



RUSHEY GREEN PRIMARY SCHOOL

CHILD PROTECTION POLICY

At Rushey Green School we work in partnership with parents to provide an education of the highest quality, which celebrates everyone's success in a happy, caring environment, where all our differences are valued.

Rushey Green School fully recognises its responsibilities for child protection. Our policy applies to all staff, governors and volunteers working in the school. There are six main elements to our policy:

- Ensuring we practise safe recruitment in checking the suitability of staff and volunteers to work with children. (Appendix 8)
- Raising awareness of child protection issues by ensuring staff regularly review the Child Protection Policy and understand the guidance relating to their conduct towards children (Appendix 5)
- Ensuring children are equipped with the skills and understanding to keep them safe
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse carried out by adults or children
- Supporting pupils who have been abused in accordance with his/her agreed child protection plan
- Establishing a safe environment in which children can learn and develop

We recognise that because of the day to day contact with children, school staff are well placed to observe the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk and are listened to.
- Ensure children know that there are adults in the school whom they can approach if they are worried.
- Ensure staff know how to respond when children disclose information that raises child protection concerns against adults / children (appendix 3)

- Include opportunities in the PSHCE (personal, social, health and citizenship) curriculum for children to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out by the Area Child Protection Committee and to take account of guidance issued by the Department for education and Skills to:

- Ensure we have a safeguarding lead for child protection who has received appropriate training and support for this role (Headteacher)
- Ensure we have a nominated governor responsible for child protection (Graham Rees)
- Ensure every member of staff, volunteer, student and governor knows the name of the designated teacher responsible for child protection and their role.
- Ensure all staff, students and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated teacher responsible for child protection. (Appendix 1 & 2)
- 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 prospectus
- Ensure that parents know what to do if they have a concern about their child's welfare (Appendix 7)
- Notify social care and health if there is an unexplained absence of more than two days, or the explanation is not acceptable or adequate of a pupil who is on the child protection register
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences
- Keep written records of concerns about children, even where there is no need to refer the matter immediately
- Ensure and then follow procedures where an allegation is made against a member of staff, volunteer or another child
- Ensure safe recruitment practices are always followed

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the pupil through:

- The contents of the curriculum
- The school ethos, which promotes a positive, supportive and secure environment and gives 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 Care and Health, Child and Adult Mental Health Service, Education Welfare and Educational Psychology Service
- Ensuring that, where a pupil on the child protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed

Training

The Designated Teacher attends Child Protection Training every two years. In addition he/she must successfully complete Safer Recruitment training every three years

The Chair of Governors attends Child Protection Training every three years. He/she must also successfully complete training in Safer Recruitment.

Teachers & Teaching Assistants will review the child protection policy annually and receive training triennially.

When recruiting staff at least one person on the interviewing panel must have completed the Safer Recruitment training.

Monitoring this policy

This policy will be reviewed by staff and governors annually

Appendices

The appendices to this policy give guidance and describe procedures for the following:

1. Definitions of abuse
2. Possible indicators of abuse
3. Guidance for staff and volunteers on Child Protection
- 3a Child Protection Disclosure Form
4. Dealing with allegations of abuse
5. Guidance on conduct - National Employers Organisation for school Teachers
6. Useful contacts
7. What to do if you have a concern (a guide for parents)
8. Lewisham guidance on recruitment
9. Female Genital Mutilation (FGM)
10. Keeping children safe in education (part one) - DFE
11. Guidance for Terrorism and Extremism.

Reviewed by Curriculum Committee

To be next reviewed

Spring 2016