



# CHILD PROTECTION POLICY

## Context

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The welfare of the child is paramount and we acknowledge that everyone has a valuable and unique contribution to our school community. Children and young people have the right to protection from neglect and abuse. All children deserve the opportunity to achieve their full potential. Statements or allegations of abuse must always be taken seriously.

Therefore, everyone has a responsibility for the protection of children and young people and for reporting concerns. Professionals working in the education sector have a duty to ensure that the Local Childrens' Safeguarding Bureau (LCSB) procedures are followed. In any conflict between the needs of the child or young person and those of parents/carers or professionals, the needs of the young person must come first.

Staff cannot keep confidential a disclosure of abuse and must refer the matter on to the designated person. All referrals should be made with the knowledge that during any subsequent investigation the source will be made known to the family. Other staff may need to be alerted to concerns about a child or young person, possibly in order to monitor the concern or to gather further evidence prior to a referral being made, or to assist in providing appropriate support to a child or young person once after a referral has been made. Information should only be shared on a strict need to know basis.

This policy is based on the schools values of:

- Ensuring that students become confident, caring and creative individuals
- Working in partnership with parents and governors to provide a safe and disciplined environment in which to work
- Being sensitive to the needs of others, their values and beliefs
- Respecting one another and our environment
- Working together to achieve the best we can for our students and community

All staff have a duty to be vigilant to the indicators of abuse and to refer concerns to the designated member of staff for Child Protection. The abuse of Children and young people is a crime. It is not the role of Ratton School staff to investigate, but staff should be clear about their role and the procedure for reporting to the designated person:

- Any concerns that a child or young person is suffering or is likely to be suffering some form of abuse,
- Any allegations of abuse against staff
- Any disclosures of abuse

Record keeping is an important element of the child protection process and Ratton School has a clear policy regarding the making and keeping of notes and records. In addition staff are made aware of the requirement of the child protection policy to record:

- The reason for the concern

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- What was said or witnessed
  - Dates and times of incidents
  - Date and time when notes were made

Notes are passed to the designated person who ensures that all child protection records are kept in a locked cabinet. Such records form evidence and may be used in the child protection investigation and any subsequent legal proceedings.

Although rare, professionals are sometimes abusers. Ratton school has in place a policy for the management of allegations and makes it clear to staff that:

- We will not tolerate inappropriate behaviours and have a policy to protect staff who disclose information regarding abuse by colleagues towards pupils.
- Any allegation against a member of staff will be referred to the Headteacher who will seek advice from the Children’s Services Designated Officer in accordance with DCSF guidance

Over recent years, schools have (in line with other institutions and public bodies) been working towards an improved understanding of the diverse nature of their communities. Much of this work is in response to new legislation that places an increased duty on schools and other settings. Legislation requires schools both to eliminate direct or indirect discrimination, victimisation or harassment and to promote equality for pupils, staff and others who use school facilities. These developments reflect the growing awareness of the need to view different equality strands beneath one umbrella, rather than seeing them as separate factions competing with each other for time and resources.

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| Status | Statutory |
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#### Purpose

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Ratton school will endeavour to support the pupil through:

- Ensuring a senior member of staff is appropriately trained and charged with responsibility for coordinating child protection matters within the college. The role of the designated person should be seen to include the following responsibilities:
  - To raise awareness of child protection issues and equip children with the skills needed to keep them safe
  - To develop and implement procedures for identifying and reporting cases, or suspected cases of abuse
  - To support students who have been abused in accordance with his/her agreed protection plan
  - To establish a safe environment where children can learn and develop
- Providing the point of contact for staff who have concerns or information that a child or young person may be suffering abuse now, or has done in the past or is likely to in the future,
- Making any necessary referrals to social services and police
- Ensuring the school contributes fully to the child protection process
- The content of the curriculum

- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil 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 Service, Education Welfare Service and Educational Psychology Service
- Ensuring that, should a pupil on the child protection register leave, their information is transferred to the new school immediately and that, if appropriate, the child's social worker is informed

Ratton School will work in partnership with Children's Services and Police and other appropriate agencies, sharing relevant information to assist the investigative process. The school will contribute to any subsequent care plan.

