

West Road Primary School

Child Protection Policy

1. INTRODUCTION

West Road Primary School recognises its responsibility to have in place arrangements related to safeguarding and promoting the welfare of children

Through day-to-day contact with pupils and direct work with families, staff at the school have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to the appropriate authorities.

This policy sets out how the school's governing body discharges its statutory responsibilities relating to safeguarding and promoting the welfare of children who are pupils at the school

There are four main elements to our policy:

Prevention through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos

Procedures for identifying and reporting cases, or suspected cases, of abuse

Support to pupils who may have been abused

Preventing unsuitable people working with children

Our policy applies to all staff and volunteers working in the school including community education staff and governors. Teaching assistants, mid-day supervisors, clerical staff as well as teachers can be the first point of disclosure for a child. Concerned parents may also contact school governors.

2. PREVENTION

The School recognises that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help prevention.

The school will therefore:

- establish and maintain an ethos where children feel secure, are given the opportunity and encouraged to talk, and are listened to
- ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty
- include, in the curriculum, emotional literacy activities and opportunities for PSHE which equip children with the skills they need to stay safe from abuse and to know to whom to turn for help
- include, in the curriculum, material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills

- will work towards the “Every Child Matters” agenda with reference to the five outcomes for children.

3. PROCEDURES

General

The school will follow the procedures set out in Interagency Procedures produced by Doncaster Safeguarding Children Board (DSCB).

The school will:

- ensure it has a designated senior member of staff, who has undertaken appropriate child protection training
- ensure this training is updated every two years in accordance with government guidance “Safeguarding Children and Safer Recruitment in Education”
- recognise the importance of the role of the designated teacher and ensure s/he has the time and training to undertake her/his duties and responsibilities
- ensure there are contingency arrangements should the designated member of staff not be available
- make arrangements for the designated member of staff to take advice from a child protection specialist when managing complex cases

The Designated Senior Member of Staff for Child Protection is the Headteacher, who has overall responsibility for all aspects of child protection. The Foundation Stage Manager reports to the Headteacher on the policy’s operation in the sector for which she is responsible.

The Role of Governors and All School Staff including Volunteers

The school will ensure every member of staff, every governor and every volunteer:

- knows the name of the designated person and her/his role and responsibility
- has an individual responsibility for referring child protection concerns
- will receive training at the point of induction, and this will be updated every three years as a minimum, so that everyone knows
 - his/her personal responsibility
 - DSCB procedures
 - the need to be vigilant in identifying cases of abuse

- how to support and to respond to a child who discloses details of alleged significant harm
- is able to raise concerns about poor or unsafe practice in regard to children by a colleague and is assured that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing policies

Liaison with Other Agencies

The school will:

- work to develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at, and the presentation of written reports to, initial case conferences, core groups and child protection review conferences
- notify the allocated Social Worker if:
 - a pupil on the child protection register has been excluded (whether fixed-term or permanently)
 - there is an unexplained absence of a pupil on the child protection register of more than two days' duration from school, or one day following a weekend, or as agreed as part of any child protection or core group plan

Record Keeping

The school will:

- keep clear detailed written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to DMBC immediately
- ensure all records are kept secure and in a locked location separate from the child's personal file

Confidentiality and Information Sharing

The school will ensure that:

- confidentiality protocols are followed and information is shared appropriately. If in doubt about confidentiality, staff will seek advice from a senior manager or outside agency as required
- the Head teacher or Designated Teacher discloses any information about a pupil to other members of staff on a need to know basis only
- all staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children

- all staff are aware that they cannot promise a child confidentiality

Communication with Parents

The school will:

- undertake appropriate discussion with parents prior to involvement of another agency unless the circumstances preclude this
- ensure that parents have an understanding of the responsibility placed on the school and staff for safeguarding children (child protection) by setting out its obligations in the school brochure

4. SUPPORTING THE PUPIL AT RISK

General

The school will recognise:

- that children who are abused or witness violence may find it difficult to develop a sense of self worth and to view the world as benevolent and meaningful. This may have a detrimental effect on their well-being
- that it may be the only safe, stable and secure environment in the lives of children at risk. This may impact on a child's behaviour, which may be challenging and defiant, or the child may become withdrawn
- that some children actually adopt abusive behaviours and that these children must be referred on for appropriate support and intervention

The school will endeavour to support the pupil through:

- its ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued without apportioning blame
- a behaviour policy which is aimed at supporting vulnerable pupils in the school. All staff will agree on a consistent approach, which focuses on the behaviour of the offence committed by the child but does not damage the pupil's sense of self worth
- liaison with other appropriate agencies, which support the pupil
- a commitment to develop supportive relationships with parents/carers whenever it is in a pupil's best interest to do so
- recognition that children living in a home environment where there is domestic violence or drug or alcohol abuse are vulnerable and in need of support and protection
- vigilantly monitoring children's welfare, keeping records and notifying appropriate agencies as soon as there is a recurrence of a concern

When a pupil on the child protection register transfers to another school, information will be transferred to the new school immediately.

