

CHILD PROTECTION POLICY

The Governors and Staff of The County High School, Leftwich (CHSL) are committed to protecting and safeguarding all their students to ensure, as far as is reasonably possible, that they are free from harm. In accordance with DfE guidelines and in meeting its statutory duty to further promote safeguarding and students' wellbeing (Education Act, 2002: Section 175), the academy has a Senior Designated Teacher for Child Protection (Vice Principal) who is responsible for coordinating child protection issues and reporting to the Principal and Designated Governor, who is a Trustee. The CHSL is committed to fully complying with the safeguarding standards and procedures of Cheshire West SCiE (Safeguarding Children in Education) team.

NB. The appendices to this document give further information on some specific safeguarding issues such as:

- ***CSE (Child Sexual Exploitation)***
- ***FGM (Female Genital Mutilation)***
- ***Prevent and Channel strategies with regard to radicalisation and extremism***
- ***Forced Marriage***
- ***HBV (Honour Based Violence)***
- ***Domestic Abuse***
- ***Neglect***
- ***Peer-on-Peer Abuse***
- ***County Lines***

With regard to any other safeguarding issues for example - self-harm, substance abuse, eating disorders, CHSL is committed to the prompt investigation of any referral and to providing appropriate support for any student via internal or external support mechanisms.

1. Key Principles

'Our academy fully recognises the contribution it can make to protect children and support students in our academy and in doing so will comply with DfE and Local Authority guidelines on best practice in Child Protection.

There are three main elements to our Child Protection policy.

- a) **Prevention:**
(eg, positive academy atmosphere, curriculum and pastoral support to students)
- b) **Protection:**
(by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Child Protection concerns)
- c) **Support:**
to students and academy staff.

This policy applies to all staff, both teaching and non teaching.

2. Prevention

We recognise that for children, high self-esteem, confidence, supportive friends and clear lines of communication with a trusted adult help all children, especially those at risk of, or suffering from, abuse.

Our academy will therefore:

- a) establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to,
- b) ensure that children know that there are adults in the academy whom they can approach if they are worried or are in difficulty,
- c) include in the curriculum activities and opportunities which equip children with the skills they need to stay safe from harm,
- d) include, in the curriculum, material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills,
- e) ensure that, wherever possible, every effort will be made to establish effective working relationships with parents/carers and colleagues from other agencies.

3. Protection: Framework

Schools do not operate in isolation. Child Protection is the responsibility of all adults and especially those working with children.

In this Academy the Designated Teacher for Child Protection is a Vice Principal. If any staff have any concerns they should consult a member of the safeguarding team. The Designated Teacher will, after further discussions, decide whether a referral should be made to Social Services. It will also be necessary for parents/carers to be contacted unless such contact were judged to place the child at further risk.

The Academy will consider instigating a TAF (Team around the Family) document and will engage fully with TAF documentation instigated by any other agency.

The Designated Governor is a Trustee who is involved with the setting of this policy and for updating the appropriate Governors' Committee.

4. Protection Procedures

We will follow the procedures set out in the document produced by the Safeguarding Children in Education Team (SCiE) of the Local Safeguarding Children's Board (LSCB).

A copy of this document is held by the Vice Principal.

Staff will be reminded at various times of the year of the procedure they should follow if they have any concerns about a student, at one of the weekly staff briefings. There is also a briefing paper in the staff handbook, issued to every member of staff when they join the academy and in September.

- Before confirmation of appointments, all staff will be subject to an Enhanced Disclosure and Barring Service (DBS) check.
- At least one member of the Recruitment Panel will have current "Safer Recruitment" training.

Parents/carers will be informed of the Academy's duties and responsibilities via a statement on the website.

5. Training and Support

Our Academy will ensure that the Designated Teachers for Safeguarding, and all Staff attend all training relevant to their role. In particular, we will ensure that they have attended the basic child protection course delivered using materials provided by the Local Authority Safeguarding Team.

6. Confidentiality

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

While the member of staff who is the recipient of a concern cannot promise not to share that concern with the Designated Teacher, they can assure the child that information will only be shared when necessary to ensure his/her safety and well-being.

The Designated Teacher, after interviewing the child, may feel it necessary to make a referral to Social Services. (See above.) That action will then be shared with the child if it is felt advisable to do so. It is usual practice to inform the child's parents/carers when a referral has been made.

7. Records and Monitoring

Please refer to the Academy's Data Protection Policy (available in the Policies' section of the Academy's website under 'GDPR') for information regarding the use of personal data.

Well-kept records are essential to good Safeguarding practice. Our Academy is clear about the need to record any concerns about a child within our academy, the status of such records and when and how these records should be passed over to other agencies.

Staff are expected to refer any safeguarding concerns promptly to one of the Academy's Designated Safeguarding Professionals (DSPs) and to provide information in a form that enables effective pursuit of those concerns and subsequent record keeping.

The Academy's DSPs are expected to record concerns raised and any subsequent actions taken promptly and rigorously.

8. Attendance at Child Protection Conference

As a result of a referral to Social Services a Child Protection Conference or Child In Need meeting may be called. This will be attended by a Designated Teacher or a delegated member of staff.

In executing our principal duty of care to the child the Academy expects staff to maintain an appropriate professional relationship with parent/carers. If these working relationships are compromised the Senior Designated Professional should oversee liaison with parents/carers.

