

St Peter's Catholic College of Maths & Computing

Safeguarding and Protecting Children/Young People Policy

Purpose and Aim:

St Peter's Catholic College's whole safeguarding policy aims to provide clear direction to staff and others about expected codes of behaviour in dealing with Safeguarding issues. The policy also aims to make explicit the school's commitment to the development of good practice and sound procedures. The purpose of the policy is, therefore, to ensure that Safeguarding concerns and referrals are handled sensitively, professionally and in ways that support the needs of the child's wellbeing.

Introduction:

Our school fully recognises the contribution it can make to safeguard the children and support the students in its care. There are three main elements to St Peter's Catholic College's safeguarding policy:

1. Prevention (positive school atmosphere, careful and vigilant teaching, pastoral care, providing good adult role models)
2. Protection (following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Safeguarding concerns)
3. Support (to students and school staff and to children who may have been abused)

This policy applies to all employees of St Peter's Catholic College: teaching, non-teaching and volunteers.

Framework:

Schools do not operate in isolation.

Safeguarding is the responsibility of all adults especially those working with children. The development of appropriate procedures and the monitoring of good practice are the responsibilities of South Tees' Local Safeguarding Children Board (LSCB).

We are committed to respond in accordance with the LSCB in all cases where there is concern about significant harm.

Significant Harm:

Local Authority's duty is to investigate (S47 of the Children Act 1989).

Where a Local Authority is informed that a child who is living, or is found, in their area is either subject to an emergency protection order, police protection or they have a reasonable cause to suspect suffering or is likely to suffer significant harm they must make such enquiries as necessary to promote or safeguard the child's welfare. Children's Services Social Care undertake this responsibility on behalf of the Authority once a referral has been made.

Harm means ill treatment or the impairment of health or development;

Development means physical, intellectual, emotional, social or behaviour development.

Health means physical or mental health.

Ill treatment includes sexual abuse and forms of ill-treatment which are not physical.

Note: harm includes the impairment of a child's health or development as a result of witnessing the ill treatment of another person (Adoption and Children Act 2002)

Significance could exist in the seriousness of the harm or the implication of it. This will be a finding of fact for courts. The court will have to establish which standard of health and development would be reasonable to expect for a child with similar attributes, assess the shortfall against the standard and decide whether the difference represents significant harm.

(Children Act Guidelines and Regulation)

Parents/carers should be aware that the school will take any reasonable action to safeguard the welfare of its students. In cases where the school has reason to be concerned that a child may be subject to significant harm, ill treatment, neglect or other forms of abuse, staff have no alternative but to follow the LSCB procedures and inform Children's Services Social Care or the Police Public Protection Unit of their concern.

(Education Act 2002 Section 175)

Roles and Responsibilities

All adults working with or on behalf of children have a responsibility to protect children. Within St Peter's Catholic College the following individuals have special responsibilities:-

Mrs Emma Brown (Designated Person)

Mrs Pam Hanrahan (Nominated Deputy)

Role: to co-ordinate all matters relating to safeguarding issues. These will include:

- Dealing with reports of abuse against children
- Dealing with complaints against staff (employees of St Peter's College)
- Making referrals to Safeguarding Agencies if appropriate
- Keeping the Head Teacher fully informed of all Safeguarding issues that may arise
- Ensuring all staff/governors (employees of St Peter's Catholic College) receive training in Safeguarding every 3 years
- Ensuring that all new staff (employees of St Peter's Catholic College) are properly inducted in safeguarding issues
- Liaise with the school governor with special responsibility for Safeguarding as appropriate.

