

CHILD PROTECTION POLICY

Principles:

- This school recognises its responsibility to protect and safeguard the welfare of young people entrusted to its care.
- The staff and governors of this school are committed to listening to, relating effectively and valuing each individual young person in our care.
- This school recognises its statutory responsibility to discuss with Education and Children's Services' Duty Team any significant concerns about any child which may indicate physical abuse, emotional abuse, sexual abuse or neglect in accordance with the Area Child Protection Committee's child protection procedures.
- This school recognises its duty to work with other agencies in protecting young people from harm and in responding to abuse.
- The welfare of the young person is paramount at all times.

The Designated Member of Staff for Child Protection:

- The Designated Member of Staff for Child Protection in this school is Anne Parfitt. The Assistant D.M.S. for Child Protection is Carol Martin.
- The DMS will co-ordinate action on child abuse within the school, ensuring that all staff (including supply and support staff) are aware of their responsibilities in relation to child protection.
(Ref: Role of Designated Member of Staff for Child Protection)
- In her absence staff should refer to Headteacher or Deputy Headteacher.

Responding:

- Be alert to signs of abuse and act immediately and sensitively in the child's best interests. The priority is to protect the child.
- Never promise confidentiality. You will have to pass on information, but stress that this is only passed on to those who can help and that the child has taken the correct action in talking to you.
- Listen to the child's story without judging and limit questioning. If possible let the student write down what has happened in their own words. Keep a record of the time and date of the disclosure or suspicions.
- Any member of staff who has concerns about a child must report their concerns to the Designated Member of Staff for Child Protection on Extension 238.
- In accordance with the Solihull Local Safeguarding Children Board, any member of staff noting a concern should seek, where possible, the agreement

of the family for a referral to Children's Services Duty Team. (Ref. Section 5.2.4). However, if it is felt that any such agreement seeking would increase the level of significant risk to the child, the matter should be discussed with the Duty Team and their advice sought.

- All referrals to Children's Services by DMS need to be confirmed in writing within 48 hours.
- If the suspicions in any way involve another member of staff, the member needs to be brought to the attention of the Headteacher.
- If the suspicion in any way involves the Headteacher, advice needs to be sought from the LA Children Protection representative on the Solihull L.S.C.B. (Local Safeguarding Children Board).
- Steve Martin: Chief Education Welfare Officer (Solihull) and Sheila Wyatt: Senior Education Welfare Officer (Solihull) have made a commitment to respond within 60 minutes to any contact from school wishing to discuss/clarify a child protection concern.

They can be contacted on : **0121 788 1505**

Record Keeping:

- Any member of staff receiving a disclosure of abuse from a child, or noticing signs or symptoms of possible abuse in a child, will make notes as soon as possible (within the hour if possible), writing down as exactly as possible, what was said or seen, putting the scene into context, and giving the time and location. Dates and times of events should be recorded as accurately as possible, together with a note of when the record was made. All records must be signed and dated clearly. (See Appendix).
- All records of a child protection nature (hand written or typed) will be given to the DMS for safe keeping. This includes child protection conference minutes. Access to any records will be on a 'need to know' basis. These are kept in a locked filing cabinet by the DMS.
- When a young person who is subject to a child protection plan leaves the school, the DMS will inform the new school immediately and discuss with the young person's keyworker the transfer of any confidential information the school may hold.

The Curriculum:

- Through the various aspects of the curriculum, staff will raise students' awareness and build their confidence so that they have a range of contacts and strategies to ensure their own protection and they understand the importance of protecting others.
- The principles embedded in this policy link into other policies relating to: Health, PSHE, RE, Sex Education, Bullying, Equal Opportunities, Special Educational Needs.

Training:

- This school is committed to supporting and training all staff in matters of child protection.
- The DMS will liaise with the appropriate person in the LA with respect to ensuring that all staff have access to appropriate training.

