all staff and should be implemented in conjunction with *NLC Child and Adult Protections Procedures and Guidance*. A copy of this guidance is available for all stakeholders in the Head Teacher's office.
- Partners and those working within the school over extended times (such as parent helpers who volunteer on a regular/weekly basis) will also be made fully aware of child protection procedures within the school and nursery and will sign to say that this the case.

What is child abuse and neglect?

The Scottish Government's National Guidance for Child Protection in Scotland (refreshed in 2021) states that abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent significant harm to the child. Children may be maltreated at home; within a family or peer network; in care placements; institutions or community settings; and in the online and digital environment. Those responsible may be previously unknown or familiar, or in positions of trust. They may be family members. Children may be harmed pre-birth, for instance by domestic abuse of a mother or through parent alcohol and drug use.

This policy provides the following definitions of some of the ways in which children may experience abuse.

- **Physical abuse** – may involve hitting, shaking, throwing, burning or scalding, drowning or suffocating; it may also be caused when a parent/carer feigns the symptoms of, or deliberately causes ill health to a child they are looking after. There may be some variation in family, community or cultural parenting e.g. in relation to reasonable discipline. Cultural sensitivity must not deflect practitioners from a focus on a child's essential needs for care and protection from harm, or a focus on the need of a family for support to reduce stress and associated risk.
- **Emotional abuse** – persistent emotional ill treatment that has severe and persistent adverse effects on a child's emotional development. Some level of emotional abuse is present in all types of ill treatment of a child but can

occur independently of other forms of abuse. It can include:

- Conveying to a child that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person;
 - Exploitation or corruption of a child, or imposition of demands inappropriate for their age or stage of development;
 - Repeated silencing, ridiculing or intimidation;
 - Demands that so exceed a child's capability that they may be harmful;
 - Extreme overprotection, such that a child is harmed the ... of learning, exploration and social development;
 - Seeing or hearing the abuse of another.
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- **Sexual abuse** – involves a child under 16 years of age in any activity for the sexual gratification of another person, whether or not it is claimed that the child either consented or assented. Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. It may involve physical contact, but which also applies to non-contact sexual activities such as involving children in looking at, or in the production of, indecent images. It includes using sexual language to a child or encouraging them to behave in sexually inappropriate ways.
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- **FGM (Female Genital Mutilation)** – An extreme form of physical, sexual and emotional abuse upon girls and women, involving the partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons. Such procedures are usually conducted on children and are a criminal offence in Scotland. FGM can be fatal and is associated with long-term physical and emotional harm. The key risk factor is whether the mother of a girl has had FGM. The girl could be of increased risk if:
 - An older has had FGM
 - Parents express views that they value the practice
 - The family have recently arrived in the UK from a country where the practice is prevalent
 - A visit abroad is planned and the girl has mentioned a 'special ceremony'.
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- **Child Sexual Exploitation (CSE)** – a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a person under 18 years old into sexual activity in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not

always involve physical contact. It can also occur through the use of technology. Children who are trafficked across borders or within the UK may be at particular risk of sexual abuse.

- **Neglect** – may involve a parent or carer failing to provide for 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; failing to protect a child from physical harm or danger; and not ensuring access to appropriate medical care or treatment. Neglect also incorporates 'non-organic failure to thrive' where a child has significantly failed to meet their normal development and growth milestones and there are no known genetic or medical reasons for this. 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 both support and protection needs.

Indicators of Risk

The following circumstances are considered to be indicators that a child may be increased risk of harm within their families, however this list is not exhaustive:

- Domestic abuse
- Parental problematic alcohol and drug misuse
- Non-engaging families
- Children and young people experiencing or affected by mental health
- Children and young people who display harmful or problematic sexual behaviour
- Female Genital Mutilation (FGM) This comprises of all procedures that involve partial or total removal of the external female genitalia, or injury to the female genital organs for non-medical reasons
- Honour based violence and forced marriage
- Fabricated or induced illness (previously known Munchausen by proxy)
- Sudden unexpected death in infants or children
- Harm outside the home including (but not exclusively) ritual abuse, child trafficking, internet abuse.

UK Government Counter Terrorism Awareness

Contest is the overarching UK Government Counter Terrorism Strategy. It contains four work streams known as the 4 Ps i.e.: Pursue, Prevent, Protect, Prepare.

PREVENT is the strategy published in 2011 as part of Contest. Key risk factors to be taken into account are

- Ideologies – is the child using language/engaged in activities to suggest they are at risk from being involved or drawn in to any type of radicalization.

Revised HM Government Guidance (201) is available for Scotland [Prevent Multi- Agency Panel Duty Guidance: Protecting people vulnerable to being drawn into terrorism](#)

[The above guidance also provides information about ways in which children and young people can come to harm outside of the home and in specific circumstances eg:](#)

- Child trafficking
- Child Sexual Exploitation (CSE)
- Online and mobile phone safety

Prevent Duty in Scottish Schools

In Scotland, the Prevent duty is part of the UK Government's broader counter-terrorism strategy, CONTEST, and aims to stop people from becoming terrorists or supporting terrorism. Below that lies the 4 Ps

Prevent: to stop people becoming terrorists or supporting terrorism

Pursue: to stop terrorist attacks

Protect: to strengthen our protection against terrorist attack

Prepare: to mitigate the impact of a terrorist attack

Role and Responsibilities of Schools in North Lanarkshire Council under Prevent:

Scottish schools have a statutory duty under Section 26 of the Counter-Terrorism and Security Act 2015 to have "due regard" to the need to prevent people from being drawn into terrorism. This duty is integrated into existing safeguarding responsibilities and is not intended to create new functions. The Child Protection Coordinator is responsible for PREVENT in their establishment. For **(Insert school)**, the Child Protection Coordinator responsible for PREVENT is **(Insert name)**

Schools must ensure staff understand the risks of radicalisation and are equipped to respond appropriately. All education staff are required to complete the mandatory PREVENT training every two years via the Learn NL portal.