Mrs Chris Regan (School Governor with special responsibility for Safeguarding)

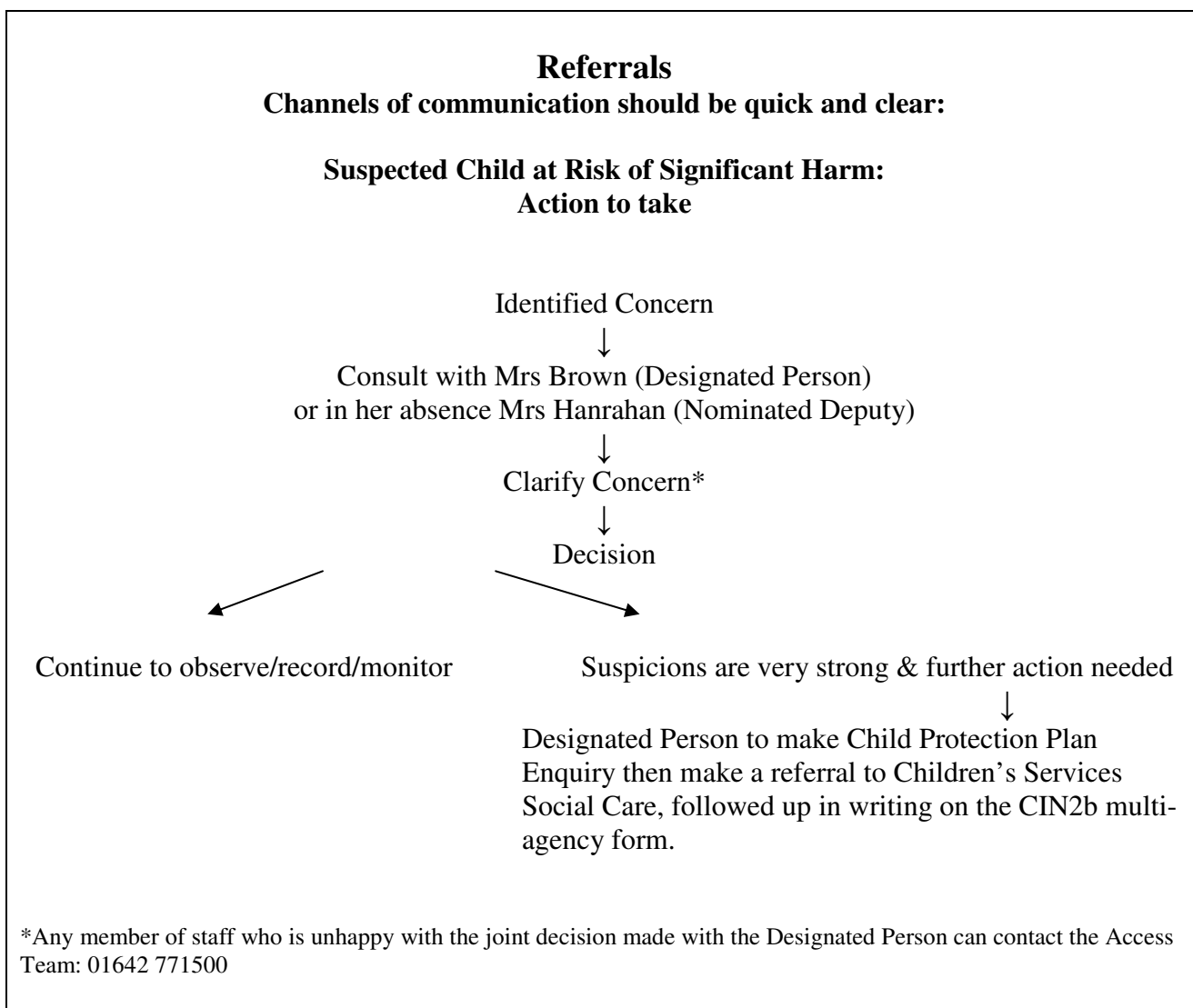
Role: to liaise with Mrs Hanrahan (Nominated Deputy) on matters relating to Safeguarding issues and participate in the annual review of policy.

Procedures:

The Designated Person will be informed immediately by an employee of the school, student of the school, parent of the school, other persons, in the following circumstances:

- Suspicion that a child is being harmed
- There is evidence that a child is being harmed

The Designated Person will keep a full record of concerns raised and make referrals to Children's Services Social Care or Police if necessary. The Headteacher will be kept informed at all times.



Safe Schools/Safe Staff

Complaints against Employees

A Safeguarding complaint involving a member of staff must be reported to the Headteacher immediately.

