



Westwood Community Primary School

Child Protection Policy

Westwood is committed to promoting the health and welfare of all its pupils, and to following the national and local guidance for the protection of children. This policy applies to everyone who works in school, whether they are employed or volunteers.

The school will follow the Wales Safeguarding Procedures for Children and Adults at risk of abuse and neglect (2020) and follow guidance from Flintshire Local Safeguarding Children's Board (LSCB). In particular the school will:

- Appoint a Designated Senior person trained to Level 3 and have one other who will be responsible in their absence. The Senior persons are listed on page 4.
- Appoint at least two designated members of staff for child protection who will be trained to Level 2 standard and supported in the task of overseeing all child protection matters within the school.
- Ensure that a named governor for child protection is also appointed.
- Make every member of school staff aware of their individual responsibility for the protection of children in their care; ensure that everyone knows the name and role of the designated teacher and governor.
- Arrange basic Level 1 training for all staff in child protection basic awareness, which will include what to do if they are worried about a child and how to respond to a child who makes an allegation. This training is refreshed annually and full training every three years.
- ACEs training annually for staff to support the training on Child protection and Safeguarding.
- Maintain an accurate record-keeping system to monitor all children about whom concerns have been expressed, whether or not these concerns lead to a child protection referral.
- Ensure that all staff, and all volunteers who have substantial contact with children, have undergone Disclosure and barring services (DBS) checks at the appropriate level.
- Develop effective links with other agencies, such as Social Services for Children, Police and Health and contribute to inter-agency enquiries, child protection conferences and other related groups as appropriate. School reports to be submitted to all CP conferences irrespective whether staff attend or not.
- Make parents aware of the school's responsibilities in child protection.
- Fulfil any special responsibilities or tasks required in the care of children on the child protection register.

PROMOTING A PROTECTIVE ETHOS

The curriculum, staff training and daily practice of School seek to create a protective ethos where risk to the personal safety of children, particularly the risk of abuse, is minimised.

- The school will also encourage working practices that will protect staff from misunderstanding or malicious accusations.
- If school staff become concerned about a possible risk to the health and welfare of a pupil, the school will work as much as possible in partnership with parents. However, current All Wales Child Protection Procedures will be followed, and where appropriate, the school will have to share its concern with Social Services. We hope parents share this philosophy and accept that School will not act maliciously or thoughtlessly in this regard.
- The school recognises the importance of high self-esteem and self-confidence in keeping children safe. The school curriculum includes activities designed to promote the well-being of the children and give them personal safety information that is appropriate to their ages and levels of development. The increased vulnerability of special needs children, and those who have been bullied or isolated by their peers, is recognised. The school seeks to support those children who may be especially vulnerable to abuse through sensitive monitoring and by ensuring that all children have around them a network of people they can go to for help when necessary.

The school also has policies in related areas that might be useful to read in conjunction with this one. They are:-

- Safeguarding Policy

- All Wales Child Protection Procedures 2020 – Kept in Head Teacher’s office
- Code of Conduct for teachers regarding their behaviour with pupils, including guidance on physical restraint through the LA recommended programme Positive Handling and Intervention Policy
- Positive Behaviour Policy.
- Additional Needs Policy.

Quick Reference on Process and Guidance

1. Do not ignore signs or disclosures of possible abuse.
2. Listen to the child – show that you have heard what they are saying and that you have taken their allegations seriously.
3. Encourage the child to talk but do not prompt or ask leading questions; don’t interrupt when the child is recalling significant events.
4. Explain what actions you must take, in a way that is appropriate to the child.
5. Do not promise to keep what they have told a secret or confidential as you have a responsibility to disclose information to those who need to know. Reporting concerns is not a betrayal of trust.
6. Make accurate notes as soon as practicably possible (within 24hrs) and keep them safe. Use exact words if possible.
7. Refer to designated Child Protection Staff (listed Below)
8. Do not investigate allegations of abuse. They must be referred.
9. Do not confront the alleged abuser.
10. Do not worry that you may be mistaken. You will always be taken seriously by Children’s Services.

