

Chapel End Infant School & Early Years Centre Child Protection Policy



Policy updated: September 2015
To be reviewed: September 2016

Signed: _____ Headteacher (Mrs Terri Martin)

Signed: _____ Chair of Governors (Mr Terry Toomey)

Aims of Chapel End Infant School & Early Years Centre

"Caring, sharing, trying our best"

At Chapel End Infant School & Early Years Centre we aim to provide a safe, caring and stimulating environment, which offers opportunities:-

- For access to a broad and balanced curriculum that promotes the fulfilment of each child's academic, creative and physical potential and fosters their social, moral and spiritual values.
- For everyone within the school to have a sense of wonder, an enthusiasm for learning and help children to develop as independent thinkers and learners with enquiring minds.
- For children to learn to be organized, confident and persistent individuals and to develop a respect and understanding for others.
- For the development of positive relationships between all members of the school community to support and enhance children's learning.

Equal opportunities

At Chapel End Infant School & Early Years Centre school we believe that every child is entitled to equal access to the curriculum, regardless of race, gender, class or disability.

Inclusion

We are committed to promoting learning and teaching environments for all, which embraces the values of inclusive educational practices.

Through a child-centred approach, we aim to ensure that education is accessible and relevant to all our learners. At Chapel End Infant School & Early Years Centre we respect each other and celebrate diversity and difference.

Child Protection Policy

Chapel End Infant School & Early Years Centre

1.0 Introduction

- 1.1 The governors and staff of Chapel End Infant School & Early Years Centre 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 Officer responsible for Child Protection is the Headteacher. The Deputy Child Protection Officers responsible are the Deputy Headteacher and Senior Early Years Teacher.
Headteacher: Terri Martin
Deputy Headteacher: Debra Noakes
Assistant Headteacher: Karen Wishart
- 1.4 The aims of this policy are:
 - 1.4.1 To support the child's development in ways that will foster security, confidence and independence.
 - 1.4.2 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.
 - 1.4.3 To provide a systematic means of monitoring children known or thought to be at risk of harm.
 - 1.4.4 To emphasize the need for good levels of communication between all members of staff.
 - 1.4.5 To develop a structured procedure within the school community in cases of suspected abuse.
 - 1.4.6 To develop and promote effective working relationships with other agencies, especially the Police and Social Care.
 - 1.4.7 To ensure that all adults within our school who have access to children have been checked as to their suitability.

2.0 Procedures

- 2.1 Our school procedures for safeguarding children will be in line with LA and LSCB procedures. We will ensure that:
 - 2.1.1 We have designated members of staff who undertake regular training.
 - 2.1.2 We have members of staff who will act in the designated teachers absence (Linda Murray, Sarah Jayes, Sarah Wales & Chris Little)
 - 2.1.3 All members of staff develop their understanding of the signs and indicators of abuse.
 - 2.1.4 All members of staff know how to respond to a pupil who discloses abuse.
 - 2.1.5 All parents and carers are made aware of the possibilities of staff members actions with regard to child protection procedures.
- 2.2 Our procedures will be reviewed annually by a Waltham Forest Child Protection Adviser and up-dated accordingly.
- 2.3 All new members of staff will be given a copy of our child protection procedures as part of their induction into the school.

3.0 Responsibilities

- 3.1 The designated teacher is responsible for:
 - 3.1.1 Adhering to the LSCB, LA 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 who is subject to a child protection plan who is absent without explanation for two days is referred to Social Care.

4.0 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 Our school will support all pupils by:
 - 4.4.1 Encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying.
 - 4.4.2 Promoting a caring, safe and positive environment within the school.
 - 4.4.3 Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
 - 4.4.4 Notifying Social Care as soon as there is a significant concern.
 - 4.4.5 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.

5.0 Confidentiality

- 5.1 We recognise that all matters relating to Child Protection are confidential.
- 5.2 The Headteacher 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.

6.0 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.

7.0 Safer Recruitment

- 7.1 The Headteacher, Deputy Headteacher and Chair of Governors have participated in and passed the Safer Recruitment training.
- 7.2 Our school will ensure we practice Safe Recruitment by undertaking enhanced DBS checks of staff who work with children. Recruitment adverts will highlight the priority that the school places on this. The school will hold all details for staff and adults working with children on our Single Central Record.

8.0 Allegations against staff

- 8.1 We understand that a pupil may make an allegation against a member of staff.
- 8.2 If such an allegation is made, the member of staff receiving the allegation will immediately inform the head teacher.
- 8.3 The head teacher on all such occasions will discuss the content of the allegation with Local Authority Designated Officer (LADO) Rongful Begum 0208 496 2317.
- 8.4 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 Local Authority Designated Officer (LADO).
- 8.5 The school will follow the LA procedures for managing allegations against staff, a copy of which will be readily available in the school.

9.0 Whistleblowing

- 9.1 We recognise that children cannot be expected to raise concerns in an environment where staff fails to do so.
- 9.2 All staff must be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.
- 9.3 Further information is available in our safeguarding whistleblowing policy.

10.0 Physical Intervention

- 10.1 Our policy on physical intervention by staff is set out within our Restrictive Intervention Procedure and acknowledges that staff must only ever use physical intervention as a last resort, and that all times it must be the minimal force necessary to prevent injury to another person.
- 10.2 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.

11.0 Bullying

- 11.1 Our approach to dealing with bullying is set out within our Positive Management of Behaviour Policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.

12.0 Racial Incidents

- 12.1 Our approach to dealing with racist incidents is set out in our Equalities Policy and our Positive Management of Behaviour Policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.

13.0 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:

Establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.

Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.

Whole school training takes place every three years, as advised by the Local Authority. The last whole school training was on Wednesday 4 September 2013. Training also takes place:

- On a needs basis e.g. when reviewing the Child Protection Policy annually.
- When inducting new staff.
- As a staff meeting agenda item.

14.0 Health & Safety

14.1 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 school when undertaking school trips and visits.

Signed _____ Headteacher

Signed _____ Chair of Governors

Dated: