

Stanley Park High School



School Child Protection Policy & Procedure

CHILD PROTECTION - INTRODUCTION & POLICY

"THE WELFARE OF THE CHILD IS PARAMOUNT"

At Stanley Park High School the safety and welfare of our pupils is of the utmost importance. Because of the day-to-day contact with young people, our staff are well placed to observe the outward signs of abuse. All adults working in the school must protect young people from harm and abuse and be aware that any young person may be at risk of harm or abuse. We have a duty to safeguard and promote the welfare of our young people (*aged 5-19 in schools*) under the Education Act 2002 and Children Act 1989 through identifying any child welfare concerns and taking action to address them in partnership with families and other agencies where appropriate.

Our policy applies to all staff, governors and volunteers working in the school and parents are informed about this and our other policies in the school Prospectus. There are a number of elements to our policy:

- Ensuring safe recruitment practice in checking the suitability of all our staff and volunteers to work with children;
- Raising awareness of child protection issues amongst all staff and volunteers and of what to do if they have concerns;
- Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse;
- Developing effective links with relevant agencies and co-operating as required with their enquiries regarding child protection matters including attendance at case conferences and core group meetings;
- Establishing and maintaining a safe environment in which children feel secure and are encouraged to talk freely about anything that concerns them;
- Ensuring children know there are adults in the school who they can approach if they are worried about anything;
- Including opportunities in the PSHE curriculum to develop and equip (*pupils/students*) with the skills needed to recognise risks and stay safe from abuse;
- Supporting young people who have been abused or may be at risk of harm in accordance with any agreed child protection plan;
- Ensuring we respond appropriately to any concern or allegation about a member of staff or volunteer; and

- Ensuring staff follow accepted “safe practice” principles when working with young people.

If there are Child Protection concerns the **London Child Protection Child Protection Procedures** (*London Safeguarding Children Board, 2007*) must be followed (available from the designated teacher). The Sutton Local Safeguarding Children Board (LSCB) has adopted these procedures. This policy and procedure also accords with:

- DfES guidance - "Safeguarding Children and Safer Recruitment in Education" (*DfES 2006*); and
- “Working Together to Safeguard Children” (*HM Government, 2006*).

If lower level concerns or needs (i.e. not child protection) are identified about a particular young person, the Sutton Common Assessment Framework (flowchart available at www.scypp.org.uk) should be followed.

DEFINITION

Safeguarding and promoting the welfare of young people relates to any child or young person (i.e. under 18 years of age) who has suffered from, or **may be at risk of** physical injury, neglect, emotional abuse or sexual abuse.

RECOGNITION

The first indication of concern about a young person’s welfare is not necessarily the presence of a serious injury. Concerns may be because of:

- bruises or marks on a young person’s body;
- remarks made by the young person, another young person, a parent or another adult;
- observations of the young person's behaviour;
- unexplained changes in the young person's behaviour or personality;
- evidence of disturbance or explicit detail about abuse or possible abuse in a young person's play, drawing or writing;
- evidence of neglect, failure to thrive or exposure to unnecessary risks;
- unauthorised absence from school; and / or
- information about the parent(s) / carer(s) of the child or their home background.

DESIGNATED STAFF FOR CHILD PROTECTION

Our designated senior member of staff is Julian Humphreys and their deputy when they are absent is Sally Crouch. They are responsible for child protection issues. Any member of staff concerned about a young person should tell the designated person immediately. If they are unavailable you should talk to whoever is deputising or to the relevant Progress Leader or Headteacher. We also have a nominated governor for child protection who is Chris Cox. The designated person has a responsibility to:

- liaise with the nominated governor, the local authority Children, Young People and

Learning Services, Police and other agencies on individual child protection cases;

- act as the contact person within the school, providing advice and support and ensuring that all staff (including temporary, supply staff and volunteers and members of the governing body) are aware of their role;
- be responsible for co-ordinating action within the school on child protection issues;
- discuss individual cases with staff on a “need to know basis” to protect children's right to confidentiality;
- oversee the planning of any curricular or other provision in relation to child protection matters;
- with any other relevant staff (e.g. form tutor or Progress Leader), represent the school at child protection meetings and be a member of a “Core Group” if required;
- ensure staff are familiar with this Policy and Procedure, the London Child Protection Procedures, and DCSF (*previously DfES*) guidance;
- raise awareness about child protection on an ongoing basis;
- together with the headteacher and local authority child protection training officer, arrange child protection training for **all** (i.e. including ancillary) staff at least once every three years (and for new staff commencing work between whole school training sessions or absent for such sessions arrange attendance at induction sessions arranged by the local authority).
- ensure that they (the designated teacher and their deputy) receive update training at least every 2 years; and attend the Sutton Child Protection Designated teacher network at least once each term.

THE ROLE OF INDIVIDUAL STAFF

Everyone in the school must be alert to the possibility that any young person, regardless of race, religion, culture, class or family background, could be the victim of abuse or neglect and must be familiar with these procedures. Concern about a young person must be discussed with the designated person immediately so that if necessary, a referral can be made without delay. In urgent situations, referral must not be delayed.

