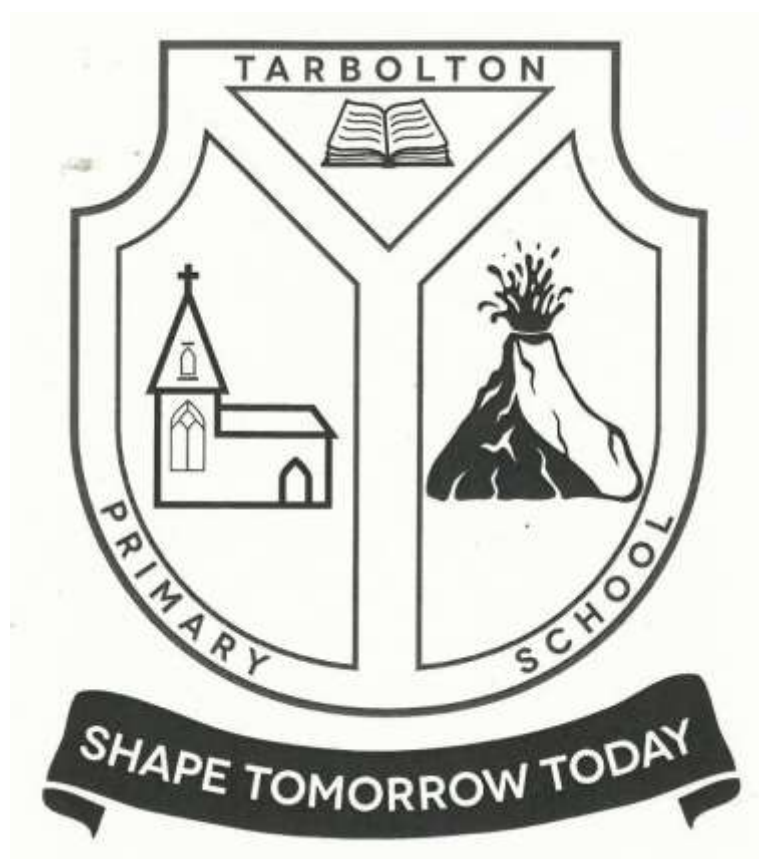


# CHILD PROTECTION POLICY



October 2020

***Rational: the health, safety and wellbeing of all of our pupils is a prime concern for all staff and is of paramount importance to our school. each child has a right to protection, regardless of age, gender, race, culture or disability***

- Article 3 Everyone who works with children should always do what is best for each child  
Article 11 we have the right not to be taken out of the country illegally  
Article 16 We have the right to privacy  
Article 19 we have the right to be looked after and kept safe from harm



## **AIMS OF THIS POLICY**

- To raise the awareness of all staff to issues relating to the protection of children
- To outline the need for effective communication between all staff and external agencies when dealing with child protection issues
- To outline responsibilities of all within the school community
- To explain forms of abuse

## **RESPONSIBILITIES**

### **Senior Management Team**

- The head teacher will fulfil the role of child protection officer with the deputy head teacher deputising in her absence
- To provide annual training for all staff
- To complete pastoral notes where appropriate
- To offer support to staff who have been involved in any child protection investigations

### **Child Protection Coordinator**

- Liaise with and discuss with staff, parents or pupils who have any child protection concerns they wish to share
- Where appropriate speak to pupils where another pupil, parent or staff member has raised a concern about them
- To contact police or social services when appropriate
- To attend child protection case conferences
- To prepare reports as appropriate for case conferences and child protection meetings
- To form part of team around the child and attend core group meetings

### **Clerical Staff**

- To create a Child Protection Folder under instruction from the Child Protection Co-ordinator if a case conference is agreed
- Ensure all paperwork is filed correctly in Child Protection Folder
- Ensure child protection folders are stored securely with only the senior management team having access

### **All staff**

- Remain vigilant to possible child protection issues
- Report any concerns in a timely manner to the Child Protection Co-ordinator and attend annual child protection training and request further training if required
- Notify line manager of any matters relating to themselves either alleged or proven which may affect their role or PVG checks
- To write a report if any child discloses any child protection matters to them. The report must use the exact words the child used and should be signed and dated

## **DEFINITIONS OF ABUSE**

### **Physical Abuse**

Action will be taken under this heading if the staff have reason to believe that there has been a 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**

Action will be taken under this heading if staff have witnessed occasions where 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**

Action will be undertaken under this heading if the staff have reason to believe that there is a severe, adverse effect on the behaviour and the emotional development of a child caused by persistent or severe ill treatment or rejection.

### **Neglect**

Action will be taken under this heading if staff have reason to believe there has been persistent or severe neglect of a child (for example by exposure to any kind of danger, including cold or starvation) which results in serious impairment of the child's health or development, including non-organic failure to thrive.

## **MINIMISING RISK**

Procedures and guidance cannot in themselves protect children; a competent, skilled and confident workforce, together with a vigilant public, can.

Child protection is a complex system requiring the interaction of services, the public, children and families. For the system to work effectively, it is essential that everyone understands the contribution they can make and how those contributions work together to provide the best outcomes for children.

Everyone working with children needs to appreciate the important role they can play by remaining vigilant and providing robust support for child protection.

## **PLEASE NOTE**

Whilst it can be frustrating for staff the Child Protection Co-ordinator may not be in a position to share details of ongoing investigation

All members of society including employees of the council have the right to contact the social work department to raise concerns. This can be done in person or anonymously

Review Annually