Children with Special Educational Needs

The school recognises that statistically children with behavioural difficulties and disabilities are more vulnerable to abuse. School staff who deal with children with profound and multiple disabilities, cerebral palsy, sensory impairment and/or emotional and behaviour problems will need to be particularly sensitive to signs of abuse.

Drug Use and Child Protection

The discovery that a young person is using illegal drugs or reported evidence of their drug use are not necessarily sufficient in themselves to initiate child protection proceedings but the school will consider such action in the following situations:

- When there is evidence or reasonable cause:
 - to believe the young person's drug misuse may cause him or her to be vulnerable to abuse
 - to believe the pupil's drug related behaviour is placing them at significant risk
 - to suspect that the misuse is being prompted by serious parent/ carer drug misuse

Children of Drug Using Parents

Further enquiries will be made when the school receives reliable information about drug and alcohol abuse by a child's parents/carers in the following circumstances:

- the parental misuse is regarded as problematic or there is evidence to suggest a chaotic and unpredictable home environment which can be attributed to drug or alcohol misuse
- there is evidence to suggest that children are not being provided with acceptable or consistent levels of social and health care
- it is suspected that children are being exposed to criminal behaviour

5. PREVENTING UNSUITABLE PEOPLE FROM WORKING WITH CHILDREN

- The school will operate safe recruitment practices including ensuring appropriate CRB and other reference checks are undertaken according to Circular DfES/0278/2002 Child Protection: Preventing Unsuitable People from Working with Children and Young People in the Education Service and subsequent regulations and guidance

- The school will consult with the Local Authority Designated Officer (LADO) Safeguarding in the event of an allegation being made against a member of staff and adhere to the relevant procedures in accordance with Government guidance set out in Working Together to Safeguard Children (2006)
- The school will ensure that any disciplinary proceedings against staff relating to child protection matters are concluded in full in accordance with Government guidance “Safeguarding Children in Education: Dealing with Allegations of Abuse Against Teachers and Other Staff” DfES/2044/2005
- The school will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents
- The school will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings being taken against them under the Sexual Offences Act 2003 (Abuse of position of trust)

6. OTHER RELATED POLICIES

Restraint of Pupils

The school’s policy on restraint of pupils by staff is set out in a separate document and is reviewed annually by the governing body. The school acknowledges that staff must only ever use physical intervention as a last resort and that at all times it must be the minimum force necessary to prevent injury to themselves or another person, or damage to property

Bullying

The school’s policy on bullying is set out in a separate document and is reviewed annually by the governing body. The school acknowledges that to allow or condone bullying may lead to consideration under child protection procedures

Racist Incidents

The school’s policy on racist incidents is set out in a separate document and is reviewed annually by the governing body. The school acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures

Health & Safety Issues

The school’s Health & Safety policy is set out in a separate document and is reviewed annually by the governing body. It reflects the consideration we give to the protection of our children both within the school environment and when away from the school participating in school trips and visits

7. GOVERNING BODY CHILD PROTECTION RESPONSIBILITIES

The Governing Body fully recognises its responsibilities with regard to child protection and to safeguarding and promoting the welfare of children in accordance with Section 175 of the Education Act 2002 and Government guidance "Safeguarding Children and Safer Recruitment in Education" which states that the governing body should ensure the school:

- has a child protection policy and procedures in place
- operates safe recruitment procedures and makes sure that all appropriate checks are carried out on new staff and volunteers
- has procedures in place for dealing with allegations of abuse against members of staff and volunteers
- has a senior member on the school's leadership team who is designated to take lead responsibility for dealing with child protection issues
- monitors the operation of all policies which impact upon child protection issues and takes action to remedy any deficiencies or weaknesses in regard to child protection arrangements
- nominates a governor to be responsible for liaising with the Local Authority and/or partner agencies in the event of allegations of abuse being made against the head teacher
- reviews its policies and procedures annually and provides information to the Local Authority about them

This policy was reviewed by the Governing Body - March 12