Anyone can call Duty Social Workers to report Child Protection issues or to seek advice on 01352 701000

Summary of Child Protection Procedures

It is crucial for all Education staff to be fully aware that investigation of any Child Protection issue is the responsibility of the Statutory investigating agencies which are Social Services for children and the police.

If the child has made a disclosure, the child should be listened to but must NOT be asked leading questions.

1. If a disclosure has been made or a member of staff suspects that a child has been abused or is at risk, the Head teacher, Deputy, Foundation Phase Manager or A.L.N. Co must be **immediately** informed.
2. The Head teacher , Deputy, Foundation Phase Manager or ALNCo must phone the Education Social Worker (Linda Ellis) or Duty Social Worker at the Children’s Services Office, Flint (01352 701000) or after hours on (08450533116)
3. Children’s Services can then assess the situation and decide whether to proceed with “Child Protection” or “Child In Need” procedures, or police involvement when necessary.
4. What information do you need when referring?
 - a. Nature and reasons for referral
 - b. How and why those concerns have arisen
 - c. Child’s name, address, date of birth
 - d. Name address and phone number of parent/ carers
 - e. Names, dates of birth of siblings
 - f. Any other names used
 - g. Name and status of referrer
 - h. Information affecting the safety of staff

5. The referral must be confirmed and sent in writing within 2 working days using "Children's Service Referral Form" and emailed to "Child Protection Department" based at children's services.
6. If in doubt, share your concerns with Linda Ellis (Inclusion Welfare Officer), based at Elfed High School or Lisa Brannan (School Nurse) based at Buckley Health Centre who might be able to assist with any immediate action. It is the responsibility of the Head teacher to carry out the actions above.

If there is alleged abuse or cause of significant harm by a member of staff:

1. Report immediately to Head teacher or Deputy Head (unless the allegation is directed at them)
2. All suspected abuse must be reported to the Manager of Duty Social Worker, based at Flint (01352 701000)
3. School must not undertake their own internal enquiries but must refer as above.
4. School must not make their own decisions about whether a concern that involves a member of its staff is a disciplinary or a child protection matter.
5. Such complex considerations should only take place with the involvement of Social Services and the Police.

If there is alleged abuse or cause of significant harm by Head teacher or Deputy Head.

1. Inform, without delay, the Chief Officer or Director of Lifelong Learning, County Hall, Mold.
2. Alternatively, request a "confidential" interview with the Chief Officer or Director of Lifelong Learning.
3. In cases of professional abuse, the action may be guided by the agencies own procedures on Whistle Blowing and these should also be referred to.

The designated senior person is:

Mrs Jayne Williams– Trained to Level 3

In her absence, Mrs Beverley Matthews – Trained to Level 3

Staff

Lynne Brown – Key stage 2 Lead

Helen Donaghy Foundation Phase Lead

The designated Governor is:-

Mrs Gill Jones – Trained to Level 3

Other useful contacts are:

Gemma Thomas FEPO- Trained to level 3

Useful Numbers:

Children's Services (Duty Social Worker), Flint ~ 01352 701000

Children's Services (Out of hours, after 5pm) ~ 08450533116

Linda Ellis (Inclusion Welfare Officer) ~ 01244 550217

Director of Lifelong Learning ~ 01352 704010

DEFINITIONS

Significant Harm

Under s31(9) of the children's Act 1989:

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

Development means physical, intellectual, emotional, social or behavioural development;

Health means physical or mental health; and

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

Under s31(10) of the Act:

Where the question of whether the harm suffered by a child is significant turns on the child's health and development, his health or development shall be compared with that which could reasonably be expected of a similar child.

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm can also be caused when a parent or caregiver fabricates or induces illness in a child whom they are looking after.

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

In addition, Emotional Abuse may occur due to Domestic Violence

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

In addition Neglect may occur during Pregnancy as a result of maternal substance misuse.