



## **Mossvale Primary School and Nursery Class Child Protection Policy Protecting Children and Ensuring their Well-being**

### **Rationale**

The health, safety and well-being of all our children has to be a prime concern for all staff and is of paramount importance to the school and nursery. Each child has a right to protection, regardless of age, gender, race, culture or disability. Each child has a right to be safe in our establishment. The protection of children is a shared responsibility and staff will work collectively to create a climate of mutual trust, respect and confidence.

### **Aims**

- ◆ To ensure that children learn in a safe environment where they feel secure and respected.
- ◆ To develop attitudes and beliefs which will help children to understand and value themselves as individuals.
- ◆ To ensure that children feel confident and able to approach adults about matters which concern them.
- ◆ To ensure that all staff are fully aware of the Local Authority's guidelines and procedures on protecting children and ensuring their well-being.
- ◆ To ensure effective communication between staff when dealing with child protection issues.
- ◆ To ensure that staff have access to appropriate training on child protection matters.

### **Definitions of Abuse**

#### **Physical Abuse**

Physical injury to a child, including deliberate poisoning, where there is definite knowledge, or a reasonable suspicion that the injury was inflicted or knowingly not prevented.

#### **Sexual Abuse**

A child has indicated sexual activity through words, play, drawing or had an excessive pre-occupation with sexual matters or had an inappropriate knowledge of adult sexual behaviour.

#### **Emotional Abuse**

There has been a severe, adverse effect on the behaviour and the emotional development of a child caused by persistent or severe ill treatment or rejection.

#### **Neglect**

There has been persistent or severe neglect of a child (e.g. by exposure to any kind of danger, including cold or starvation) which results in serious impairment of the child's health or development, including no-organic failure to thrive.

### **Grounds for Concern**

When there is a ground for concern, a member of staff must alert the head or manager immediately. Any of the following may have taken place:

- ◆ A specific incident.
- ◆ A disclosure made by a child or parent or carer.
- ◆ Information from a third party.
- ◆ Adult behaviour or circumstances that may place the child at risk of harm.
- ◆ Child behaviour or circumstances that may place the child at risk of harm.
- ◆ A culmination of minor concerns over a period of time.

Concerns should be confirmed in writing by completing Appendix 3 Record of Concern Alert for Staff.

## **Roles and Responsibilities of Staff**

### **All staff should:**

- ◆ Be familiar with the Local Authority's Child Protection Guidelines and Procedures (Standard Circular 57 available on Renfo and from the DHT/HT).
- ◆ Develop skills, values and knowledge to enable children to report unacceptable behaviour.
- ◆ Teach children how to keep safe, healthy, make informed choices and say 'No'.
- ◆ Work in partnership with parents, carers and other agencies.
- ◆ Listen carefully and calmly if a child reports abuse, without detailed questioning or comment.
- ◆ Observe carefully the demeanour or behaviour of the child.
- ◆ Record in detail what has been seen and heard as soon as possible. (This should include date, time and signature of member of staff).
- ◆ Remember that they must not promise confidentiality.
- ◆ Inform the Headteacher or Depute Headteacher immediately.

## **Procedures**

When a member of staff reports concerns about a child's welfare, the following procedures will be followed by the Headteacher or Depute Headteacher:

- ◆ Action will be taken in line with the guidance on child protection provided by the Local Authority.
- ◆ The Headteacher or Depute (in the absence of the Head teacher) will work closely with the Social Services Department, Police Child Protection Unit and the Education Authority when there are investigations regarding any allegations of abuse. All parties involved handle any such investigations in a sensitive manner, but the interests of the child must always be of paramount importance.
- ◆ If a child alleges abuse, the school usually makes a referral without communicating with parents first.
- ◆ If a child protection referral is made, a case conference is usually held. This offers the opportunity to share information and formulate a plan of action.
- ◆ All information relating to individual child protection issues are regarded as confidential. Information is only passed on, on a need to know basis to appropriate persons. Children are informed at all stages about who is involved and what information has been given to them.
- ◆ All child protection records are stored securely within the Headteacher's office.

All permanent staff will be trained in Part 1 of Child Protection and will have the opportunity to participate in Part 2.  
An annual update and review of the policy takes place in August each year.