Members of staff should not investigate child protection concerns. This is done by Children’s Social Services (in Sutton, the Children and Family Service) or the Police. However, if a young person says something, it is vital to listen carefully, so you can record and report it accurately. Records will also assist other members of staff who may have concerns.

CONFIDENTIALITY OF RECORDS

Our young people and their parents have the right to expect that all staff will deal sensitively and sympathetically with their situation. It is important that information is only available to those who need to know it. Parents and where appropriate young people should be told their right to confidentiality may be breached if information comes to light suggesting possible harm to a young person. Child protection issues relating to individual cases must not be subject to open discussion in the staff room or elsewhere in the school.

Members of staff should also remember not to promise to young people to keep “secrets” (*see procedure below*).

WORKING WITH CHILDREN

We recognise that young people who are abused, neglected, or who witness either of these things, 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 young person through:

- the content of the curriculum;
- the school ethos which promotes a positive, supportive and secure environment and gives young people a sense of being valued;
- the school behaviour policy which is aimed at supporting vulnerable pupils in the school - the school will ensure the young person knows that some behaviour is unacceptable but they are valued and not blamed for any abuse which has occurred;
- liaison with other agencies that support the young person such as social services, the child and adolescent mental health service, the education welfare service and the educational psychology service; and
- ensuring that, where a young person with a child protection plan leaves the school, their information is transferred to any new school immediately and that the social worker is informed.

RECRUITMENT, SELECTION, TRAINING AND SUPERVISION OF STAFF AND VOLUNTEERS

In our recruitment and selection of staff and volunteers we will at all times adhere to the appropriate guidance which followed the Bichard Enquiry Report ("*Safeguarding Children and Safer Recruitment in Education*", DfES 2006)

In particular we will ensure that our interview panellists are appropriately trained, that we always follow up gaps in previous employment, and that we always require specific references from employers for the last five years and that for all posts, paid and voluntary, the appropriate Criminal Record Bureau disclosure checks are conducted.

We keep a central record of all staff with the date and outcome of their CRB check so that at all times staff, young people and parents can be assured this has been done.

CONTRACTORS AND OUTSIDE SERVICES

We expect all contractors providing services within the School whose staff have access to the school premises to comply with this policy and the attached procedure.

In particular we require any contractor or organisation delivering a service on behalf of the school or using our premises, to provide evidence they adhere to the above requirements in terms of recruitment, selection, training and supervision of their staff and any volunteers, in particular Criminal Record Bureau disclosure checks.

This policy and procedure will also apply to any organisation using school facilities.

CHILD PROTECTION PROCEDURE

If concern arises about the welfare of a young person, the following procedure must be followed.

DO NOT DELAY

- tell the designated teacher as soon as you can - it may be necessary to interrupt a lesson to do this - do not leave notes in the designated person's pigeonhole as they may not get back to check their post until the end of the day once the child has gone home
- early referral gives more time to offer help to the young person and family before the situation becomes severe or serious
- when the matter is already severe or serious, early referral gives more time for others to protect the young person
- the designated teacher may consult the Borough School Attendance Service or Children's Social Services (in Sutton, the Children and Family Service).

MAKE WRITTEN NOTES

- at the earliest opportunity make a written record of your concerns - record facts accurately and be clear when you are expressing an opinion and the basis for this - these notes will help to ensure accuracy in recalling events later - notes should be legible, signed and dated;
- these notes must be given to the designated teacher as soon as possible.

CONCERN FROM SOMETHING THE CHILD SAYS

Listen - do not ask questions or interrogate.

Remain calm - if you are shocked, upset or angry the young person will sense this and this could stop them from saying more.

Reassure - the young person has done nothing wrong - tell them it is all right to talk.

Do not promise to keep it secret - tell the young person that you cannot keep the matter secret and will need to take advice from someone who can help.

REFERRAL PROCESS

If a member of staff wishes to make a referral to Social Services or to the Police they should consult the designated teacher or deputy about how to do this. However, referral must not be delayed - if the designated teacher or deputy is not available a senior member of staff should be advised and the referral made (*see London Child Protection Procedures for details*). The Children and Families Service Referral and Assessment Team will be happy to discuss concerns even if you are not sure at that stage that a referral needs to be made.

REMEMBER

- if in doubt, consult;
- do not ignore concerns, even if these are vague;

- your first responsibility is to the young person; and
- if you need help or support to manage your own feelings, this can usually be provided.

CONTACT WITH THE FAMILY

Contact with the family should be discussed with the designated teacher, who may consult the Children and Family Social Work Service or the Borough School Attendance Service.

In cases where a minor physical injury causes concern, it is usual school practice to discuss this with the parent or carer. If the explanation suggests a non-accidental cause for the injury (or a failure to protect the young person from harm), the parent or carer should be informed that the matter must be referred to the Children and Family Social Work Service.

In cases of possible neglect or emotional abuse, the concern may have built up over a period of time. There may have been discussion previously between school staff and the family about sources of help (e.g. the Children and Family Social Work Service), but if concerns persist, the designated teacher will need to refer to the Children and Family Service and will normally advise the family of this.

