



## SAFEGUARDING CHILD PROTECTION POLICY

### Purpose

Padworth College recognises it has a duty to ensure arrangements are in place for safeguarding and promoting the welfare of all our students.

Our policy applies to all staff 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 the students.
- Raising awareness of child protection issues and equipping students with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases of abuse through regular training for all staff.
- Supporting students who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which students can learn and develop.

We recognise that because of the day-to-day contact with students, school staff are well placed to observe the outward signs of abuse. We recognise that high self-esteem, confidence and good lines of communication help prevention.

The school will therefore:

- Establish and maintain an environment where students feel secure, are encouraged to talk, and are listened to.
- Ensure students know that there are adults in the school whom they can approach if they are worried.
- Ensure an anti-bullying policy is in place – (see West Berks Anti-bullying Policy 2006)
- Include opportunities in the PSHE curriculum for students to develop the skills they need to recognise and stay safe from abuse.
- Physical intervention policy is understood by all staff
- Whistle-blowing procedures are understood by students and staff

### Roles and Responsibilities

We will follow the procedures set out by the Local Safeguarding Children's Board and take account of guidance issued by the Department for Children, Schools and Families to:

- Ensure we have a designated person for child protection who has received appropriate training and support for this role.
- Ensure we have a nominated governor responsible for child protection.
- Ensure every member of staff and governor has access to training and knows who the designated person responsible for child protection is 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 person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Notify Social Care 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.

- Ensure that staff can be released to attend Child Protection case conferences.
- Keep written records of concerns about students, even where there is no need to refer the matter immediately and ensure all records are kept securely, separate from the main student file, and in a locked location.
- Ensure that record keeping procedures on staff are in place.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment and selection practices are followed. Identity checks should be carried out, including Advanced CRB and List 99. References should be verified.

We recognise that students who are abused or witness violence may find it difficult to develop a sense of self worth. The school may be the only stable, secure and predictable element in the lives of children at risk. 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 students a sense of being valued.
- The school behaviour/student discipline policy which is aimed at supporting vulnerable students in the school. The school 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.
- Liaison and working closely with other agencies that support the student such as social care, Child and Adult Mental Health Service, education welfare service and educational psychology service.
- Ensuring that, where a student on the child protection register leaves, their information is transferred to the new school immediately and that the student's social worker is informed.

**Procedures for dealing with child protection issues can be found online at**

<http://proceduresonline.com/berks>

### **Monitoring and Evaluation**

This policy will be reviewed on an annual basis

Legislation relating to this policy:

Children Act 1989/2004

Education Act 1996/2002 (S175)

School Standards & Framework Act 1998

Safeguarding Children and Safer Recruitment in Education Guidance Nov 2006

Safeguarding Vulnerable Groups Act 2006

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