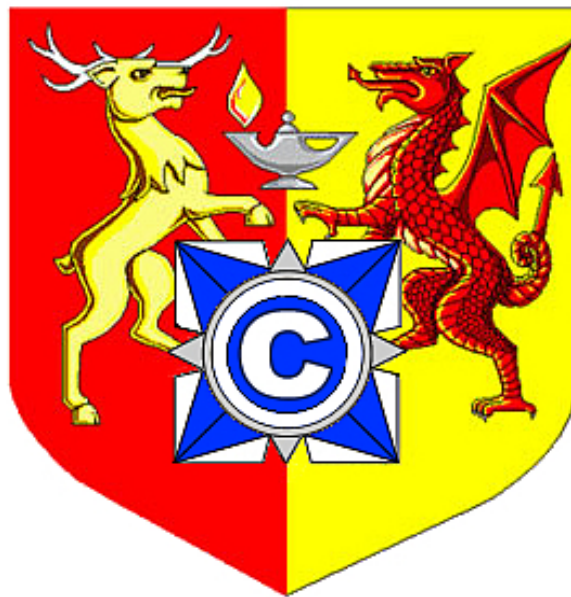


Cantonian High School Ysgol Uwchradd Cantonian



Child Protection Policy

November 2009
Revised May 2010
Revised November 2010

"Cantonian celebrates diversity and is committed to working towards equality regardless of race, age, gender, faith, sexual orientation, language or disability. It strives to create an inclusive culture in which every individual, regardless of ability and background, is enabled to participate and is valued as a member of the school community. We therefore promote positive approaches to difference and foster respect for people of all cultural backgrounds. The school complies with the Equalities Act 2010 and references to older legislation in school policies will be amended to reflect this as and when they are renewed"

All policies are available on request in large print format or translated into Welsh or community language

This policy was adopted by Governors on 09 February 2011

Introduction

1.1 Cantonian High School fully recognises the contribution it makes to child protection.

There are three main elements to our policy:-

- a. prevention through the teaching and pastoral support offered to pupils;
- b. procedures for identifying and reporting cases, or suspected cases, of abuse. Because of our day to day contact with children, school staff are well placed to observe the outward signs of abuse; and
- c. support to pupils who may have been abused.

1.2 Our policy applies to all staff and volunteers working in the school and governors. Teaching assistants, mid-day supervisors, caretakers and secretaries as well as teachers can be the first point of disclosure for a child.

Prevention

2.1 We recognise that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps to safeguard pupils.

The school will therefore:-

- a. establish and maintain an ethos where children will feel secure and are encouraged to talk, and are listened to;
- b. ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty;
- c. include, in the curriculum, activities and opportunities for PSE which equip children with the skills they need to stay safe from abuse and to know whom to turn for help; and
- d. include in the curriculum, material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills.

Procedures

3.1 The School has identified the following processes whereby children at risk can be identified and their needs responded to promptly and efficiently.

3.2 Making Staff aware of the types of child abuse:

Physical: non-accidental cuts, bruises, wounds, burns, fractures, bites, poisoning, etc.

Neglect: chronic inattention to a child's basic needs for warmth, shelter, food, clothing, etc.

Emotional: extreme denial of love, attention, security and well-being

Sexual: actual or likely sexual exploitation of a child or adolescent.

Exposure to domestic violence

3.3 Making children aware that openness is a key feature of Child Protection:

The school aims to create an atmosphere of openness, whereby children can feel secure and that their concerns will be listened to. What they say will be taken seriously and every effort will be made to foster sensitive relationships between staff and pupils. Pupils should be confident to approach adults if in difficulties.

3.4 We will follow the All Wales Child Protection Procedures that have been endorsed by the Local Safeguarding Board.

3.5 The school will:-

- a. ensure it has a designated senior member of staff to act as Designated Child Protection Teacher (DCPT) or Child Protection Officer (CPO), who has undertaken the appropriate training, and a deputy CPO who may or may not be a member of the teaching staff to act in his/her absence;
- b. recognise the role of the CPO/deputy CPO and release them to attend training every two years;
- c. ensure every member of staff and every governor knows:-
 - the name of the CPO and their role;
 - the name of the deputy CPO and their role;
 - that they have an individual responsibility for referring child protection concerns using the proper channels and within the timescales agreed with the Local Safeguarding Children Board; and
 - how to take forward those concerns where the designated person is unavailable.
- d. ensure that members of staff are aware of the need to be alert to signs of abuse and know how to respond to a pupil who may disclose abuse;
- e. ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school brochure.