In cases where there are suspicions of sexual abuse, the designated teacher will seek immediate advice from the Children and Family Social Work Service before discussing this with the family.

RECORDING

- all records relating to child welfare concerns will be kept on file in a secure place and a chronology of concern should be kept;
- we will keep written records of any concerns about young people, even where there is no need to refer the matter immediately;
- information from records will only be used on a "need to know" basis;
- staff will need to know when a young person is subject to a Child Protection Plan (previously the Child Protection Register), so they can monitor the young person's welfare;
- records relating to the young person's welfare will remain on file in a secure place as long as the young person is a student at the school;
- when the young person leaves the school, the new school will be advised in writing that the school's records contain information about child protection concerns even where these are no longer current.

CONCERN ABOUT A STAFF MEMBER, CARER OR VOLUNTEER

- allegations or concerns about a member of staff, worker or volunteer must immediately be notified to the head teacher (or the chair of governors if the concern is about the head teacher);
- the head teacher (or chair of governors) will always consult the Local Authority Designated Officer (LADO);
- following consultation, the head teacher (or chair of governors) will decide on appropriate action:

- ❖ immediate referral to the Children and Family Social Work Service
- ❖ consideration of disciplinary proceedings
- it is important to bear in mind that although the concern may relate to an individual young person, other young people may also be at risk;
- the procedures in "Safeguarding Children and Safer Recruitment in Education" (DfES, 2006) and the Sutton LSCB Procedure will be followed in such cases;
- Where appropriate, consideration will be given to referral of a member of staff to the Secretary of State for to consider inclusion of their name on "List 99" (list of people prohibited from working with children in an education setting).

HARM, FROM OR TO, OTHER CHILDREN

- abuse or concerns about abuse or harm by other young people should be subject to the same safeguarding procedures as in respect of young people being abused by an adult;
- professionals responding should be alert to the risk a child may pose to children other than any "current" victim; and
- young people who harm others are likely to have considerable needs themselves (e.g. subjected to abuse, witnessed domestic violence or committed criminal offences).

EDUCATIONAL VISITS

Staff leading educational visits should follow the above procedures where appropriate. When an issue arises, the lead member of staff should attempt to contact the designated child protection officer (or deputy or senior member of staff) for advice and guidance. If, for any reason they cannot be contacted, advice should be sought from social services or the police.

FOREIGN EXCHANGE VISITS

We will seek the consent of our host families to carry out checks with the appropriate local authority to ensure suitability. In the event that a host family has been subject of some kind of concern, unless there is a satisfactory resolution, the family will be regarded as unsuitable to receive or continue to host a pupil from overseas.

We will take reasonable steps to ensure that a comparable approach is taken with our companion schools abroad.

REQUESTS FOR ASSISTANCE BY OTHER AGENCIES

- school staff have a legal duty to assist local authority Children's Social Services or the Police when they are making enquiries about the welfare of young people;
- information about a young person must therefore be shared on a "need to know" basis with other agencies;
- when telephone requests for information are received, **always** maintain security by checking the telephone number listing for the caller and calling back to a switchboard number **before** giving information or confirming the young person is on the school roll;
- always advise the designated teacher about such requests for information;

- requests for attendance at meetings about individual young people (e.g. child protection conferences) should be notified to the designated teacher, who will arrange preparation of a report and attendance at the meeting;
- reports should contain information about the child's:
 - ❖ academic progress
 - ❖ attendance
 - ❖ behaviour
 - ❖ relationships with children and adults
 - ❖ family
 - ❖ any other relevant matter;
- reports should be objective, distinguishing between fact, observation, allegation and opinion;
- unless specified otherwise, reports will normally be made available to the young person's family.

YOUNG PEOPLE SUBJECT TO A CHILD PROTECTION PLAN

- the school will be told by the relevant local authority Children and Family Social Work Service when a young person is subject to a Child Protection Plan (previously the Child Protection Register) whether the London Borough of Sutton or another local authority;
- the name of the key social worker must be clearly recorded on the young person's record;
- the school will participate fully in the work of Core Groups for these young people, to assist with the objectives of the Child Protection Plan for the young person;
- when a young person is subject to a Child Protection Plan, the school will report all unexplained absences even if only of a day;
- when a young person is subject to a Child Protection Plan, the school will report all behavioural changes or other concerns to the key social worker; and
- when a young person who is subject to a Child Protection Plan leaves the school, all the child protection information will be transferred to any new school.

GENERAL ISSUES

All staff must observe the above policy and procedure at all times. They will be reviewed annually and as required in line with changes in local (LSCB) or national guidance.

SUTTON CONTACT DETAILS

- Peter Simpson is the lead for Safeguarding for Education. Tel:020 8770 6558
- LB Sutton Children & Families, Referral & Assessment Service (RAS) - 020 8770 4343
- LB Sutton (out of office hours) Children & Families Emergency Duty Team (EDT) - 020 8770 5000
- LBS Child Protection Advisor (Quality & Performance Unit) - 020 8770 4534 (if unavailable ask for the deputy or contact the Referral and Assessment Service)
- LBS Education, Safeguarding Children Training and Development Officer - 020 8770 6262 (if unavailable contact the Referral and Assessment Service)