#### Consultation

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| Consultation                                  | <ul style="list-style-type: none"> <li>• School staff</li> <li>• Governors,</li> <li>• Students</li> <li>• Parents</li> <li>• Children's Services</li> </ul>   |
| Relationship to other policies                | <ul style="list-style-type: none"> <li>• Equal Opportunities</li> <li>• Safe Recruitment</li> <li>• Managing allegations against Staff</li> <li>• Whistleblowing</li> <li>• Behaviour</li> <li>• Teaching and Learning</li> <li>• SEN</li> </ul> |
| Relationship to standard operating procedures | <ul style="list-style-type: none"> <li>• Child Protection</li> </ul>   |

| Role                                       | Responsibility   |
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| Headteacher                                | <ul style="list-style-type: none"> <li>• Ensure wide consultation for the inception and review of this policy</li> <li>• Ensure structures are in place to support the effective implementation of this policy</li> <li>• Monitor and review the effectiveness of this policy</li> </ul>   |
| Designated Child Protection Teacher (DCPT) | <ul style="list-style-type: none"> <li>• Lead the effective and consistent implementation of this policy</li> <li>• Ensure the school is up to date with current practice and legislation on CP issues</li> <li>• Provide a point of contact for staff who have concerns or information that a young person may be suffering abuse now, or has done so in the past.</li> <li>• Liaise with the Headteacher</li> <li>• Ensure necessary referrals to social services and the police are made</li> </ul> |

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|                                       | <ul style="list-style-type: none"> <li>• Ensure all staff receive appropriate training on child protection issues on an annual basis</li> <li>• Ensure appropriate records of concerns about children are kept</li> <li>• Attend regular training sessions in order to keep up-to-date with guidelines and requirements</li> </ul> |
| All staff (teaching and non-teaching) | <ul style="list-style-type: none"> <li>• Be vigilant for signs of abuse or neglect and pass on concerns to the DCPT immediately</li> </ul>   |
| Governors                             | <ul style="list-style-type: none"> <li>• Monitor the implementation of this policy</li> <li>• Review this policy on an annual basis</li> </ul>   |

### Arrangements for Monitoring and Evaluation

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We will work with Children's Services and the governors to review this policy on an annual basis.

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| Date established by Governing body: | February 2008 |
| Date for full implementation:       | February 2008 |
| Date of review/approval:            | February 2010 |
| Date of next Review:                | February 2011 |

## ANNEXES

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### Relevant current legislation and Guidance Underpinning this Policy

- Children Act 1989
- Data Protection Act 1998
- The Protection of Children Act 1999
- Framework for the Assessment of Children in need and their Families 2000
- Sexual Offences Act 2003
- The Children Act 2004
- Working Together to safeguard Children 2006
- LSCB Child Protection Procedures 2006
- The Education Act 2002: Section 175

### Definitions, contacts and guidance

#### Significant Harm

The concept of Significant Harm introduced by the Children Act 1989 is the threshold by which compulsory intervention by Social Services may take place:

- Harm means ill treatment or the impairment of health or development
- Development means physical, intellectual, emotional, social or behavioural development
- Health means physical or mental health; and
- Ill treatment includes sexual abuse and forms of ill treatment which are not physical

#### The categories of abuse:

- Physical Abuse: non accidental injuries, bruising, wounding burns, fractures

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- Neglect: the chronic inattention to basic needs
  - Sexual abuse: the involvement of children or young people in sexual activity. This includes the abuse of a position of trust
  - Emotional Abuse or neglect: persistent emotional ill treatment such as the extreme denial of love, affection or approval

#### Local Agency contact numbers:

- East of the county (including Hastings and Rother) 11 years old and under, contact the Duty & Assessment Team - Phone: 01424 724144. If they are 12 years old and over, contact the Youth Support Team - Phone: 01424 724130
- West of the county (including Eastbourne, Hailsham and Seaford) 11 years old and under, contact the Duty & Assessment Team - Phone: 01323 747373. If they are 12 years old and over, contact the Youth Support Team - Phone: 01323 747094
- If you need to report a concern outside of office hours, contact the Emergency Duty Service - Phone: 07699 391462. You can call this number Monday to Friday, 5pm to 8am, on the weekend or on a bank holiday
- If a disabled child needs social care support the service contact the Disabled Children's Service - Phone: 01323 741527

#### Police

- Emergencies - Always dial **999** (if life is threatened, if people are injured, if offenders are nearby, if immediate action is required)
- Emergency Text (if possible, it is important with SMS texts to also try other ways to contact Sussex Police. No text messages are guaranteed to arrive quickly. We rely on the mobile phone companies and the network. Sussex Police cannot be held responsible for delays in receiving messages. You will know your message has been received **ONLY** when you get a reply from us. Please note that all calls are recorded for policing purposes) Hearing impaired & speech impaired 65999
- Typetalk Emergency Line: Hearing impaired & speech impaired 18000

#### Further reading:

- Working together to Safeguard Children (DfES 2006)
- The Children Act 1989
- The Assessment Framework (DOH, DFES, HO 2000)
- What to do if you are worried a child is being abused (DOH, DFES, HO 2006)
- DfES Circular Safeguarding Children and Safer Recruitment in Education (2006)
- LSCB Child Protection and Safeguarding Procedures (2006)