

RIVERSIDE SCHOOL



Safeguarding Policy (Child Protection)

APPROVED BY GOVERNORS - 27TH JANUARY 2010

DUE FOR REVIEW - JANUARY 2012

RESPONSIBLE PERSON – HEADTEACHER

SIGNED BY

CHAIR OF GOVERNORS _____

HEADTEACHER _____

1. Introduction

- 1.1 The Governors and staff of Riverside School fully recognise the contribution it makes to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our pupils from harm.
- 1.2 All staff and Governors believe that our school should provide a caring, positive safe and stimulating environment which promotes the social, physical and moral development of the individual child.
- 1.3 The aims of this policy are:
 - 1.3.1 To support the child's development in ways that will foster security, confidence and independence.
 - 1.3.2 To raise the awareness of both teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
 - 1.3.3 To provide a systematic means of monitoring children known or thought to be at risk of harm.
 - 1.3.4 To emphasise the need for good levels of communication between all members of staff.
 - 1.3.5 To develop a structured procedure within the school this will be followed by all members of the school community in cases of suspected abuse.
 - 1.3.6 To develop and promote effective working relationships with other agencies, especially the Police and Social Services.
 - 1.3.7 To ensure that all adults within our school who have access to children have been checked as to their suitability.

2. Procedures

- 2.1 Our school procedures for safeguarding children adhere to the London Child Protection Procedures (LCPP) and protocols for dealing with allegations of child abuse
- 2.2 We have a designated member of staff who undertakes regular training.
- 2.3 We have a member of staff who will act in the designated teacher's absence.
- 2.4 We practice safe recruitment in checking the suitability of staff and volunteers to work with children.
- 2.5 All members of staff develop their understanding of the signs and indicators of abuse.
- 2.6 All members of staff know how to respond to a pupil who discloses abuse.
- 2.7 All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures.
- 2.8. We develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse which will be regularly reviewed and up-dated.
- 2.9 All new members of staff will be advised of our child protection procedures as part of their induction into the school.

3. Responsibilities

- 3.1 The designated teacher is responsible for:
 - 3.1.1 Adhering to the LA, BSCB and school procedures with regard to referring a child if there are concerns about possible abuse.
 - 3.1.2 Keeping written records of concerns about a child even if there is no need to make an immediate referral.

- 3.1.3 Ensuring that all such records are kept confidentially and securely and are separate from pupil records.
- 3.1.4 Ensuring that an indication of further record-keeping is marked on the pupil records.
- 3.1.5 Ensuring that any pupil currently subject to a child protection plan who is absent without explanation for two days is referred to Social Services.
- 3.1.6 The designated teacher will also be the e-safety co-ordinator.

4. Supporting Children

- 4.1 We recognise that a child who is abused or witnesses violence may find it difficult to develop and maintain a sense of self worth. We recognise that a child in these circumstances may feel helpless and humiliated. We recognise that a child may feel self blame.
- 4.2 We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.
- 4.3. We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.
- 4.4 We recognise that adults who wish to abuse may pose as children to engage and then meet up with the children or young people they have been in communication with using the internet or mobile technologies.
- 4.5. Our school will support all pupils by:
 - 4.5.1 Encouraging self esteem and self assertiveness whilst not condoning aggression or bullying.
 - 4.5.2 Promoting a caring, safe and positive environment within the school.
 - 4.5.3 Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
 - 4.5.4 Notifying Social Services as soon as there is a significant concern.
 - 4.5.5 Providing continuing support to a pupil about whom there have been concerns who leaves the school by ensuring that appropriate information is forwarded under confidential cover to the pupil's new school.
 - 4.5.6 Working in line with our e-safety policy to ensure that children should be confident in a no-blame culture when it comes to reporting inappropriate incidents involving the internet or mobile technologies.

5. Confidentiality

- 5.1 We recognise that all matters relating to Child Protection are confidential.
- 5.2 The Head Teacher or Designated Teacher will disclose any information about a pupil to other members of staff on a need to know basis only.
- 5.3 All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- 5.4 All staff must be aware that they cannot promise a child to keep secrets.

6. Supporting Staff

- 6.1 We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.
- 6.2. We will support such staff by providing an opportunity to talk through their anxieties with the designated teacher and to seek further support as appropriate.

7. Allegations against Staff

- 7.1 We understand that a pupil may make an allegation against a member of staff.
- 7.2 If such an allegation is made, the member of staff receiving the allegation will immediately inform the Head Teacher.
- 7.3 The Head Teacher on all such occasions will discuss the content of the allegation with the LA Lead Officer for Child Protection.
- 7.4 If the allegation made to a member of staff concerns the Head Teacher, the designated teacher will immediately inform the Chair of Governors who will consult with the LAs Lead Officer for Child Protection.
- 7.5 The school will follow the protocol on dealing with allegations against staff issued by the Bromley Safeguarding Children Board in July 2007, a copy of which will be readily available in the school.

8. Whistleblowing

- 8.1 We recognise that children cannot be expected to raise Concerns in an environment where staff fail to do so.
- 8.2 All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.

9. Physical Intervention

- 9.1 Our policy on physical intervention by staff is set out in a separate policy and acknowledges that staff must only ever use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury.
- 9.2 We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.

10. Behaviour Management

- 10.1 Our policy on behaviour management is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.

11. Internet safety

- 11.1 Our policy is set out in our e-safety policy which recognised the dangers of the internet and mobile technologies and sets out procedures if there are concerns that a child or young person might be at risk or suffering harm as a result of use of these technologies.

12. Racist Incidents

- 12.1 Our policy on racist incidents is set out in a separate policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.

13. Prevention

- 13.1 We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos of protection.
- 13.2 The school community will therefore:
 - 13.2.1 Establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
 - 13.2.2 Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.
 - 13.2.3 Include in the curriculum opportunities for PSHE/e-safety which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.

14. Health and Safety

- 13.1 Our Health & Safety policy, set out in a separate document, reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits.

15. Disciplinary Action

- 15.1 If, following investigation, the school has evidence that an employee has not acted in accordance with the Safeguarding and associated policies, disciplinary action shall be taken, in accordance with the school's disciplinary procedure.

16. Review of Training Needs

- 16.1 The responsibility for safety and/or refresher training rests with the employer which is delegated to the Head teacher and Governing Body. The Head Teacher is responsible for ensuring that he is sufficiently trained and that appropriate staff receive the necessary training. This will include induction and update training.
- 16.2 Each member of staff is also responsible for drawing the Head Teacher's attention to their own personal needs for training and for not undertaking duties unless they are confident that they have the necessary competence.