9. Supporting Students at Risk

Our Academy recognises that children who have experienced abuse or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. This Academy may be the only stable, secure and predictable element in the lives of children at risk. Whilst at academy, their behaviour may still be challenging and defiant, or they may be withdrawn from the academy. The Academy accepts its duty to support any child who displays such behaviours.

This Academy will endeavour to support the student through:

- a) the curriculum to encourage self esteem and self motivation.
- b) the academy ethos which promotes a positive, supportive and secure environment and which gives students a sense of being valued.
- c) the fair, consistent and proportionate implementation of academy behaviour management policies
- d) regular liaison with other professionals who support the students and their families.
- e) the development and support of a responsive and knowledgeable staff group, trained to respond appropriately in Safeguarding situations.

Staff should recognise and be mindful of evidence that children with behavioural difficulties and disabilities are more vulnerable to abuse.

10. Potential Difficulties

If a teacher needs immediate support to deal with a Safeguarding issue they can contact the academy Pastoral office who will inform a Designated Teacher.

Academy staff are reminded through the weekly briefing meetings to avoid placing themselves in situations where allegations may be made against them. This is also emphasised as part of the N.Q.T. and new staff induction programme.

The Academy takes great care to recruit and select safe staff applying Safer Recruitment Procedures and through references and DBS checks. Members of staff are advised to be vigilant and to notify any concerns to a Designated Teacher.

It is recognised that such issues can have a negative impact on the working relationship with parents/carers. While those dealing with the issue will try to maintain a constructive relationship with parents/carers, our principal duty of care lies with the child.

11. Use of CCTV:

CCTV is used at The Academy for the following purposes:

- i) As part of the provision to ensure site security internally and externally.
- ii) To provide video evidence to help ensure the safety of students and staff.
- iii) To provide evidence to help clarify any alleged incidents of inappropriate behaviour.

The use of any CCTV imagery should be in line with guidance described for the use and sharing of other data.

Appendices

CSE (Child Sexual Exploitation)

Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people are wilfully enticed into performing, and/or having performed on them, sexual activities.

CHSL uses the LSCB CSE Screening Tool to identify potentially exploitative situations and to facilitate prompt referral and support for any students involved.

FGM (Female Genital Mutilation)

What is FGM?

FGM involves procedures that intentionally alter/injure the female genital organs for non-medical reasons.

FGM is internationally recognised as a violation of human rights of girls and women. It is illegal in most countries including the UK.

Signs that indicate a child has undergone FGM might include:

- Prolonged absence from school and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable
- Complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group
- Reluctance to take part in physical activity
- Repeated urinal tract infection
- Disclosure

Prevent and CHANNEL strategies with regard to radicalisation and extremism

Extremism:

CHSL seeks to protect children and young people against extremist attitudes and behaviour. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation.

CHSL is clear that this exploitation and radicalisation should be viewed as a safeguarding concern. All staff at CHSL have received training to inform them of the Prevent strategy and the CHANNEL referral agency.

Recognising extremism:

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes;
- glorifying violence, especially to other faiths or cultures;
- making remarks or comments about being at extremist events or rallies outside school;
- evidence of possessing illegal or extremist literature;
- advocating messages similar to illegal organisations or other extremist groups;
- out of character change in dress, behaviour and peer relationships (there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent);
- secretive behaviour;
- online searches or sharing extremist messages or social profiles;
- intolerance of difference, including faith, culture, gender, race or sexuality;
- graffiti, art work or writing that displays extremist themes;
- attempts to impose extremist views or practices on others;
- verbalising anti-Western or anti-British views;
- advocating violence towards others.

HBV (Honour Based Violence)

Honour based violence refers to instances of violent conduct justified by a perceived religious or cultural principle. Such acts are illegal. Staff at CHSL are obliged to refer any suspected behaviour of this nature to the Designated Safeguarding Lead.

Forced Marriage

Forced marriage is an offense in this country. Staff at CHSL are obliged to refer any suspected behaviour of this nature to the Designated Safeguarding Lead. Forced marriage should not be confused with consensual arranged marriage.

Domestic Abuse

CHSL is committed to Operation Encompass through which instances of domestic abuse (both physical and emotional) are reported by the Police to key adults in the Academy. Equally CHSL accepts its obligation to promptly report any potential domestically abusive situations giving due regard to the safeguarding needs of any young people involved.

Neglect

Neglect is any persistent failure to meet a child's physical and psychological needs such that there is the risk of serious impairment of the child's health or development.

Peer-on-Peer Abuse

Peer-on-peer abuse refers to any inappropriate physical contact between peers. Staff at CHSL recognise that any cases of peer-on peer abuse must be reported as a safeguarding concern via the usual safeguarding route.

The following support is offered to students in the EFL curriculum as follows:-

- Year 7 Relationship education - students will explore what makes a healthy relationship with family and friends
- Year 8 Emotional health and body image
- Year 9 Sex and relationships (Kite Runner)
- Year 10 Sex and relationships – students will consider healthy sexual relationships and appropriate behaviour within relationships

County Lines

This refers to the involvement of young people in criminal activity across Local Authorities often under the coercive influence of adults.

Approved at Student Progress & Achievement Committee: 13th November 2018

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This document is part of the group which include Safeguarding, Behaviour for Learning, Anti-Bullying, Acceptable Use, Online Safety, Exclusions, Policy Statement Additional & Special Education Needs, Drugs' Education, Use of Images, Student Illness, Accident & First Aid, Use of Force, Recruitment, Supporting Children with Medical Conditions, Single Equality Scheme and Health & Safety Policies.