



Archbishop Ilsey Catholic School

'Justus et Tenax Propositi'

CHILD PROTECTION POLICY

Archbishop Ilsey Catholic School promotes Gospel Values through its interaction with all students.

Objectives:

Taken from Keeping Children Safe in Education (July 2015 and updated information May 2016)

1. Archbishop Ilsey Catholic School will protect children from maltreatment, prevent impairment of children's health or development, ensuring that children grow in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.
2. Children include everyone under the age of 18.
3. Where a child is suffering significant harm or is likely to do so, action will be taken to protect that child. Action will also be taken to promote the welfare of a child in need of additional support, even if they are not suffering harm or are at immediate risk.

The school fully promotes fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. It is not necessary for schools or individuals to 'promote' teachings, beliefs or opinions that conflict with their own but nor is it acceptable for schools to promote discrimination against people or groups on the basis of their belief, opinion or background. Promoting fundamental British values as part of SMSC in schools (DFE 2015)

At Archbishop Ilsey Catholic School we aim:

- To create an atmosphere where all our children can feel secure, valued and listened to
- To recognise signs and symptoms of abuse
- To respond quickly and effectively to cases of suspected abuse
- To monitor and support children at risk
- To use the curriculum to raise children's awareness, build confidence and skills
- To work closely with parents and supporting external agencies

Additional supplementary material:

Working Together to Safeguard Children 2015

What to do if you are worried a child is being abused 2015 – Advice for practitioners

Types of Abuse and Neglect

- **Abuse** – Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm
- **Physical abuse** – a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child
- **Emotional abuse** – the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development
- **Sexual abuse** – involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening
- **Neglect** – the persistent failure to meet a child's basic physical and/or psychological needs; likely to result in the serious impairment of a child's health or development

Specific Safeguarding Issues

- child sexual exploitation (CSE)
- bullying including cyber bullying
- domestic violence
- drugs
- fabricated or induced illness
- faith abuse
- female genital mutilation (FGM)
- forced marriage
- gangs and youth violence
- gender-based violence/violence against women and girls (VAWG)
- mental health
- private fostering
- preventing radicalisation
- sexting
- teenage relationship abuse
- trafficking
- Child missing from education/child missing from home or care

(See KCSIE July 2015)

Procedure

The school fully supports the Birmingham Local Safeguarding Children Board and the Birmingham Education Authority Child Protection Procedures - copies of these are kept by the Headteacher and are available to all staff and governors on request.

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The Head teacher will identify a Designated Safeguarding Lead (DSL) for Child Protection co-ordination in the school. The Head teacher will identify clearly who will deputise in the absence of the DSL. They are named at the end of this policy.

All staff should be aware that:

- Their role is to listen and note carefully any observations that could indicate abuse.
- They should not attempt to investigate once the initial concern is raised.
- They should involve the DSL immediately.
- If the DSL is not available, contact one of the other members of staff who are DSL trained (see list at end of policy), if none are available then please contact the Head teacher.

In talking to children:

- Never promise confidentiality.
- It is vital to offer the child time to talk.
- If necessary the teacher in charge of cover should be contacted to arrange cover while a disclosure is made.
- Do not be judgmental, or express horror or anger.
- Use only open-ended questions.
- Recording should be verbatim using the actual words of the child and noting any questions the child raises.
- Note date, time, who was present, positions in the room, anything factual about the child's appearance. These notes must be kept secure. If possible use a silent witness.
- Check notes with the child.
- NEVER
 - take photographs
 - arrange a medical examination
 - attempt a medical judgement
 - remove clothing
 - tape record an interview

Parents

Parents will be made aware of the policy through the prospectus and this is available on the school website. Parents will be made aware that in certain circumstances there may be a need to contact other agencies without first notifying them. This decision will be made in partnership between education and social services. This is a legal obligation and not a personal decision.

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Teaching and Learning

The whole ethos of our school centres on respect for self and others. The curriculum is used to raise pupils' awareness and build confidence so that pupils have a range of strategies to support their own protection and understanding of protecting others. Special assemblies are used to disseminate essential information.

