

YSGOL GYFUN GYMRAEG GLANTAF



Child Protection Policy

Content	Page
Section A Child Protection Policy	3-8
Section B Appendices	9-18
Appendix 1 Child Protection Guidance for Staff and Governors	9-12
Appendix 2 Dealing with a Personal Disclosure	13-14
Appendix 3 Flowchart – All Wales Child Protection Procedures 2008 – referral	15
Appendix 4 Flowchart – DBS criminal records checks and checks of banned lists	16
Appendix 5 Contact telephone numbers	17
Appendix 6 Form to record concern for pupil	18

YSGOL GYFUN GYMRAEG GLANTAF



Child Protection Policy

Introduction

Everyone is responsible for ensuring and promoting the wellbeing of children and young people, be they parents, family members, friends or neighbours, workers or volunteers. All members of a community can help to ensure and promote the wellbeing of children and young people and they should do so if they have concerns about a child's welfare. "Child Protection: Working together under the Children's Act 2004"

Keeping Learners Safe – Welsh Assembly government Circular i58/2015 notes:-
'Everyone working within education should share the same aims to keep children and young people safe'.

1.1 Ysgol Gyfun Gymraeg Glantaf acknowledges fully the contribution it makes towards child protection.

There are four main elements to our policy:-

- a. Prevention through the teaching and pastoral care offered to pupils;
- b. Procedures to recognise cases, or suspected cases, of abuse and reporting on these. Due to our daily contact with children, school staff are well placed to observe the external signs of abuse; and
- c. Support for pupils who may have been abused.
- d. Preventing unsuitable people from working with learners.

1.2 Our policy applies to all staff and volunteers working in the school and to the governors. Teaching assistants, mid-day supervisors, caretakers, secretaries as well as teachers can be the first point of disclosure for a child.

Prevention

2.1 We acknowledge that high self-esteem, confidence, supportive friends and good lines of communication between pupils and a trusted adult help to safeguard children.

Therefore, the school will:

- a. establish and maintain an ethos where the children feel secure and are encouraged to talk and are listened to;
- b. ensure that the children know that there are adults in the school to whom they can go if they are worried or in difficulties;
- c. include in the curriculum activities and opportunities for Personal, Social and Health Education to equip the children with the necessary skills to protect themselves from abuse and to know to whom to turn for help; and
- d. Include in the curriculum material to help children develop realistic attitudes towards the responsibilities of adult life, especially with regards to childcare and parenting skills.

Procedures

3.1 We will adhere to All Wales Child Protection Procedures which have been endorsed by the Local Child Protection Board.

3.2 the school will:-

a. ensure that it has a nominated senior member of staff who has undertaken the appropriate training.

b. acknowledge the role of the nominated individual and arrange support and training. Mrs Rebecca Newis and Mr Denis Pugh have completed the Local Safeguarding Children Board for Cardiff and the Vale of Glamorgan course "Working together to Protect Children".

c. ensure that all members of staff and all governors know that:-

- Mrs Rebecca Newis, Assistant Headteacher, is the school's Child Protection Officer and that they understand the nature of their role;

- they have individual responsibility for referring child protection concerns using the appropriate channels and within the timescales agreed upon by the Local Safeguarding Children Board; and

- if Mrs Rebecca Newis is not available, they should go to Mr Denis Pugh, Head of Progress, Year 11. In the absence of both of the above, they should go to Dr Rhodri Thomas, Deputy Headteacher or Mr Alun Davies, Headteacher.

d. ensure staff members are aware of the need to be vigilant for the signs of abuse and know how to respond to a pupil who may disclose abuse;

e. ensure parents have an understanding of the responsibility placed on the school and the staff for child protection by setting out its commitments in the school prospectus;

f. provide training for all staff so that they understand:-

- i. their personal responsibilities;
 - ii. the locally agreed procedures;
 - iii. the need to be vigilant in identifying cases of abuse; and
 - iv. how to support a child who discloses abuse.
- g. notify the social services team if:-
- a pupil on the child protection register is excluded either for a fixed term or permanently; and
 - if there is an unexplained absence of a pupil on the child protection register of more than two days duration from school (or one day following a weekend);
- h. work to develop effective links with relevant agencies and co-operate, as required, with their enquiries into child protection matters, including attendance at initial review and child protection conferences and core groups and the submission of written reports to the conferences;
- i. keep written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to social services immediately;
- j. ensure all records are kept secure and in locked locations;
- k. adhere to the procedures set out in the Welsh Assembly Government guidance circular.
- l. ensure that recruitment and selection procedures are made in accordance with Welsh Assembly Government guidance circular 34/2002 "*Child Protection: Preventing Unsuitable People from working with Children in the Education Sector*"; and designate a governor for child protection who will oversee the school's child protection policy and practice. The Child Protection Governor is Mrs Iona Edwards

