



NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

CHILD PROTECTION STATEMENT OF INTENT AND POLICY

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| Group Assigned: | COMMUNITY |
| Type of Policy: | STATUTORY |
| Date approved: | NOVEMBER 2017 |
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| SLT Author: | AP |

CHILD PROTECTION STATEMENT OF INTENT

- A. This Statement of Intent relates to the Child Protection Policy and Protocols of Newent Community School and Sixth Form Centre.
- B. The School's Governing Body and Senior Leadership Team recognise and accept their responsibilities under law for the protection of children.
- C. In compliance with the Children Act 2004, the school's Governing Body will ensure so far as is reasonably practicable that all adults who come into contact with children and young people in their work are competent, confident and safe to do so.
- D. In addition the School will ensure that all adults understand their accountability and duty of care to safeguard and promote the children and young people's welfare by contributing to:
 - o Providing a safe environment to learn; and
 - o Identifying people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and at school.
- E. The Senior Leadership Team will ensure that everyone has sufficient information, instruction and that training is available and provided.
- F. The Governing Body is committed to the Policy and Protocols.
- G. All relevant Regulations, Codes of Practice will be complied with as necessary.
- H. This statement will be provided to every member of staff within the Staff Handbook.

Named individuals:

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| Nominated Governor for Children in Care | David Hogg |
| Nominated Governor of Child Protection | Helen Kelly |
| Nominated Governor for Safeguarding Governor | Chris Germaine |
| Designated Safeguarding Lead | Alan Johnson (Principal) |
| Deputy Designated Safeguarding Lead | Martyn John (Assistant Principal) |
| Designated Senior Leadership Team for Child Protection | Ann Price (Business Manager) |
| Designated Members of Staff for Child Protection | Lisa Jevons (Medical & Student Welfare Officer) Karen Steger (SEN / Inclusion Lead) |

CHILD PROTECTION POLICY

1. INTRODUCTION

Newent Community School and Sixth Form Centre fully recognises its responsibilities for Child Protection. This policy applies to all staff, governors and volunteers working in the school. The five key elements to the school's child protection policy are:

- Ensuring the school practises Safe Recruitment in checking the suitability of staff and volunteers to work with children;
- Raising awareness of Child Protection issues and equipping staff with the skills needed to work with children;
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse;
- Supporting students who have been abused in accordance with his/her agreed child protection plan;
- Establishing a safe environment in which children can learn and develop.

The school recognises that because of the day to day contact with children, school staff may be well placed to observe some of the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where children feel secure, are 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;
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.

The school will follow the DfE's Keeping Children Safe in Education which is Statutory guidance for schools and colleges, published in April 2014, revised July 2015 and further revised September 2016.

In addition, the school will follow the procedures set out by the Local Safeguarding Children Board and take account of guidance issued by the DFE to:

- Ensure that the designated senior staff for Child Protection have received appropriate training and support for the role;
- Ensure that the Nominated Governor for Child Protection is appropriately trained and informed about school practice;
- Ensure that the school governors exercise their Child Protection responsibilities, and in ensuring that there are school Child Protection policies in place;
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring concerns to the designated senior staff responsible for Child Protection;
- Ensure parents have an understanding of the responsibility placed on the school and the staff for Child Protection by setting out its obligations in the school prospectus;
- Notify social services if there is any unexplained absence of more than two days of a pupil who is on the Child Protection register;
- Ensure that where there is a concern that a child may have 'disappeared', or about any aspect of a pupil transfer which gives rise to concerns about a child's welfare, it will reported to the Local Authority officer with designated responsibility for child protection;
- Develop effective links with relevant agencies and cooperate as required with their enquiries regarding Child Protection matters, including attendance at case conferences;
- Keep written records of concerns about children, including concerns raised by staff via MyConcern, even when there is no need to refer the matter immediately;
- Ensure all records are kept securely, separate from the main student file, and in locked locations;
- Follow the appropriate procedures where an allegation is made against a member of staff or a volunteer;
- Ensure safe recruitment practices are always followed.

The school recognises that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school, their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the student through:

- The content of the curriculum;
- The school ethos which promotes a positive, supportive and secure environment and gives a sense of pupils being valued;
- The school's Behaviour Policy, which is aimed at supporting vulnerable students in the school.

The school will ensure that the student knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred;

- Liaison with other agencies that support the pupil such as social services, Child and Adult Mental Health services, Education Welfare Service and Educational Psychology Service.
- Ensuring that, where a student on the Child Protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

2. WHAT IS CHILD ABUSE?

CHILD ABUSE refers to circumstances in which:

A child has been injured and this is thought not to have been due to an accident, or there is a strong suspicion that the injury has been caused by the parents or other persons having care of the child. Such abuse may include:

- *Physical abuse*
- *Sexual abuse*
- *Neglect*
- *Emotional abuse*

Note: *Child abuse only includes injury caused by parents or by other persons having care of the child. Technically, injury caused by anyone else will be dealt with by the Police as assault.*

All staff at Newent Community School must fulfil their responsibilities and follow the procedures as detailed below

All adults in this school have a responsibility to:

1. Protect each student from abuse.
2. Be sensitive to the possibility that a student may have been abused or might be at risk.
3. Follow procedures, as described in cases of suspected abuse.

