



Child Protection Policy

Updated: November 2008

CHILD PROTECTION POLICY

1. Introduction and Rationale

It is recognised in the circular 'Protecting Children from abuse' 10/95 "that schools have a particular role to play." Because of their day to day contact with children during the school term, teachers and other staff are particularly well placed to observe signs of abuse, changes in behaviour or failure to develop. In addition, section 175 of the 2002 Education Act required LAs, governing bodies and FE institutions to carry out their functions with a view to safeguarding and promoting the welfare of children.

The purpose of a whole school child protection policy is to provide clear direction to staff and others about expected codes of behaviour in dealing with child protection issues. This policy makes explicit the college's commitment to the development of good practice and sound procedures in order that child protection referrals may be handled sensitively, professionally and in ways which support the needs of the child.

There are three main elements to our Child Protection Policy:

Prevention - by developing in students, skills and personal qualities that reduce their risk of abuse.

Protection - by following agreed procedures, ensuring staff are trained and supported to respond appropriately to child protection concerns.

Support - to students and staff who may have been abused.

This policy has to be [has been] approved by all teaching staff and the governing body.

2. Aims of the Policy

At Brixham College we recognise that high self-esteem, confidence and a network of support helps to prevent the chances of abuse. Our college will therefore aim to:

- * Establish and maintain an ethos where students feel secure and are encouraged to talk and are listened to.
- * Ensure that students know that there are adults at the College who they can approach if they are worried or in difficulty.
- * Include in the curriculum, opportunities to develop the skills needed to stay safe from abuse.
- * Include in the curriculum opportunities to develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting.
- * Ensure that every effort will be made to establish effective working relationships with parents and colleagues from other agencies in accordance with the Torbay Safeguarding Board committee procedures.

3. Role of the Designated Teacher:

Name: Claire Terry

Areas of Responsibility

- * To ensure that all staff including non-teaching staff and governors are familiar with the child protection policy and, as appropriate, are involved in its review.
- * To ensure that staff are familiar with the DoH guidance 'What to do if you're worried a child is being abused'

- * To follow the Torbay safeguarding procedures when child abuse is either suspected or disclosed.
- * To maintain and secure records of referrals, case conferences minutes etc.
- * To support and liaise with staff involved in attending child protection case conferences.
- * To ensure that basic training in child protection is delivered to all staff, and that staff with middle management responsibility for pastoral care have access to more detailed training programmes whenever possible.
- * To co-ordinate support for students who are involved in child protection issues.
- * To inform the LA Lead Officer for Child Protection of all referrals.

4. Roles and Responsibilities of other members of staff:

All staff have a responsibility:

- * To be familiar with Child Protection Policy, the procedures as set out in the Staff Handbook and to endeavour to implement the recommendations of these documents. [appendix 2]
- * To ensure they attend a basic training session.

5. Procedures:

The College will follow the procedures set out in the document produced by the Torbay Safeguarding Board.

Parents/Carers will be made aware of the College's approach to child protection by the statement in the College Prospectus.

6. Professional Confidentiality:

The concept of confidentiality is an issue which needs to be discussed and understood by all those working with children, particularly in the context of child protection. The purpose of confidentiality is to safeguard the child and potentially other children. When a student discloses an abusive situation, they must be told sensitively that the information they are sharing needs to be passed on in order to access advice and support. The designated child protection teacher will assess if and when other staff 'need to know' of the issue.

7. Liaison with other Agencies:

The designated teacher will make contact with other agency personnel to share information and to get advice as necessary before taking formal action. These are likely to include the SIWO, the school nurse, the LA Lead Officer for Child Protection, the community paediatrician, social services and police protection team.

8. Record Keeping:

Child protection records will be kept separately from the student's personal records.