- f. provide training for all staff so that they know:-
- i. their personal responsibility;
 - ii. the agreed local procedures;
 - iii. the need to be vigilant in identifying cases of abuse; and
 - iv. how to support a child who discloses abuse.
- g. notify the local social services team if:-
- a pupil on the child protection register is excluded either for a fixed term or permanently; and
 - if there is an unexplained absence of a pupil on the child protection register of more than two days duration from school (or one day following a weekend);
- h. work to develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at initial review and child protection conferences and core groups and the submission of written reports to the conferences;
- i. keep written records of concerns about children (noting the date, event and action taken), even when there is no need to refer the matter to social services immediately;
- j. ensure all records are kept secure and in locked locations;
- k. adhere to the procedures set out in the Welsh Assembly Government guidance circular 45/2004 *Staff Disciplinary Procedures in Schools and in the school's Staff Disciplinary Procedure Policy*;
- l. ensure that recruitment and selection procedures are made in accordance with Welsh Assembly Government guidance circular 34/2002 "*Child Protection : Preventing Unsuitable People from Working with Children in the Education Sector*"; and
- m. designate a governor for child protection who will oversee the school's child protection policy and practice.

Supporting the Pupil at Risk

4.1 We recognise that children who are risk, suffer abuse or witness violence may be deeply affected by this.

4.2 This school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn.

4.3 The school will endeavour to support the pupil through:-

- a. the content of the curriculum to encourage self esteem and self motivation (see section 2 on Prevention);
- b. the school ethos which :-
 - i. promotes a positive, supportive and secure environment; and
 - ii. gives pupils, a sense of being valued (see section 2 on Prevention);
- b. the school's behaviour policy which is aimed at supporting vulnerable pupils in the school. All staff will agree on a consistent approach which focuses on the behaviour or the offence committed by the child but does not damage the pupil's sense of self worth. The school will endeavour to ensure that the pupil knows that some behaviour is unacceptable but s/he is valued and not to be blamed for any abuse which has occurred;
- c. liaison with other agencies who support the student such as Social Services, Child and Adolescent Mental Health Services, the Educational Psychology Service, Behaviour Support Services and the Education Welfare Service; and
- d. keeping records and notifying Social Services as soon as there is a recurrence of a concern;

4.4 When a pupil on the child protection register leaves, we will transfer information to the new school immediately and inform Social Services.

Monitoring Concerns

5.1 Step 1: A written record is required giving details of an incident or information given by a pupil on an information sheet.

5.2 Step 2: The incident or information given must be discussed immediately with the Child Protection Officer (or Headteacher).

5.3 A referral should not be seen as an allegation that abuse has necessarily occurred. However, the school has a responsibility to ensure the welfare of all children and occasionally cases may need to be referred to other investigative agencies as a constructive and helpful measure.

5.4 Following a disclosure of alleged child abuse being made by a member of staff, the Child Protection Officer (or Headteacher) will decide whether it is necessary to make a referral to Intake and Assessment within the Social Services Department. A referral by telephone must be followed up in writing within 24 hours.

5.5 At all times, written records must be kept and retained confidentially in a secure location.

5.6 If a member of staff has been allegedly involved in a case of abuse, the Headteacher will act in accordance with LEA inter-agency procedures. Although the protection of the interest of the child is the priority, the legitimate interests of a teacher or other accused person must also be recognised as they may be falsely accused.

5.7 If an allegation is made against the Headteacher or Child Protection Officer/Deputy Child Protection Officer, this will be investigated in the first instance by the school's Chair of Governors.

Bullying

6.1 Our Anti Bullying policy is reviewed annually by the governing body. Bullying may be a safeguarding issue and staff should consider the possibility of CP issues when dealing with incidents of bullying.

Physical Intervention

7.1 Our policy on physical intervention is set out in the use of reasonable force to restrain pupils policy and is reviewed annually by the governing body.

Children on the Additional Learning Needs Register

8.1 We recognise that statistically children with behavioural difficulties and ALN are most vulnerable to abuse. School staff who deal with children with additional learning needs need to be particularly sensitive to signs of abuse.

Case Conferences

9.1 A commitment to attend inter-agency conferences is recognised as a priority. In the event of the CPO being unable to attend, the deputy CPO will attend in his/her place.

Confidentiality

10.1 A member of staff should listen to a child's version of events:

- with tact and sympathy
- without interruption
- and keep accurate records of the discussion to pass on to the Child Protection Officer. In doing so they must not:
 - ask leading questions
 - give undertakings of absolute confidentiality
 - fail to disclose records/ conversation to the Child Protection Officer.

This policy is to be reviewed annually.

APPENDIX A

Nominated Child Protection Officer:	September 2010	Mrs J Savage
Nominated Governor: Jones	September 2010	Mrs D Martin-