



## CALLINGTON COMMUNITY COLLEGE (FOUNDATION SCHOOL)

# CHILD PROTECTION POLICY

This policy has been developed in accordance with the principles established by the Children Act 1989; The Education Act 2002 and the Children Act 2004 and in-line with Government publication:

Working Together to Safeguard Children', 2006

'Framework for the Assessment of Children in Need and their Families', 2000

'What to Do If You Are Worried a Child Is Being Abused', 2006<sup>1</sup>

Safeguarding Children and Safer Recruitment in Education', DfES Guidance, September 2007

The South West Child Protection Procedures<sup>2</sup>

Our policy applies to all staff<sup>3</sup>, Governors and volunteers working in the college. The aims of this policy are:

- To ensure that we practice safe recruitment<sup>4</sup> in checking the suitability of staff and volunteers to work with children<sup>5</sup>.
- All staff will receive a copy of the TIER/LSCB Child Protection Awareness Leaflet on appointment.
- To raise awareness of child protection issues and equip children with the skills needed to keep them safe.
- To develop and then implement procedures for identifying and reporting cases, or suspected cases of abuse.
- To support students who have been abused in accordance with his/her agreed child protection plan.
- To establish 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 college will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure that children know that there are adults in the college whom they could approach if they are worried.
- Include opportunities in the curriculum for children to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out in the South West Child Protection Procedures and take account of any guidance issued by the Department for Children, Schools and Families to:

- Ensure that we have a Designated Senior Person for child protection who has undertaken Child Protection Training delivered through the LSCB (Local Safeguarding Children's Boards) and who undertakes an update training day as recommended by the Local Authority every two years (CAMAT).
- Ensure we have a nominated Governor responsible for child protection.
- Ensure every member of staff<sup>6</sup> and the Governing Body know the name of the senior designated person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Ensure that the designated person contacts Children's Social Care if there are concerns about a child/young person.
- Ensure that parents have an understanding of the responsibility placed on the college and staff for child protection by setting out its duties in the College Prospectus.
- Notify the District Social Care Office **immediately** if there is an unexplained absence of a student who is subject to a child protection plan<sup>7</sup>.
- Implement the statutory and LA guidance when a child goes missing from education.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including the attendance at case conferences.
- Keep written records of concern about children, even when there is no need to refer the matter immediately.
- Ensure all records are kept securely and separate from the main student file and in a locked location<sup>8</sup>, and ensure that a child's school record indicates the existence of further records.
- Ensure that the college will follow the South West Protection Procedures when there are concerns or when an allegation is made against a member of staff. The LA Designated Person can be contacted on (01872) 254547
- Ensure safe recruitment practices are always followed. This means that we hold a Single Central Record of Recruitment<sup>9</sup> and that the Headteacher and/or a Governor has completed Safer Recruitment Training<sup>10</sup>.
- Ensure that we implement the education recommendations following a Serious Case Review (SCR).

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 college will endeavour to support the student through:

- The content of the curriculum.

- The college ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued
- The College Behaviour policy is aimed at supporting vulnerable students in the college. The college will ensure that the student knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- The implementation and reviewing of statutory policies that are relevant to safeguarding and promoting the welfare of children.
- Liaison with other agencies that support the student such as Children's Social Care; Child and Adult Mental Health Service (CAMHS); the Education Welfare Service; the Educational Psychology Service.
- Ensuring that where a student in the child protection register leaves the college, their information is transferred to the new school immediately and that the child's social worker is informed
- Recognising that children come from multi-cultural backgrounds and as a result have developed policies to ensure that we embrace:
  - Diversity in religion and faith;
  - Diversity of race;
  - Diversity of ethnicity;
  - Diversity of gender and sexual orientation;
  - The Disability Equality Duty.

#### Unfounded allegations:

In cases where a student is proven to have made an unfounded or unsubstantiated allegation against a member of staff, consideration may be given to enable the pupil to study elsewhere.

Permanent exclusion is rarely an appropriate response. The college recognises that this may lead to social exclusion and significant reduction in life chances for the young person. However, it may be that a managed transfer to an alternative school may be desirable, if there is considered to be an irreparable breakdown of trust or undermined authority.

- 1 DH Guidance (2006).
- 2 Adopted 1st January 2008. [www.wcpp.org.uk](http://www.wcpp.org.uk).
- 3 “Staff covers ALL adult staff on site, including temporary, supply and ancillary staff, and volunteers working with children.
- 4 Safe recruitment practice means scrutinising applicants, verifying identity and qualifications, obtaining character and professional references, checking previous applicants, checking previous employment history and that a candidate has the health and physical capacity for the job, and a face-to-face interview as well as the mandatory check of List 99, and where appropriate a Criminal Record Check.
- 5 Where a third party is responsible for running the services there should be clear lines of accountability and written agreements setting out responsibility for carrying out the recruitment and vetting checks on staff and volunteers DCSF 2007.
- 6 To include temporary and supply staff and volunteers.
- 7 The Child Protection Register ceased to exist from 1st April 2009. Children are now subject to a Child Protection Plan.
- 8 See LA guidelines to schools and other educational establishments re: Keeping Child Protection Records.
- 9 A pro-forma is available on the CYPF intranet.
- 10 The NCSL provides on-line training for Headteachers. Whilst there is no statutory requirement at present to complete this, it is strongly recommended by the Bichard enquiry. The DCSF recognises that other staff and/or Governors need to access training. For further information on safer recruitment and training, please contact Human Resources/Education at County Hall or the Education Safeguarding Manager on (01872) 254547.

This policy is to be reviewed in January 2010

The name of the designated teacher is: MRS J ROCKLIFFE-KING

The name of the designated teacher for LAC is: MRS J ROCKLIFFE-KING