They will include:

- * referral forms, completed on both sides by the member of staff making the referral and designated child protection teacher,
- * minutes of case conferences,
- * any other relevant documents eg attendance record, conduct log

Staff in the College are encouraged to keep their own records of the welfare and behaviour of students and these will be required if concerns become serious within the context of child protection issues. Relevant staff will conversely need to be informed of students for whom CP referrals have been made, but the details of the referral only shared on a 'need to know basis'. If a student leaves the college, the school to which they are transferring will be contacted and the information passed on to the named person there within 10 working days of being notified

of the details of the new school. If the destination school is unknown, the LA's Lead Officer for Child Protection will be notified.

9. Signs of Child Abuse:

Children who are victims of child abuse will often display emotional or behavioural difficulties. The 3 categories of abuse are detailed below along with some of the signs related to them.

Physical Abuse

* bruising, weal marks, burn marks, lacerations or a black eye

Emotional Abuse

* excessive dependence or attention seeking behaviour

Sexual Abuse

* physical signs or change in behaviour including precocity or withdrawal

10. Working with Parents:

The responsibility of the College to follow Safeguarding procedures will be made known to parents in the College prospectus. [appendix 1]

11. Training:

The college will ensure that the designated teacher and the nominated governor for child protection attend regular training relevant to their role.

All teaching and non-teaching staff will receive basic training on child protection.

Line managers will provide a support network to staff in their team and give guidance and support on procedures.

12. Abuse by Staff:

Because of their daily contact with students in a variety situations, and the responsibility of being in a position of trust, staff should always be vigilant about conducting themselves according to the guiding principles as detailed in the staff handbook.

The Safeguarding Board have approved guidance procedures, which the College will follow whenever allegations of abuse by staff have been made.

13. The role of the Governing Body:

The role of the governing body is to monitor and review the Child Protection Policy and to safeguard and promote the welfare of our students. A nominated governor will have a link role between the College and the Governing Body.

14. Monitoring and Evaluation of policy and practice:

This policy will be reviewed annually.

This policy should be considered alongside the **Policy for Promoting Positive Behaviour.**

Appendix 1

Statement for Prospectus

Parents/Carers should be aware that the College would take any reasonable action to ensure the safety of its students. In cases where the College has reason to be concerned that a child may be subject to ill-treatment, neglect or other forms of abuse, staff have no alternative but to follow the Torbay Safeguarding Boards procedures and inform the Children's Services of their concerns.

Our first concern is your child's welfare and therefore there may be occasions when we have to consult other agencies even before we contact you. Should this be necessary we want to reassure you that any concerns we have about your child will then be fully discussed with you after we have talked to other agency.

The Torbay Safeguarding Board has laid down the procedures we follow.

If you want to know more about this procedure, please contact the designated teacher - Claire Terry

Appendix 2

Child Protection - Staff Handbook Insertion - Section Three

Procedural Issues - Updated November 2005

Delegated Child Protection Officer: Claire Terry (in her absence Mary Bruton)

Procedures regarding staff concern:

If you have concerns about a student regarding the following Child Protection Issues:

Physical Abuse
Emotional Abuse
Sexual Abuse
Neglect

Refer the matter to the Claire Terry, giving a brief written account of your concerns. She will make an assessment of the circumstances and will contact Children's Services as appropriate.

* If a student begins to disclose information regarding any of the four categories mentioned above:

Tell the student that you believe them, but in order to help, you will have to tell another person [Claire Terry], who can enlist the help of those people who are trained in these matters.

Don't ask leading questions about the circumstances, as this may contaminate evidence later. Just listen and reassure the student that they are doing the right thing to speak up.

As soon as possible, after the disclosure, make a written record of the date and content of the discussion and refer the matter to the Claire Terry. Children's Services and the Child Protection team will then be contacted as appropriate.

Child Protection Register

If a child is put on the child protection register, there will be regular meetings arranged by the Child Protection Team at Children's Services. The College will always send a representative where possible, or otherwise send in a report. If a student in your tutor group is on the Child Protection Register you should be informed of this and may be asked to attend meetings as appropriate. You will be expected to monitor the welfare, attendance and behaviour of the student in accordance with your role as tutor and so as to be able to report on these aspects for such meetings