



## **CHILD PROTECTION POLICY**

**2019**

### **The purpose of the Child Protection Policy**

The school recognises that it has an explicit duty to safeguard and protect students from abuse as defined in the Children Act 2004 and the Education Act 2002. The overall intention and purpose behind the school's child protection policy is underpinned by the fundamental principle of the Children Act 1989:

**'the welfare of the child is paramount'**

Everyone in our school shares an objective to help keep students safe by:

- Providing a safe environment for students to learn in.
- Fostering a school environment, in which every student feels valued and able to articulate their wishes and feelings in their preferred method of communication in an atmosphere of acceptance and trust.
- Identifying and responding to students in need of support and/or protection.

### **School Commitment**

- 1) To establish and maintain an ethos where students feel secure and are encouraged to talk, and are listened to.
- 2) To include in the curriculum activities and opportunities for students to acquire skills and attitudes, to both resist abuse in their own lives and to prepare themselves for responsibilities, including parenthood, in their adult lives.
- 3) To make known a clear model of management of suspected or disclosed abuse.

There are three main elements to our Child Protection Policy: prevention, protection and support.

## **Preventative Work:**

As part of developing a healthy, safer lifestyle, students are taught through our PSHCE programme:

- to recognise and manage risks in different situations and then decide how to behave appropriately
- to judge what kind of physical contact is acceptable and unacceptable
- to recognise when pressure from others (including people they know) threatens their personal safety and develop effective ways of resisting pressure, including knowing where and when to get help.

## **Protection:**

This Policy forms part of the School's Safeguarding Policy and procedure. It must be read in conjunction with the School's other student welfare policies: Anti-Bullying Policy, Whistle Blowing Policy, Student's Behaviour Policy, PSHCE Policy and Attendance Policy.

## **Roles and Responsibilities**

- All adults working with or on behalf of students have a responsibility to safeguard and promote the welfare of students.
- All staff will be informed of their responsibilities in being alert to the signs of abuse and the procedures for referring concerns to the Designated Safeguarding Lead.
- The designated Safeguarding Lead and nominated governor for Safeguarding will receive training every two years.
- All new staff and volunteers will receive induction training and all staff and volunteers will have refresher training every three years.
- Temporary staff and volunteers will each be given a copy of the Child Protection Policy and notified of the designated Safeguarding Lead.
- Statistically students with behavioural difficulties and disabilities are more vulnerable to abuse. Staff must be particularly sensitive to signs of abuse.
- Staff will have access to advice on the boundaries of appropriate behaviour through the Cheshire Area APC Manual of Procedures
- We will ensure that any absence of two days, without satisfactory explanation, of a student currently on the child protection register is referred to their Education Welfare Officer and /or Social Worker.
- We will ensure that a named teacher is designated for Looked After Children (CLA) and that an up to date list of students is regularly reviewed and updated.
- The Governing Body of our school is responsible for ensuring the annual review of the child protection policy and completing the monitoring form of child protection activity within the school.

## **Procedures**

- All staff will make it clear to any child disclosing information that they cannot guarantee confidentiality, but they will only pass the information on to the people that can help them.
- All staff must immediately discuss any concerns with the designated Safeguarding Lead or deputy Designated Lead. Where it is believed that a student is suffering from, or is at risk of, significant harm, we will follow the procedures set out in the Cheshire Area Child Protection Committee "Cheshire APC Manual of Procedures". A flow chart of the procedure is displayed in the staff area and is kept in staff files.
- Parents may access the school's child protection procedures via the school website.
- The designated Safeguarding Lead may seek advice from the local Safeguarding in Education Team (SCiE) and if it is deemed appropriate, will make a telephone referral to Social care, which will be followed up in writing within 48 hours.
- Parents will be advised of the intention to refer to Social Care and their views and co-operation sought, unless we have good reason to believe that to do so would place a child at greater risk of harm.
- We will co-operate with relevant external agencies in any enquiries regarding child protection matters, including representation at case conferences, core groups and multi-agency planning meetings.
- The school recognises that it does not have the responsibility to investigate cases of suspected child abuse.

## **Procedure for Monitoring and Record Keeping**

- Referrals by individual members of staff should be made to the designated Child Protection Officer using CPOMS
- Information concerning students at risk will be shared with all members of staff on a "need to know" basis. The Designated Lead will make a judgement in each individual case about who needs and has a right to access particular information.
- 'At Risk' children will be discussed at regular meetings as outlined in the School's Special Educational Needs Policy.
- Where there are concerns about a student, a teacher may be asked to keep a log of observations. This will be kept securely, separately from generally accessible student and class records.
- Written records of any concern regarding a child's safety will be kept in a file in a locked cupboard in the Designated Safeguarding Lead's office.
- For a child who transfers school, including changing Local Authority, child protection records will be passed on to the Head Teacher or the Designated Child protection Officer and a record of receipt is required.

- The Safeguarding Lead will liaise with the SCiE Team with regards to the transfer
- All records are subject to the Freedom of Information Act (2000) and the Data Protection Act (1998). If there is any doubt as to the rights of any party to access information, we may seek legal advice prior to releasing any information.

### **Allegations against staff**

- All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues.
- If a student makes an allegation against a member of staff the Head teacher should be immediately informed.
- The Head teacher/ Designated Safeguarding Lead will discuss the allegation with the Academy's HR provider/the Safeguarding Unit and follow HR and legal advice.
- If the allegation concerns the behaviour of the Head teacher the chair of governors should be immediately informed.
- Our lettings agreement for other users requires the organiser will manage the suspension of adults where necessary from the school premises.

### **Support:**

Through our Pastoral structure, we aim for all students to feel valued, respected and able to discuss any concerns that they have.

We will support staff and volunteers by providing

- An opportunity to talk through their anxieties with the Safeguarding Lead.
- Ensuring changes in guidance or legislation are drawn to their attention and where appropriate training programmes are reviewed.

Reviewed and approved by the Student Committee January 2019 – approval at Full Governors not required

Date of next review – January 2020