Reporting Procedures

- Any concerns should be passed to the DSL who will seek advice or make a referral to MASH (Multi Agency Safeguarding Hub)
- If a disclosure is made or a member of staff has reason to believe abuse has occurred they must record this as soon as possible and pass it to the DSL.
- Any original notes must be signed, dated and passed to the DSL.
- The DSL will ensure the following reporting and recording procedures are maintained:

1) Log Book - Central Record

A brief record of the incident and reference to the incident report form, the date, child's name and form, signed by the DSL. This is stored in a secure place with limited staff access but not open to parents and pupils.

2) Loose Leaf Folder

A collation of all records and documents giving full details relating to individual cases. This is stored in a secure place with the DSL. There is limited access to staff and no access to parents and pupils.

4) Pupil's School Record

This may contain a sheet referring to information stored elsewhere. It is open to all staff and can be seen by parents and pupils over 16.

Staff Allegations

All child protection concerns and allegations about staff must be reported to the Headteacher and not the DSL. This should be done without informing the subject of the concern/allegation. The full evidence will be made available to the accused person as soon as is agreed acceptable within the ongoing needs of any investigation and or disciplinary process.

A complaint or concern of a child protection nature made to a Governor about the Headteacher or member of staff will be passed in confidence immediately to the LEA Head Officer for Child Protection who will give advice and support on any action.

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All staff should be aware of their vulnerability to allegations and address their practice accordingly. All staff should adhere to these fundamental principles;

- Be visible and open in your practice.
- Tell people where you are and what you are doing.
- When possible work with children in open and visible settings.
- Share jobs, which put you in a vulnerable position.
- Let children do as much as they can for themselves.
- Record and report information immediately.
- If something goes wrong tell someone.
- Don't create a reputation for yourself.
- Consider your role and its boundaries.
- Avoid unnecessary physical contact.
- Keep physical contact to a minimum and consider the level and type of contact.
- Can you achieve your aim without force?
- What is your justification for using force?
- Avoid physical contact in isolated area.

Training

All members of the Governing Body will be made aware of the child protection procedures. The school Designated Safeguarding Lead (DSL) has attended training in order to carry out this role. The Chair of Governors and another additional governor have also attended the DSL 2 day training

The DSL will attend refresher training/updates every 2 years.

All staff will be made aware of the signs and symptoms of both physical and behavioural abuse by appropriate INSET training and regular updating of such training. All staff have attended PREVENT (WRAP) training in February 2015. Protecting children from risk of radicalisation should be seen as part of schools' wider safeguarding duties. Schools can build pupils resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. The DSL has attended WRAP 'Train the Trainer' training in June 2016. Staff will receive regular safeguarding updates in Tuesday morning briefings. All staff, both teaching and non-teaching will have access to training. Additional training will be provided for trainees and newly qualified teaching and non-teaching staff. All staff will receive a copy of this policy and will be updated about any changes. **In addition to this staff will be provided with safeguarding information taken from 'Keeping Children Safe in Education' DFE 2015.**

Staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school or college's safeguarding regime. Appropriate whistleblowing procedures, which are suitably reflected in staff training and staff behaviour policies, should be in place for such concerns to be raised with the school or college's management team. **'Keeping Children Safe in Education' DFE 2015.**

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Where a staff member feels unable to raise the issue with their employer or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them **'Keeping Children Safe in Education' DFE 2015.**

The Governing Body will be regularly updated on matters of Child Protection. Safeguarding and Child Protection is a standard item on all governor meetings

This policy will be reviewed every 6 months by the DSL.

Named Personnel

Head teacher:	Mr G Alexander
Chair of Governing Body:	Mrs M Mills (DSL trained)
Designated Safeguarding Lead:	Mr C Crehan – Assistant Head Teacher
Other trained CP staff:	Mrs L Mockler – Head of St Patrick's Support Mrs M Healy – Educational Social Worker Mr D Corrigan – Head of House – St Joseph's Mrs Georgina Doyle - Governor

All Heads of House will receive DSL training over a rolling two year period

Last Policy review: June 2016

Next review to be carried out: January 2017

Additional supplementary material:

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