



Child Protection Policy

Review Period: Annually – Spring Term

Review By: Leadership Group & H&S

Contents:

- Introduction
- Framework
- Aims
- Roles And Responsibilities
- Categories Of Registration
- Possible Signs
- Referral Procedures
- Guidance On Disclosure
- Guidance Specific To Staff
- Confidentiality
- Records And Monitoring
- Support

The Child Protection Policy clearly demonstrates the schools commitment to the development of good practice and sound procedures in order to ensure that child protection referrals may be handled sensitively, professionally and in supportive approach for the child. This policy has been devised by the Named Child Protection Officer, and it has been approved by the Headteacher and the schools Governing Body.

The Child Protection Policy provides information relating to child protection issues and provides clear direction to staff about expected codes of behaviour in dealing with child protection issues. It also highlights the support available to staff.



INTRODUCTION

'All those working in education services can contribute to the safeguarding of children and child protection procedures. All schools have a pastoral responsibility towards their pupils. They can play a part in the prevention of abuse and neglect, through their own policies and procedures for safeguarding children, and through the curriculum. All schools should create and maintain a safe environment for children, and should be able to manage situations where there are child welfare concerns. Children can be helped to understand what is and is not acceptable behaviour towards them, and taught about staying safe from harm, and how to speak up if they have worries or concerns.'

(Working Together to Safeguard Children, DH, 1999, s3.10 p15)

'Children in need are those whose vulnerability is such that they are unlikely to reach or maintain a satisfactory level of health or development, or their health and development will be significantly impaired without the provision of services.'

(Taken from course handout, based on the Children's Act 1989)

FRAMEWORK

Studley High adopts the appropriate procedures as set out by the Warwickshire Area Child Protection Committee (WACPC), who is responsible for the development of the appropriate procedures and the monitoring of good practice.

The national picture, outlined in the DfE document "Learning Together To Be Safe" is a matter for increasing not decreasing concern. The national counter-terrorism strategy, CONTEST, seeks to address the terrorist threat in all its forms but the Government considers the terrorist threat from Al Qaida-associated extremist ideology to be particularly high and has put in place a specific counter-terrorism strategy called PREVENT designed to address home-grown Islamist extremism. Current threats also include racist and fascist organisations such as the English Defence League, Combat 18, Blood and Honour and numerous other small factions. Governors and staff should be aware that the strategy, as it applies to education, has national, local community, whole school and curriculum strands in addition to individual safeguarding priorities.

The Warwickshire Safer Communities Partnership deliver this strategy at local level on behalf of WCC. They have provided various materials that direct attention to the main issues, including the Kids Taskforce publications Miss Dorothy.com (KS2) and Watch Over Me DVD (KS3-4). We have a copy of Watch Over Me.

AIMS

Studley High aims to

- Establish and maintain a safe, friendly and comfortable environment where children are encouraged to talk, and are listened to.
- Ensure that children are aware that there are adults within school who they can approach if they are worried or have any concerns.
- Include in the curriculum material which will play a preventive role in developing awareness and in preparing children for their future responsibilities as adults, parents and citizens.



- Ensure that wherever possible every effort will be made to establish effective working relationships with parents and other agencies.
- Through leadership, teaching and learning, curriculum, pupil support and risk management the school needs to:
- Promote a clear ethos based on human rights
- Promote critical moral evaluation of the human world
- Promote cultural pluralism
- Cultivate a strong sense of belonging
- Commit to challenging harmful behaviours and repairing damage to the sense of shared community care
- Model the democratic social process
- Put in place CPD aimed at building awareness of parties to local issues and providing opportunities for discussing grievance
- Listen to, understand, and respond to the feelings of the local community

There are 3 main elements to our child protection policy;

Prevention	By creating a positive school atmosphere and through the teaching and pastoral support to children.
Protection	By implementing agreed procedures, ensuring staff are trained and supported in responding sensitively to child protection issues.
Support	To all pupils and to all staff.

ROLES AND RESPONSIBILITIES

All adults working with children have a responsibility to protect children. Staff should be alert to the signs of abuse and neglect, and know to whom they should report concerns. The designation of a named officer does not diminish the role of all staff in being alert to the signs of abuse and neglect.

Staff must be familiar with procedures and they must implement them in accordance with the WACPC guidelines. If staff are unsure and require clarification they should refer to the Blue Book, a copy is kept in the main office PLEASE DO NOT REMOVE IT, or speak to the Named Child Protection Officer or the Headteacher.

The Named Child Protection Officer roles and responsibilities include;

- Formulating and reviewing the school policy in accordance with the WACPC policy and procedures.
- Ensuring all staff are aware of the policy and procedures. Induction for new staff.



- Attending training and arranging training for colleagues where necessary and appropriate.
- To receive and act upon concerns of abuse and neglect.
- To liaise with outside agencies involved in child protection; social services, police, probation, health authority.
- To contact the family or adult responsible for the child where necessary and appropriate.
- To attend case conferences, core group meetings and other multi-agency meetings as required.
- To liaise with key workers if a child is placed on the register.
- To keep records of concerns, minutes of conferences and meetings. These should remain locked away and are only accessible to the Named Officer and the Headteacher.
- To monitor children on the Child Protection Register and other children about whom the school may have concerns to ensure that the appropriate provision for their needs is made.
- To ensure that support mechanisms are in place for staff involved in cases of abuse.

There is a school governor who oversees child protection issues and is named on the Governor/Department Link sheet displayed in the Staffroom. The Governing Body should exercise their child protection responsibilities, in particular in response to allegations against headteachers, and in ensuring that there are school child protection policies in place.