Should a PREVENT Concern arise, referrals can be made to

PreventReferrals@scotland.police.uk

The PREVENT referral form is available on the North Lanarkshire Child Protection Share Point or [National Prevent referral form](#)

When referring please also include the Child Protection Development Officer Lynn Kinstrie kinstriel@northlan.gov.uk and Chief Officer (Legal & Democratic) Rachel Blair blairr@northlan.gov.uk

Further details can be found here [Counter Terrorism and Keeping Safe | North Lanarkshire Council](#)

[Protecting people susceptible to radicalisation](#)

[The Prevent duty: safeguarding learners vulnerable to radicalisation](#) - Guidance for those working in education settings with safeguarding responsibilities.

[Managing risk of radicalisation in your education setting](#) – Guidance to help education settings consider indicators of risk and decide what response is appropriate and proportionate.

Full PREVENT Guidance is available at [Prevent duty guidance: for Scotland \(accessible\) - GOV.UK](#)

Roles and Responsibilities

In St. Brendan's Primary School and Nursery Class, the Head of Establishment has overall responsibility for all child protection issues. These responsibilities include the following:

- Ensuring that the North Lanarkshire Child and Adult Protection Procedures and Guidance are brought to the attention of all staff on an annual basis, that staff have access to the guidance and are issued with the Child Protection Action Guidance Leaflet and that a copy of the leaflet is displayed on the staffroom wall and in all classes
- Ensuring that all staff know the name of the child protection co-ordinator in the establishment and who to speak to in his/her absence – this is also displayed around the school, within the School Handbook and highlighted in Newsletters
- 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 in local guidance.

All Staff

It is everyone's responsibility to keep children safe therefore **all** school staff, including visiting staff, supply staff and partners, 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
- Disclosure of information
- Notice of bruising/marks which are a concern
- A third party or anonymous allegation is received
- A child's appearance, behaviour, play, drawing or statement cause suspicion of abuse
- Concerns about behaviour or neglect
- A child reports an incident of abuse which occurred some time ago
- Staff witness abuse
- Suspect a child/young person has been abused or harmed

Responding to Grounds for Concern:

- Any grounds for concern should be reported immediately to the head of establishment
- If there is direct evidence or suspicion of child abuse the matter must be reported immediately, staff should not wait to gather evidence nor agree to keep the information secret or discuss the matter with others
- Staff must follow the guidance given by the head of establishment in relation recording concerns, supporting the child, co-operating with subsequent actions to investigate the grounds for concern, and protecting the child or children concerned.
- All information recording must be relevant, accurate, signed and dated as it may become a legal document. Please ensure the child's name and date of birth are accurately recorded. 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.
- Staff should provide an accurate report for the child protection co-ordinator when requested.
- It is essential that 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 Child Protection Development Officer – Michael Bradley who can be contacted via email: BradleyMic@northlan.gov.uk

Supporting the Child

During any disclosure of abuse by a child 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
- Keep your own feelings in check
- Do not give a guarantee of confidentiality or secrecy
- Do not ask leading questions, investigate or gather evidence
- 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
- Support the child and explain what you are going to do next, reassure them
- Write down what the child says as soon as possible – and in their own words
- If a child needs medical attention as a result of abuse SEEK THIS AS A MATTER OF URGENCY

Summary of Action in Response to Grounds for Concern

- Report immediately to the HT/PT. If neither is available contact social work directly then inform NLC for support. Do not wait on HT/PT returning to school.
- Support the child appropriately (as above)
- Record on the same day – clearly, accurately, in sequence – date and sign the file (record on Pastoral Notes)
- Co-operate full with statutory agencies
- Monitor significant changes, events and decisions
- Keep record keeping up to date. Relevant, clear, succinct and confidential. (This may be undertaken by HT/PT)

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 abuse 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 HT office). Grounds for concern to be recorded on Seemis pastoral notes.

Following a Notification of Concern (NOC) the police will investigate and may initiate an 'Initial Referral Discussion' (IRD) through a teleconference/MS Teams 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 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.

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. Education & Families have a duty of care to all employees. Support can be accessed through the Staff Welfare Officer.

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.

Useful resources which can be found with the Child Protection Team within Glow

(joining code available from a member of SLT).

NLC Child and Adult Protection Procedures and guidance (2013)

Action Guidance Leaflet

Understanding Child Protection Self Learning Pack 2021

National Guidance for child Protection in Scotland 2021

IRD Guidance

Appendix A – Summary of Paperwork needed

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Child Protection – Summary of Paperwork Needed

Concern identified under child protection

- Phone social work/police as appropriate
- Complete Notification of Concern (appendix 2) – Immediately send two copies as indicated on the form
- Complete outcome of Notification of Concern (Appendix 2b). You should receive the outcome in writing from Social Work within 7 days. Send one copy as indicated on the form
- If there has been no notification – chase it up!
- Attend Child Protection Case Conference. IF the case proceeds to this level, the establishment must be represented.
- Outcome of case conference either no further action as far as child protection involvement (though there may be other agency involvement)
- Or
- Complete