

Silchester Church of England Primary School

Child Protection Policy

Silchester Church of England Primary School fully recognises its responsibilities for child protection.

Our policy applies to all staff, governors and volunteers working in the school. There are five main elements to our policy:

- Ensuring we practise safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- 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.
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.

In safeguarding our children we will follow the policy and procedural requirements of the Hampshire and Isle of Wight, Portsmouth and Southampton Child Protection Committee and take account of guidance issued by the Department of Education and Skills to:

- Ensure that the Governing Body understand their responsibilities under section 175 of the Education Act 2002
- Ensure we have a designated person (CPLD) for child protection who has received appropriate training and support for this role. This will be the Head Teacher.
- Ensure we have a nominated governor responsible for child protection. This will be a non-parent governor and is currently the Chair of Governors.
- Ensure every member of staff, volunteer and governor knows the name of the designated teacher 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 teacher responsible for child protection. Ensure a culture of openness and transparency where staff feel able to raise concerns without fear of repercussions.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations on the school website.

- Notify Children's Services if there is an unexplained absence of more than two days 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 all records are kept securely; separate from the main pupil file, and in a locked location.
- Follow LA procedures where an allegation is made against a member of staff or volunteer.
- Ensure all staff and volunteers adopt sensible practices in order to ensure they do not leave themselves vulnerable to allegations of abuse.
- Ensure safe selection and recruitment practices are always followed.
- Ensure the CPLO and responsible governor have accessed training through NCSL and have gained the certificate for Safer Recruitment

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 content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils 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 Children's Services, Education Welfare Service and Educational Psychology Service.
- Ensuring that child protection records and/or records of concern are transferred immediately and appropriately (separately from pupil files) when a child leaves the school and that the children's services are informed.

Signed:

Chair of Personnel

Headteacher

To be reviewed annually

Reviewed	June 2006
	February 2007
	June 2008
	July 2009