

Le Murier School Child Protection and Safeguarding Policy



Policy statement

We will work with parents, carers and the community to ensure the safety of children and to give them the very best start in life. We will work within the guidelines of Guernsey's Children's Law. We recognise that safeguarding children includes, but at times goes beyond, the protection of children from impairment, abuse and harm. Safeguarding involves the creation of an environment that actively promotes children's welfare and wellbeing.

We recognise that abuse of children can take different forms - physical, emotional, sexual and neglect. When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance or behaviour.

We are committed to:

- building a 'culture of safety' in which children are protected from abuse and harm in all areas of their time at school including off-site visits and work experience
- responding appropriately and promptly to all incidents or concerns
- promoting awareness of child abuse issues through training and learning programmes for all staff
- maintaining confidentiality

Aims

Our aims are to carry out this policy by:

- creating an environment that encourages our students to develop positive self-image, which includes their different heritage
- supporting students to develop a sense of autonomy and independence
- enabling students to have self-confidence and a 'voice'
- helping students to sustain and build relationships with others including their peers and families
- working with staff to build their understanding of and commitment to the principles of safeguarding all our students

Responsibility for policy

Safeguarding children is the responsibility of all members of staff, including support staff, volunteers, supply staff and visiting professionals.

Confidentiality

All suspicions and disclosures will be kept confidential and shared only with those who need to know.

Le Murier's designated person (named Child Protection Officer) is Kevin Childs. The Headteacher also assumes equal responsibility for this role.

Recording suspicions of abuse or disclosures

After a disclosure of abuse the staff member concerned will need to immediately inform the Child Protection Officer (CPO) so that appropriate action can be taken.

Staff will make a record of:

- the child's name, age, address
- the date and time of the observation/disclosure
- an objective record of the observation/disclosure
- the exact words spoken by the child as far as possible
- the names of any other person involved or present at the time

These records are signed and dated and kept in a confidential pupil protection file.

Informing parents and other professionals

Parents/carers are informed by either the CPO or Headteacher when a child discloses to a member of Le Murier staff. Following contact with the parents/carers to inform them of this disclosure, the CPO contacts the Duty Social Worker (Services for Children and Young People).

In light of the new Children's Law (Jan 2010), it will be possible for anyone to refer a child who has a perceived need or is at risk directly to Duty Social Worker at Social Services.

Documentation Procedures

The Education Department has the responsibility to prove identity and qualifications prior to any appointment within the school. All candidates must fulfil a satisfactory Enhanced Disclosure and Barring Services check before a post within the school can be confirmed. All candidates, before the post is offered, are required to provide two references.

A central record of staff Police checks (what was CRB checks) is kept at the Education Office. School has a file detailing key information for each member of staff including address, next of kin, contact numbers and date of birth (and drivers licence in some cases).

We have procedures for recording the details of visitors into school as well as use of a swipe card entry system.

As such, the safeguarding of students at Le Murier will be achieved through the implementation of a range of other discrete policies/guidelines. These include:

- Behaviour Management Policy
- Anti-bullying Policy
- Appropriate touch Policy
- Curriculum Policy
- Health and Safety Policy (*To be updated*)

Scope of the policy

This policy applies to all students and staff. All new staff (including supply) will be made aware of the policy during their induction and will receive child protection awareness training. The successful implementation of the policy depends upon a whole school approach.

Date updated: January 2015

Reviewed: March 2017

Signed:

..... (Headteacher)

..... (Child Protection Officer)