If the complaint involves the Headteacher then the next most senior member of staff must be informed. Consultation without delay with the appropriate contact for Redcar & Cleveland LA: Barbara Shaw, R&C Adult & Children's Services (01642 771674) will determine what action follows. A multi-agency strategy meeting will be arranged to look at the complaint in its widest context, the Headteacher/a senior member of school staff must attend this meeting.

Training and Support

St Peter's Catholic College ensures that the Head Teacher, Designated Person, Nominated Deputy and Governor with special responsibility for Safeguarding receive training relevant to their role. The school also ensures that all its employees are kept informed about Safeguarding issues through a programme of staff inset.

Professional Confidentiality

Confidentiality is an issue which needs to be understood by all those working with children, particularly in the context of Safeguarding.

St Peter's Catholic College recognises that the only purpose of confidentiality in this respect is to benefit the child.

Information in this school will be shared on a need to know basis.

Records and Monitoring

Well-kept records are essential to good Safeguarding practice. St Peter's Catholic College is clear about the need to record any concerns held about a child or children within its care, the status of such records and when these records should be passed over to outside agencies or transferred to a new school. Protocols must be adhered to in all cases of file transfer.

Attendance at Safeguarding Conferences

In the event of St Peter's Catholic College being invited to attend Child Protection Conferences, the Designated Person will represent the school and provide information relevant to the Child Protection Conference (Initial/Review), using the pro-forma in South Tees Local Safeguarding Children Board (LSCB) procedures.

Supporting Children

St Peter's Catholic College recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. St Peter's Catholic College may be the only stable, secure and predictable element in the lives of some of the children under its care. The school, therefore, recognises that such children might exhibit challenging and defiant behaviour and will take careful note of the context of such behaviour.

St Peter's Catholic College also recognises that some children who have experienced abuse may in turn abuse others. This requires a considered and sensitive approach in order that the child can receive appropriate help and support.

School will endeavour to support all its students through:

- The curriculum, to encourage self-esteem and self motivation
- The school ethos, which promotes a positive, supportive and secure environment and which gives all students and adults a sense of being respected and valued
- A coherent management of behaviour
- A consistent approach which recognises and separates the cause of behaviour from that which the child displays. This is vital to ensure that all students are supported within the school setting
- Liaison with other professionals and agencies who support children and parents
- A commitment to develop productive, supportive relationships with parents whenever it is in the child's interest to do so
- The development and support of a responsive and knowledgeable staff group whose role it is to respond appropriately in Safeguarding situations

St Peter's Catholic College recognises that, statistically, children with behavioural difficulties and disabilities are the most vulnerable to abuse. School staff who work in any capacity, with children with profound and multiple disabilities, sensory impairment and/or other emotional and behavioural problems will need to be particularly sensitive to signs of abuse.

Our school also recognises that in a home environment where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support and protection.

Ratified by Governors:

Next Review:

November 2012

This Policy should be read in conjunction with other related policies in school. These include:

Recruitment and Selection:

The school will operate safe recruitment practice throughout the whole process adhering to “Safeguarding Children and Safer Recruitment in Education”.

Children Services Code of Conduct for all employees

The school will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with students and parents.

The Sexual Offences Act 2003 (Abuse of position of trust)

The school will ensure that staff and volunteers are aware that sexual relationships with students under the age of 18 are unlawful and could result in legal proceedings taken against them.

Health and Safety Policy

This is set out in a separate document and is reviewed every 3 years by the governing body. It reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits.

This policy has been informed by the following:

- Redcar & Cleveland Authority procedures for dealing with allegations/complaints against staff
- Education Act 2002
- Framework for the Assessment of Children and Families
- Children Act 1989
- Working together to Safeguard Children DOH (2006)
- South Tees Local Safeguarding Children Board Procedures
- Inquiries (national/local) informing and improving practices
- United National Charter for the Child
- Data Protection Act
- Sexual Offences Act 2003
- Protection of Children Act 2000
- Freedom of Information Act
- Report of the Bichard Enquiry 2004