Supporting the Pupil at Risk

4.1 We recognise that children who are at risk, suffer abuse or witness violence may be deeply affected by this.

4.2 The school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn.

4.3 The school will endeavour to support the pupil through:-

- a. the content of the curriculum to encourage self-esteem and self-motivation;
- b. a school ethos which:-
 - i. promotes a positive, supportive and secure environment; and
 - ii. gives pupils a sense of worth;

c. one of the aims of the school's behaviour policy is to support vulnerable pupils in the school. All staff will agree on a consistent approach which focuses on the behaviour of the child who has misbehaved while avoiding damage to the pupil's sense of self-worth. The school will endeavour to ensure that the pupil knows that some behaviour is unacceptable but the individual is valued and not to be blamed for any abuse which has occurred;

d. regular liaison with other agencies who support the student such as Social Services, Child and Adolescent Mental Health Services, the Educational Psychology Service, Behaviour Support Services and the Education Welfare Service; and

e. keeping records and notifying Social Services as soon as there is a recurrence of a concern;

4.4 When a pupil on the child protection register leaves the school, we will transfer information to the new school immediately and notify Social Services.

5 Bullying

Our policy on bullying is set out in the Anti-Bullying Policy and this is reviewed annually by the governing body.

6 Physical Intervention

Our policy on physical intervention is set out in the Physical Intervention Policy and this is reviewed annually by the governing body.

7 Children with Statements of Special Educational Needs

We recognise that statistically children with behavioural difficulties and disabilities are those most vulnerable to abuse. School staff who deal with children with profound and multiple disabilities, sensory impairment and or emotional and behaviour problems need to be particularly sensitive to signs of abuse.

8 Recruitment Procedures

Ysgol Gyfun Gymraeg Glantaf implements recruitment and management procedures which take into account the requirement to safeguard children and young people, including arrangements to undertake the appropriate checks on staff and volunteers which comply with the multi-agency procedures agreed upon locally with Human Resources.

Ysgol Gyfun Gymraeg Glantaf will follow Local Authority procedures for advertising, interviewing and recruiting staff including the requirement for Criminal Records Bureau verifications – namely the Disclosure Barring Service (DBS).

Ysgol Gyfun Gymraeg Glantaf implements safe recruiting procedures, ensuring that every member of staff who comes into contact with children or information about children has been subject to appropriate Criminal Records Bureau referral verification undertaken in compliance with Welsh Assembly Government Circular 158/2015

Keeping Learners safe: The role of local authorities, governing bodies and owners of independent school under the Education Act 2002.

9. Radicalisation

The school acknowledges its responsibilities (under Section 26 of the Counter-Terrorism and Security Act 2015 and Prevent Duty Guidelines) to safeguard pupils who are in danger of being radicalised. The school will do this by:

- Providing a safe environment for pupils to talk about matters which may cause concern to them, including sensitive topics such as terrorism and extreme ideologies.
- Recording and assessing the risk to individuals who could be drawn to terrorism, violent or non-violent extremism
- Knowing how to complete a Channel referral and how to obtain support for the child/young person.
- Ensuring that staff have received appropriate training and that they have the knowledge and the confidence to report pupils who are in danger of being drawn to terrorism and extremism and to challenge extremist ideas.
- Ensuring that children are safe from terrorist and extremist materials when they use the internet in the school, including setting appropriate filtering levels.

10. Requirement to inform the Police of cases of Female Genital Mutilation (FGM)

The school is aware of its responsibility to inform the police of any known cases of FGM. (Section 74 Serious Crime Act 2015). When staff suspect that a case of FGM has occurred or if they believe that a girl could be at risk, the school will follow existing safeguarding procedures in these instances.

11 Domestic Violence and Gender based Violence

This relates to the following: physical, sexual, psychological, emotional or financial abuse where the victim lives with the person committing the abuse or is related to that person. Men, women and children may be victims.

Children in families where there is a problem with domestic violence are at risk of being harmed.

Gender based violence is violence or the threat of violence predicated on beliefs or customs related to gender.

Sexual violence – includes exploitation, assault and threats of a sexual nature.

Links are often found between domestic abuse and child abuse. When schools know or suspect that there is domestic violence within the home, the designated Child Protection Officer should take appropriate action.

12. Confidentiality

Confidentiality issues need to be understood if children divulge information they are being abused. A child may only feel confident to confide in a member of staff if the child feels that the information will not be divulged to anyone else. However, members of staff have a professional responsibility to share relevant information about safeguarding children with the designated statutory agencies if a pupil has child welfare difficulties. It is important that all members of staff deal with this sensitively and explain to the child that they must inform the appropriate people who can help the child, but that they will only tell those who need to know in order to be able to help. They should reassure the pupil and tell the pupil that the situation will not become common knowledge within the school.

A pupil disclosing information has had to show significant courage and may also be experiencing conflicting emotions, involving feelings of guilt, embarrassment, disloyalty (if the abuser is someone close) and hurt.

Only the following members of staff have access to the child protection records - Mrs Rebecca Newis, Mr Denis Pugh and Mr Alun Davies. At all other times records are kept securely locked and separate from the child's main file.

28 June 2019