

## **Child Protection Policy & Committee**

Introduction The DFS documents, "Safeguarding Children and Safer Recruitment in Education (2007)" and "Protecting Children from Abuse: the Role of the Education Service", give guidance to the education service on its role in protecting children from abuse.

This school will seek to incorporate the guidance into its Child Protection Policy. This school also accepts its pastoral duty to its pupils, recognising their fundamental right to be protected from harm.

Madhuvan Vatika Public School fully recognises its responsibilities for child protection. Our policy applies to all staff, governors and volunteers working in school. There are five main elements to our policy:

1. Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
2. Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
3. Implementing the agreed procedures for identifying and reporting cases, or suspected cases of abuse.
4. Supporting pupils who have been abused in accordance with his/her agreed protection plan.
5. Establishing a safe environment in which children can learn and develop.

We recognise 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:

- a) Maintain an environment where children feel secure, and are encouraged to talk and be listened to.
- b) Ensure children know there are adults in school whom they can approach if they are worried.
- c) Use the SEAL scheme to develop children's skills to recognise and stay safe from abuse.

### **We appoint following staff on different posts:-**

1. Appoint a senior person for the role of Child Protection – Ms. Anu Kaushal, who has been trained in this role.
2. Appoint a deputy senior person for the role of Child Protection - Mr Vivek Srivastava, who has been trained in this role.
3. Appoint a nominated governor for Safeguarding – Ms. Nisha and Ms. Jaya Sharma.
4. Appoint a nominated governor for Child Protection – Mr. Bholu Shankar and Ms. Sulekha Dhiman.

5. Ensure all staff knows who the designated person is including temporary staff and volunteers.
6. Ensure that all staff understand their responsibilities in being alert to the signs of abuse and responsibility to inform the designated person.
7. Inform Parents through the school brochure of the schools responsibility.
8. Notify Social services within two working days if a child subject to a child protection plan is absent.
9. Develop effective links with agencies and co-operate as required including attending case conferences.
10. Keep written records of concerns, even when there is no need to report them immediately.
11. Keep written records on CP locked away from Child's main records.
12. Develop and follow procedures where allegations are made against a member of staff.
13. Ensure safe recruitment practices are always followed.

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 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 may be withdrawn. The school will endeavour to support the pupil through:

- a) Curriculum content.
- b) School ethos promoting a positive, supportive and secure environment giving the pupil a sense of being valued.
- c) School behaviour policy.
- d) Liaising with other agencies - Social services, EWO, Ed. Psys., School nurse etc.
- e) Ensure if a child is subject to a child protection plan, all records are transferred when the child leaves and the Childs social worker is informed.

Review The school's policy and procedures for Child Protection will be reviewed annually, by the curriculum Committee of the Governing Body. This Policy applies to the Principal, all staff (including supply and peripatetic staff, volunteers, governors or anyone working on behalf of Madhuvan Vatika Public School.

Appendix

### **Procedures in school**

If any member of staff has any suspicions or concerns relating to child protection issues, she/he should inform the designated teacher IMMEDIATELY.

(In the case of suspected sexual abuse no attempt should be made to discuss the suspected abuse with either child or parent.)

The evidence giving rise to the concern should be recorded accurately and factually, by the member of staff having the concerns, on Trafford's proforma, "Notification and Report of Suspected/Alleged Child Abuse" - see Appendix 1.

This report should be handwritten to preserve confidentiality.

The designated teacher will follow the procedures set out in Trafford's Safeguarding Children's Board Procedures.

### **Dealing with Disclosure**

If a child discloses information to a member of staff, which indicates possible child abuse, the situation will need handling with great care and sensitivity.

The child may need reassurance and support that they have done the right thing in sharing the information.

### **Confidentiality**

If a child asks the member of staff to keep the information secret, no such guarantee should be given. It should be carefully explained to the child that the school has a responsibility to refer such incidents to the appropriate agencies, for their own sake.

Assurances should be given, however, that the matter will be disclosed only to the people who need to know.

### **Abuse by a member of staff**

Where there are accusations or suspicions of abuse by a member of staff, the Head must be informed immediately.

If an allegation is made against the Head, the Deputy Head must be informed.

The procedures outlined in the Safeguarding Children's Board Procedural Guide will then be followed.

### **Staff support**

Stress on staff involved in all aspects of Child Protection is considerable and the school will ensure that staff are properly supported.

The Head will be responsible for supporting the staff concerned and, where necessary, seeking help from outside the school.

### **Parents**

Information about the School's responsibility with regard to Child Protection is given in the school prospectus.

### **Training**

The school recognises the importance of training for all staff and they have training to Level 1 every three years. Training for the designated teacher (Head) is seen as a priority, with training at Level 2 and 3 every two years. This is also prioritised for the Deputy Head for those occasions when he/she is acting up.' The designated teacher will disseminate updated information on Child Protection issues, as appropriate.

Information regarding Child Protection is given in the "Teaching Staff Handbook" and the "Handbook for Mid-day Assistants and Lunch-time Organisers."

**Child Protection and the Curriculum.**

The issue of Child Protection should not be seen in isolation, but rather, dealt with in the context of the curriculum as a whole.

Certain areas of the curriculum will lend themselves as vehicles for covering such issues. The Health Education Policy is particularly useful in this respect.

Other matters relating to personal safety will be discussed, within the context of the classroom or during school assemblies e.g. Road Safety, Safety in the Home and at School, Firework Code, Stranger Danger, IT safe use etc.

The use of outside agencies for talk or visits will be employed where appropriate e.g. Road Safety, the Police, Crucial Crew visit etc.

All of these approaches will be designed to make pupils less vulnerable to a variety of risks including abuse.