



for all staff in
Resources
November 2017

Our shared vision

All children and young people in Lanarkshire have the right to be cared for and protected from abuse and harm, in a safe environment in which their rights are respected.

All agencies will work together in a collaborative way to promote the safety and well being of children and young people in Lanarkshire.

Child Protection Guidance for all staff

Education employees have a professional and contractual obligation to report all allegations or suspicions of child abuse to the head of establishment.

Throughout all child protection procedures the welfare of the child is paramount.

If a child/young person tells you something has happened:

- stay calm
- listen with care, do not ask leading questions or interrogate the child
- acknowledge what has been said, take the allegation seriously, reassure the child
- write down what the child/young person has said, using the child's own words. Date, time and sign this record

- tell the child or young person what you are going to do next
- report the matter immediately to the head of the establishment

It should be reported to the head of establishment if:

- you have a reason to suspect a child has been, or is at risk of abuse
- an allegation is made by the child against a member of staff, or any other person
- you are concerned about the conduct of a member of staff, or any other person, towards a child/young person
- an allegation is made against you

Reporting your concerns or suspicions may be the first step in ensuring a child is protected.

Ensure you are familiar with Education Resources Child Protection guidelines, and local Inter-agency Child Protection Procedures.

Responding to questions

The following are some of the types of questions a child/young person might ask following an allegation of abuse. Answers given are only suggestions and must not be viewed as blueprints for answers. It is important that you offer reassurances to the child and answer any questions asked honestly. However, care must be taken that you do not make promises or predict outcomes.

Child "Will I get into trouble for telling?"

Adult "You were right to tell. You are not in any trouble with me."

Child "What's going to happen now?"

Adult "I need to let the head know what you've told me."

Child "What will the head do?"

Adult "The head will listen to what's been said and will take this seriously. The head might want to contact social work, and let them know what's been happening."

Child "Am I going to be taken into care?"

Adult "Social workers might want to speak to you (and your family) to get more information to make sure you are safe. They will want to make sure there is someone in your family who can look after you and make sure this doesn't happen again. Most of the time children/young people will continue to live with their families in their own communities."

Child "Will the police speak to me?"

Adult "I don't know at this stage."

Child "Will my dad, (mum, step dad, uncle, member of staff etc) get into trouble?"

Adult "I don't know what will happen. Try not to worry too much about that just now. It's more important we make sure that what you've told me is looked into and that you are safe."

It is important that the child/young person feel they did the right thing in telling. For many abused children the first step in the healing process starts with the initial response they get when they make an allegation.