

## Child Protection policy

<b>Approved</b>		<b>Responsibility</b>	<b>Resources Committee</b>
<b>Review</b>	Annually		



This policy is linked to the following:

SMSC, Inclusion/SEN, Restrictive Restraint, PSHE, over arching Safeguarding policy, Child Protection procedures, Behaviour, Health and Safety

### **Document History:**

September 2008 - Original Policy Produced and Approved

November 2013 - Updated, Reviewed and Approved

November 2014 - Updated, Reviewed and Approved

December 2015 - Policy Reproduced based on HCC's latest (May 2015) Model Child Protection Policy

January 2016 - Policy Approved by Resources Committee and Full Governing Body

January 2017 - Policy Approved by Resources Committee and Full Governing Body

January 2018 - Next Review and Update

## **Greenfields Junior School**

### **Child Protection Policy**

#### **CONTENTS**

1. Introduction
2. Definitions of Terms used within this Document
3. Aims
4. Principles and Values
5. Leadership and Management
6. Training
7. Staff Responsibilities
8. School Responsibilities
9. Dealing with allegations against staff
10. Governing Body Responsibilities

#### **1. Introduction**

Hampshire County Council's "Model Child Protection Policy - **May 2016** has been used as a basis for this policy.

This Child Protection Policy should be read in the context of the [Overarching Safeguarding Policy](#) and where appropriate, in conjunction with the specific policies that are referenced in the Overarching Safeguarding Policy.

This document covers the **Child Protection Policy** of the school. For the more specific **procedures** that need to be followed, see [Child Protection Procedures](#) on the school website.

#### **Policy Statement**

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children and adults feel secure, able to talk and believe that they are being listened to.

We maintain an attitude of "it could happen here" where safeguarding is concerned.

The purpose of this policy is to provide staff, volunteers and governors with the framework they need in order to keep children safe and secure in our school and to inform parents and guardians how we will safeguard their children whilst they are in our care.

#### **2. Definitions of Terms used within this Document**

**Safeguarding:** In relation to children and young people, safeguarding and promoting their welfare is defined as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes.

**Child Protection** is an aspect of safeguarding, but is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.

**Staff** : All those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity. This also includes parents and Governors.

**Child** : refers to all young people who have not yet reached their 18 birthday. On the whole, this will apply to pupils of our school; however the policy will extend to visiting children and students from other establishments

**Parent** : refers to birth parents and other adults in a parenting role for example adoptive parents, step parents and foster carers.

**Abuse** : This could mean neglect, physical, emotional or sexual abuse or any combination of these.

Parents, carers and other people can harm children either by direct acts and / or failure to provide proper care. Explanations of these are given within the procedure document.

### **3. Aims**

- To provide staff with the framework to promote and safeguard the wellbeing of the children and in doing so ensure they meet their statutory responsibilities.
- To ensure consistent good practice across the school.
- To demonstrate our commitment to protecting children

### **4. Principles and Values**

- Children have a right to feel secure and cannot learn effectively unless they do so.
- All children regardless of age, gender, race, ability, sexuality, religion, culture or language have a right to be protected from harm.
- All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm in accordance with the guidance.
- We acknowledge that working in partnership with other agencies protects children and reduces risk and so we will engage in partnership working throughout the child protection process to safeguard children.
- Whilst the school will work openly with parents as far as possible, the school reserves the right to contact Children's Social Care or the Police, without notifying parents if this is in the child's best interests.

### **5. Leadership and Management**

We recognise that staff anxiety around child protection can undermine good practice and so have established clear lines of accountability, training and advice to support the process and individual staff within that process.

In this school any individual can contact the Designated Safeguarding Lead (DSL) or the Deputy Designated Safeguarding Leads if they have concerns about a young person. If this is not appropriate, the Designated Safeguarding Governor can be contacted directly.

**See Key Roles (Section 2) in the [Overarching Safeguarding Policy](#) for the names of the people holding these positions.**

**DSL :Emma Stacey Headteacher**

**Deputies: Ceri Johnston (Deputy headteacher)**

**Peter Lynch (Assistant headteacher)**

**Alex Clark (Inclusion Manager)**

As an employer we comply with the "Disqualification under the Childcare Act 2006" guidance issued in February 2015

### **6. Training**

All frontline staff in Education should be aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to the whole school every year with separate training to all new staff on appointment. The DSL will attend initial training for their role and then refresh this every two years. This is by attending refresher training after the first two years then demonstrating evidence of Continuing Professional Development thereafter. Any update in national or local guidance will be shared with all staff in briefings and then captured in the next whole school training.

## **7. Staff Responsibilities**

Staff have a key role to play in identifying concerns early and to provide help for children:

### **Listening and responding**

All staff receive training in how to listen and respond to children. They will allow the child to speak and only ask open questions to aid clarification.

### **Record keeping**

Any member of staff who has concerns about the welfare of a child must share this information with the DSL via the MyConcern website. All staff have access to the recording website.

- Staff will make a brief, accurate and verbatim record of the concerns including the child's own words (if a disclosure) or the evidence that has led to the concerns.
  - This report is forwarded to the DSL who will analyse risk and refer onwards as necessary and appropriate.
  - If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then the DSL will contact children's social care. If the DSL is not available or there are immediate concerns, the staff member will refer directly to children's social care
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- Referrals where urgent action is required should never be delayed in order for a full record to be written.
  - CP records will be stored securely and away from the main pupil records.
  - Generally the DSL will inform the parents prior to making a referral however there are situations where this may not be possible or appropriate.

***N.B.** The exception to this process will be in those cases of known FGM where there is a mandatory requirement for the teacher to report directly to the police.*

### **Confidentiality**

- We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'working together' guidance.
- Information will only be shared with agencies who we have a statutory duty to share with or individuals within the school who 'need to know'.
- All staff are aware that they cannot promise a child that they will keep a secret
- Disciplinary action will be considered for any breach of confidentiality.

### **Reporting**

- Staff will notify DSL of any child on a Child Protection Plan where there is an unexplained absence
- Staff will report to DSL any additional concerns, disclosures or observations after the initial referral, not assuming that a referral in itself will protect children.

### **Referral**

The DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of

significant harm has been reached; or they are not clear if the threshold is met, then the DSL will contact children's social care.

### **8. School Responsibilities**

As a school we will educate and encourage pupils to keep safe through:

- The content of the curriculum
- A school ethos which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued.

### **9. Dealing with allegations against staff**

If a concern is raised about the practice or behaviour of a member of staff this information will be recorded and passed to the head teacher Emma Stacey. The Local Authority Designated Officer (LADO) will be contacted and the relevant guidance will be followed

If the allegation is against the head teacher, the person receiving the allegation will contact the LADO or nominated governor directly. Whistle blowing policy is shared with all staff and displayed in the staffroom.

### **10. Governing Body Responsibilities**

The Governing body is responsible for ensuring

- the school has effective safeguarding policies and procedures in place:
- that the school has a broad and balanced curriculum that incorporates safeguarding
- that national and local guidance is followed, specifically Keeping Children Safe in Education
- there is a member of the school's leadership identified as DSL
- that training is undertaken at the required frequency
- there is a nominated governor for dealing with allegations against the head teacher
- an annual audit of safeguarding is carried out and any concerns are remedied without delay

### **11. Legal Context**

Section 175 of the Education Act 2002

Children Act 2004 & 1989

Disqualification under the Childcare Act 2006 (2015)

#### **Annual review**

As a school, we review this policy at least annually in line with DfE, HSCB and HCC and other relevant statutory guidance.