



Caedmon School

Child Protection Policy (an extract for application pack) (Revised January 2007)

Introduction

Caedmon School is committed to promoting the health and welfare of all its pupils and consider the protection, safety and well being of children in its care as a major priority and responsibility. It fully recognises the contribution it can make to protect children and support pupils in school.

“All those who come into contact with children and families in their everyday work, including people who do not have a specific role in relation to child protection, have a duty to safeguard and promote the welfare of children.”

Department of Health 2003

Caedmon School recognises and accepts that teachers, along with other adults associated with the school, because of their unique position, are well placed to observe and monitor signs that may suggest child abuse. It recognises that the relationship between teachers and pupils, which fosters respect, confidence and trust can lead to the disclosure of abuse.

Caedmon School also recognises the necessity and importance of good and trusting relationships with parents of the children in its care and endeavours to preserve these wherever possible.

The school considers the five outcomes of ‘Every Child Matters: Change for Children’ DfES 2004, as integral to child protection and this policy encompasses the contribution Caedmon School makes to the promotion of children’s well being and to safeguarding them from ‘maltreatment, neglect, violence and sexual exploitation’.

Aims of the Child Protection Policy

This Child Protection Policy aims to provide clear direction to staff and others about expected codes of behaviour in dealing with child protection issues. It makes explicit the school’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 that support the needs of the child. This policy applies to every adult who works in the school, whether they are employed or volunteers.

In order to prepare and support staff for their responsibility in relation to the protection of children and to ensure awareness of signs of child abuse, all adults are issued with the schools Child Protection Guidelines and have received basic child protection awareness training in 2003 by the ESW Service, and has been revised in 2006 by the designated teacher. New Staff are made aware of child protection procedures on induction.

There are three main elements to our child protection policy:

- ◆ **Prevention** – through pastoral and teaching support, we create a positive and secure environment
- ◆ **Protection** – by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns
- ◆ **Support** – to pupils, to staff and to children who may have been abused

Professional Confidentiality

Confidentiality is an issue that needs to be discussed and fully understood by all those working with children, particularly in relation to child protection. The only purpose of confidentiality in this respect is *to the benefit of the child*.

However, adults must never guarantee confidentiality to a child nor should they agree with a child to keep a secret. If there are concerns regarding the child with regards to child protection, they must be reported to the designated teacher who will take appropriate action in line with the guidelines set out by the LSCB.

Staff will be informed of relevant information on 'a need to know basis' only and should treat any shared information as strictly confidential.

Safe school, safe staff

All staff have a duty of care with regard to all children in school, which may include emotional support. When working one to one with a pupil, staff should make colleagues aware of the circumstances.

Caedmon school promotes a culture to enable all staff to discuss any personal concerns or difficulties that may get in the way of protecting children. Support will be given via the line management system and all staff are encouraged to take such concerns to their line manager (Head of Faculty), a member of the SMT or directly to the named person, if necessary.

This school takes child protection seriously and will endeavour to keep child protection issues in mind throughout the recruitment process. The school will follow L.E.A. guidance regarding the safe recruitment selection and employment of staff in order to ensure that every effort is made to deter and prevent any person who may pose a risk to children from working with them. All adults who work in school whether paid or not will undergo a Criminal Record Bureau check.

Staff will not be put in a position, which renders them particularly vulnerable to false allegations of abuse. Any concerns that, for whatever reason, a member of staff may be vulnerable will be shared with the Head Teacher or designated teacher who will make appropriate arrangements to reduce or eradicate this risk. The decisions made will be recorded and include the reasons for them. If the risk relates to a particular child, a copy will be retained on that child's Child protection file. Parents, where appropriate will be informed.

Any member of staff who has concerns that the behaviour of another member of the schools staff is or may be abusive to children will immediately inform the **Head Teacher**. If these concerns relate to the head teacher, the designated teacher or governor will be informed. (Ref. Whistle blowing arrangements)

Partnership with Parents

Caedmon School recognise that the protection of children should always be of paramount importance and consideration and that the primary focus in child protection should always be the safety and welfare of the child. However, good child protection practice and outcome relies on a positive, open, honest working partnership with parents.

Caedmon School will ensure that all parents are treated with respect, dignity and courtesy. We will respect parents' right to privacy and confidentiality unless they give permission for information to be shared or it is necessary to infringe this in order to protect the child or children.

Supporting pupils at risk

Caedmon School recognises that children who are abused or who witness domestic violence may find it difficult to develop a sense of self worth and to view the world in a positive way. This school may be the only stable element in the lives of children at risk and we will provide a secure, caring, supportive and protective environment for the child. Whilst at school, their behaviour may be challenging and defiant, the school recognises dealing with these children requires a considered and sensitive approach in order to help and support them. Children will be given a proper explanation (appropriate to age and understanding) of what action is being taken on their behalf and why. Caedmon School will endeavour to help and support pupils through.