All employees are trained in Child Protection at least every 3 years.

CATEGORIES OF REGISTRATION

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect

POSSIBLE SIGNS

Physical Abuse

- Unexplained injuries.
- Untreated injuries.
- Recurrent injuries.
- Injuries with a pattern, e.g. hand/finger marks, belt pattern.
- Fear of adult.
- Refusal to change for PE, keeping limbs covered.
- Aggression towards others.
- Sudden, unexplained changes in behaviour.
- Low self esteem.
- Cowering.



Emotional Abuse

- Developmental delay.
- Over reaction to mistakes.
- Self mutilation
- Extremes of passivity or aggression.
- Repeated running away.
- Extreme attention seeking.
- Sudden speech disorders.
- Rocking, hair twisting, thumb sucking.

Sexual Abuse

- Displays of affection in a sexual way inappropriate to age.
- Depression, suicidal.
- Eating disorders.
- Unexplained pregnancy.
- Reluctance to undress for PE.
- Distrust of being left with a familiar adult.
- Tendency to cling, constant need for reassurance.
- Obsessed with sexual matters.
- Say repeatedly that they are bad, naughty or dirty.
- Chronic ailments, stomach pains, headaches, throat infections.

Neglect

- Constant hunger.
- Poor personal hygiene.
- Constant tiredness.
- Poor clothing.
- Frequent lateness, earliness or non-attendance.
- Compulsive stealing.
- Scavenging for food and clothes.
- Low self esteem.

The DfE Preventing Violent Extremism checklist for schools is as follows:

- Understand the causes of radicalisation:
 - contact with recruiters – often friends and family
 - access to extremist material – at home but predominantly over the internet
 - susceptibility to distorted justificatory social or political narratives
- Recognise the signs of vulnerability to radicalisation:
 - politicised rejection of civic life
 - crises of personal identity, family breakdown, forced migration
 - powerfully driven search for a sense of belonging leading to identification with radical groups or individuals
 - fascination with violence, weapons and uniform
 - group offending and organised crime



- Recognising behaviours that might indicate radicalised beliefs:
 - graffiti, writing or artwork promoting extremist imagery
 - pupils accessing extremist material on-line
 - pupils voicing opinions drawn from extremist ideologies
 - use of “hate” terminology
 - changes in behaviour, attitude, and friendship groups

GUIDANCE ON DISCLOSURE

If a child discloses information to you never promise them that you will keep their secret. Always tell the child that they may need to speak to someone afterwards to seek advice as to where to go from here, and to ensure their safety and well being.

Some suggestions for responding to a child who discloses;

- Actively listen (stop what you are doing, nod, make supportive sounds).
- Do not interrupt.
- Control your expressions of panic, fear, anger. Never alarm the child by your expression.
- Express your belief that you think the child is telling the truth.
- Never ask probing questions or guide the child into saying something. Let the child speak freely.
- Reassure the child that they have done the right thing by coming to you and that they are not unusual or the only person that this will ever have happened to.
- Tell the child that you will do your best to support and protect him/her. However, do not make promises that you cannot keep or that are beyond your responsibility.
- Inform the child that you will need to record the information and pass it onto the necessary person.
- Pass on the information straight away to the Named Officer. Do not leave written evidence lying around.

GUIDANCE SPECIFIC TO STAFF

- Do not get emotionally involved in a child protection issue.
- Never put yourself in a situation that you are not comfortable with. Find the Named Officer if you are not confident or do not want to deal with a situation.
- Be aware of the environment in which you are in. Is it private? Do you require another member of staff or the Child's friend to be present?
- Never compromise yourself under any circumstances.
- Remember;
'It is your job to make a referral.....not to prove that the abuse/neglect actually happened.'



CONFIDENTIALITY

All information received in child protection issues should be treated confidentially, however, as already stated staff must never guarantee confidentiality to a child as it may not be in their best interest.

Once a referral has been made to the Named Officer there may not be any need for further information to be relayed back to you even if you made the referral.

RECORDS AND MONITORING

Well kept and documented records are essential in child protection. Do not rely on word of mouth. Any concerns or information that you have should be forwarded in writing to the Named Officer. Ensure that you physically give these documents to the Named Officer yourself, do not leave information lying around or in a pigeon hole.

Information such as dates, times and places are vital on any log of an incident or disclosure record. Never use a child's name on written evidence, always use a code.

Records and minutes of meetings are kept by the Named Officer and are only accessed by this person and where necessary the Headteacher. They must be locked away at all times.

Monitoring of a child on the register or of whom there are concerns is carried out by the Named Officer and any significant others. Information is strictly on a need to know basis, please do not be offended if you are interested but do not need to know.

SINGLE CENTRAL RECORD

All employees, volunteers, governors etc are interviewed by a member of staff holding the Safer Recruitment Certificate, are checked for suitability to work with children through DBS and records kept by the Headteacher's P.A. (See C07 Safeguarding Statement)

SUPPORT

Senior Designated Child Protection Officer

Mr R Eost

Designated People

Mrs Debbie Warman
Miss Lorraine Lakin
Mrs Julie Payne
Mrs Sarah Smith

Headteacher

Mr L Gray

WACPC Inter Agency Child Protection Procedures
'Blue Book'

Main Office

Warwickshire Area Child Protection Committee
(out of hours emergency number)

01926 410410
01926 886922

Stratford Children's Team

01789 269391