If the child requires urgent medical attention then do not delay in seeking this. You should make a note of the incident and any record of conversation and action taken and report back the **Designated Members of Staff directly or via MyConcern** as soon as possible. In the unlikely event that no person is available and the matter is deemed urgent then staff have a responsibility to contact Gloucester Social Services Duty Officer on 01452 583636.

3. CHILD PROTECTION PROCEDURES

Where there is suspicion of abuse or that a child is at risk:

Child Protection Responsibility:

Where any person has knowledge or suspicion that a child is either being abused, or is at risk of abuse, or that a carer has seriously neglected or failed to protect a child, he/she has a duty to report this to the Social Services department. If this is not possible it should be reported to the police. All professionals who work with children should be alert to signs that a family is under stress and in need of help in the care and protection of children.

These procedures apply to children under the age of **18 years** old as well as to the unborn child. They apply to those children permanently residing as well as those who are a temporary resident.

If there is any reason to suspect that a child has been abused or may be at risk, inform the one of the **Designated Members of Staff** immediately. They will act as a source of expertise and advice and are responsible for co-ordinating action within the institution and liaising with other agencies.

If a student 'discloses' information:

- **Listen** and ask the minimum of questions. Be comforting and sympathetic and tell the child it was right to tell you.
- **Reassure** them that it is not their fault and that your priority is to make them safe.
- **Do not** question the children beyond what they want to tell you. Do not make suggestions regarding the incident.
- **Tell** the student that you need to inform someone else and that you cannot promise complete confidentiality. Remember that you have a professional duty to protect. **The child's welfare is paramount.**
- **Do not** assume the parent/carer is not party to the above. The investigative agencies will inform them when they decide.
- **Make** accurate notes of exactly what was said by the student and of your questions **immediately** and pass these on to one of the Designated Teachers.

4. RESPONSIBILITIES OF THE SCHOOL / STAFF

- All staff should be alert to the signs of abuse and neglect, and know to whom they should report concerns or suspicions;
- Teachers at a school are allowed to use reasonable force (as defined by Teaching Unions guidelines) to control or restrain pupils under certain circumstances. Other people may also do so, in the same way as teachers, provided they have been authorised by the head teacher to have control or charge of pupils.

5. RESPONSIBILITIES OF THE DESIGNATED MEMBERS OF STAFF

- To collect and collate all reports and information
- To inform parents unless Social Services advise otherwise
- To act as a link between Pastoral Staff and outside agencies
- To provide support, advice and training to staff and student teachers
- To make a list of Looked After Children and to organise the writing of a Personal Education Plan for these students
- To ensure confidentiality on a 'need to know' basis

6. CONFIDENTIALITY

Information about a child or their family should only be shared with professionals who need to know in order to safeguard the child, or other individuals, or in the detection of a crime.

7. CONDUCT OF INTERVIEWS WITH STUDENTS

Staff should be mindful to conduct interviews with students in conditions which provide protection for themselves as well as the student, particularly if the interview is with a student of the opposite sex to the member of staff:

- Offer an alternative member of staff to speak to the student where they will feel most at ease or where it is a more appropriate person by gender, status or experience;
- Prop the office /classroom door open/ajar;
- Where possible, ensure that another member of staff is aware that the interview is taking place and its purpose or ask another member of staff to be at a distance but present in the room;
- Sit on opposite sides of a desk to provide an tangible physical barrier to avoid any accidental physical contact;
- Undertake the interview in an area of the school where other members of staff are in near vicinity or out in public view, for example, on a bench outside in the quad.

PLEASE DO NOT exceed your professional responsibilities. To do so could create serious problems for others involved in the case, especially the child.

8. CROSS-REFERENCE TO OTHER SCHOOL POLICIES

Newent Community School and Sixth Form Centre recognises that a number of other policies and procedures developed and operated by the school form part of the wider agenda of safeguarding and promoting children's welfare and this policy should be read in conjunction with the policies listed below:

- Safeguarding Policy and associated protocols
- Prevent Duty Policy
- Safer recruitment protocol and practices
- DBS Protocol
- Induction and code of conduct for staff
- Policies that recognise specific vulnerable groups – Looked After Children; Young Carers' policy
- Confidentiality protocol

All of the School's Policies and Protocols are available in the Staff Handbook.

9. POLICY REVIEW

The governing body is responsible for ensuring the annual review of this policy and that the list of key contacts is kept up to date.

If you need help or assistance ask one of the named Designated Safeguarding Leads.