



Policy on Child Protection January 2016 (Review Jan 2017)

1 Rationale

- The health, safety and welfare of all our children are of paramount importance to all the adults who work in our school. Our children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school.

Child abuse takes a variety of forms:

- Physical abuse involves the hitting, shaking or other treatment of a child that can cause actual bodily harm.
- Sexual abuse involves forcing or enticing a child into sexual activities, whether or not the child is aware what is happening. This includes non-contact situations, such as showing children pornography.
- Emotional abuse is the persistent emotional ill-treatment of children, such as frightening them, or putting them in positions of danger. It is also an abuse to convey to children the feeling that they are worthless or unloved.
- Children are abused also if they are neglected. This could involve failure to provide proper food and warmth, but it might also be failure to see to the emotional well-being of the child.

At Russell Hall, we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves.

We recognise that abuse and neglect can result in underachievement. We strive to ensure that all our children make good educational progress.

Our teaching of personal, social and health education and citizenship, as part of the National Curriculum, helps to develop appropriate attitudes in our children, and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations, and how to behave in response to them.

2 Aims and objectives

Our aims are to provide a safe environment for children to learn in;

- to establish what actions the school can take to ensure that children remain safe, at home as well as at school;
- to raise the awareness of all staff to these issues, and to define their roles and responsibilities in reporting possible cases of abuse;
- to identify children who are suffering, or likely to suffer significant harm;
- to ensure effective communication between all staff on child protection issues;
- to set down the correct procedures for those who encounter any issue of child protection.

3 Staff responsibilities

It is the responsibility of the head teacher to ensure all of the following:

- that the governing body adopts appropriate policies and procedures to safeguard children in the school;
- that these policies are implemented by all staff;
- that sufficient resources and time are allocated for staff to carry out their responsibilities effectively;
- that all staff and adult helpers in the school are able to voice their concerns if they feel that a child is vulnerable, or that there are any particular practices that are unsafe.

The Named persons for Child Protection are Mrs A Grist (Headteacher) and Mrs B Hudson (Assistant Headteacher/SENCO).

The Named Persons will ensure:

- in accordance with the Children Act, that the welfare of the child is always paramount.
- confidentiality is respected as far as possible.

The Named Person ensures that the school takes action to support any child who may be at risk. They must also make sure that all staff, both teaching and non-teaching, are aware of their responsibilities in relation to child protection. The Named Person will work closely with Social Care, when investigating any allegations of abuse. All parties involved will handle such investigations in a sensitive manner, remembering all the time that the interests of the child are of paramount importance.

All staff are aware that they have a responsibility to report to the Named Person any concern they have about the safety of any child in their care.

4 Employment and recruitment

We will do all we can to ensure that all those working with children in our school are suitable people. This involves scrutinising applicants, verifying their identity and obtaining references, as well as acquiring DBS checks. Every recruitment panel will contain a member who has attended 'Safer Recruitment training'.

All regular volunteers are accepted subject to a DBS check. At their induction meeting advice and information is given regarding child protection and safeguarding.

5 Procedure to be followed if an adult has concerns about a child

Any action taken by the Named Person when dealing with an issue of child protection must be in accordance with the procedures outlined in the LA's Child Protection guidelines.

All adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded.

If teachers suspect that a child in their class may be a victim of abuse, they should not try to investigate, but should **immediately** inform the Named Person about their concerns. Abuse can be of a physical, sexual or emotional nature. It can also be the

result of neglect. Staff must not keep to themselves any information about abuse which a child gives them; they are required by law to pass this information on.

If a child alleges abuse, the school will usually make a referral to the LA without first informing parents and carers. However, in some circumstances parents and carers will be informed first.

All concerns will be logged by a Named Person on CPOMS (Child Protection Online Monitoring System).

6 Allegations against staff

If an allegation is made against a member of the school staff (or a volunteer helper), it will always be investigated by a Senior Leader, as instructed by the headteacher, or, in the case of the allegation being against the headteacher, by the chair of the governing body. The person responsible for investigation, will report any allegation to the Designated Officer (DO) from that Local Authority. If it is felt, after these initial investigations, that a further enquiry is needed, then the member of staff may be suspended. Suspension is a neutral act, and in no way implies that the person is guilty of any wrongdoing. However, it is acknowledged that this would be distressing for the person concerned, and the school will do all it can to balance the interests of any individual with that of the need to keep children safe. The school will seek advice from the LA on these matters, and comply with national and locally agreed guidance.

8 Staff training

The Named Persons in school will undergo the required Named Person Training and will undergo refresher training every three years thereafter. If, for any reason, the training lapses beyond three years then the full training will be undertaken again. All adults in the school receive annual training to raise their awareness of abuse, and to improve their knowledge of the child protection procedures that have been agreed locally. The maximum period of time before refresher training must take place is three years.

9 Confidentiality

We regard all information relating to individual child protection issues as confidential, and we treat it accordingly. We pass information on to appropriate persons only.

We comply with the government requirements set out in DHS Circular LA 83/14, and by the LA, with regard to confidentiality. The files we keep on children would be made open to those children's parents or carers at their request. Information from third parties will not be disclosed without their prior consent. Access to these files may be withheld in certain prescribed cases where there are instances of actual or alleged abuse (see DCSF Circular 16/19). Working notes are not subject to disclosure, but will be summarised and then kept on file. These guidelines of ours are in line with the safeguards on disclosure of information set out in the Education (School Records) Regulations 1989.

10 Monitoring and review

The governing body will ensure that the school has a senior member of staff designated to take lead responsibility for dealing with child protection issues. The named governor will participate in the school's training with regard to child protection procedures.

This policy is reviewed annually by the governing body.