Recruitment of staff and volunteers:

- Good practice guidance as outlined by the DfES and Solihull's Human Resources Section should always be followed.
- "The knowledge that the organisation has developed an awareness culture for the protection of children may deter some ill-intentioned applicants and encourage good ones." Towards Safer Care (2000) Department of Health.

Governors:

- The governors support the staff in carrying out their responsibilities with regard to child protection. The governing body will ensure that the school has a child protection policy and that once a year child protection matters are raised at a governors meeting. (Autumn Term).
- A nominated governor will attend appropriate training (at Lyndon it is normally Chair of Governors).
- The nominated governor for child protection will be the link person with the LA and investigating agencies where allegations are made against a Headteacher.

Signs and Symptoms to Look for in a Class:**Possible signs of physical abuse:**

Unexplained injury or burns, particularly if they are recurrent

Improbable excuses given to explain injuries

Refusal to discuss injuries

Untreated injuries

Admission of punishment which appears excessive

Fear of parents being contacted

Withdrawal from physical contact

Flinching at sudden movements

Arms and legs kept covered in hot weather

Fear of return home

Fear of medical help

Self destructive tendencies

Aggression towards others

Chronic running away

Possible signs of emotional abuse:

Physical, mental and emotional development delay or disturbance

Admission of punishment which appears excessive
Over-reaction to mistakes
Sudden speech disorders
Fear of new situations
Inappropriate emotional responses to stressful situations
Neurotic behaviour (e.g. rocking, hair-twisting, thumb sucking)
Self-mutilation
Fear of parents being contacted
Extremes of passivity or aggression
Drugs/solvent abuse
Chronic running away
Compulsive stealing
Scavenging for food or clothes
Enuresis/encopresis (bedwetting/soiling)

Possible signs of neglect:

Constant hunger
Poor personal hygiene
Constant tiredness
Poor state of clothing
Emaciation
Frequent lateness or non-attendance at school
Untreated medical problems
Destructive tendencies
Low self-esteem
Neurotic behaviour (e.g. rocking, hair-twisting, thumb sucking)
Very poor social relationships
Chronic running away
Compulsive stealing
Scavenging for food or clothes

Possible signs of sexual abuse:

Genital injuries
Explicit sexual stories/poems/drawings
Sexualised play with explicit acts
Soreness of genitals/bottom
Masturbation in contextually inappropriate fashion
Sexual offending/abusing
Gender identity difficulties
Exposing themselves
Suicide attempts
Obsessive washing
Anal incontinence/encopresis
Nightmares
Pregnancy/abortion

MANY OF THESE SIGNS AND SYMPTOMS MAY ALSO BE INDICATIONS OF OTHER MEDICAL, SOCIAL OR PSYCHOLOGICAL PROBLEMS.

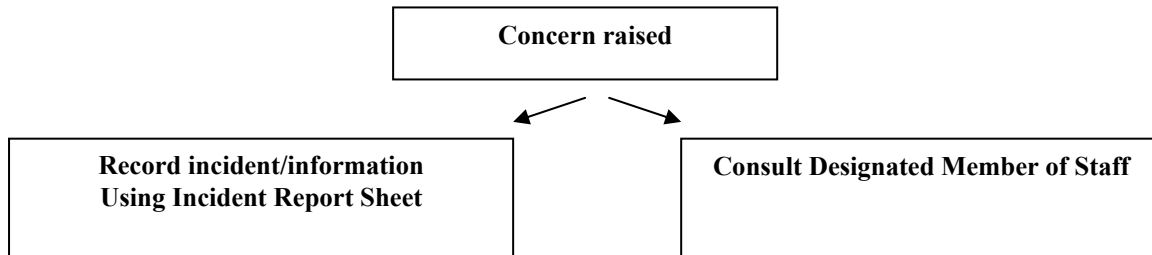
Useful Contacts:

- Children's Services: 0121 788 4300
- Child Protection Unit: 0121 788 4310
- Child Abuse Investigation Unit: 0121 712 6143
- Education Welfare Service: 0121 788 1505
- NSPCC Young Person's Centre: 0121 770 3000

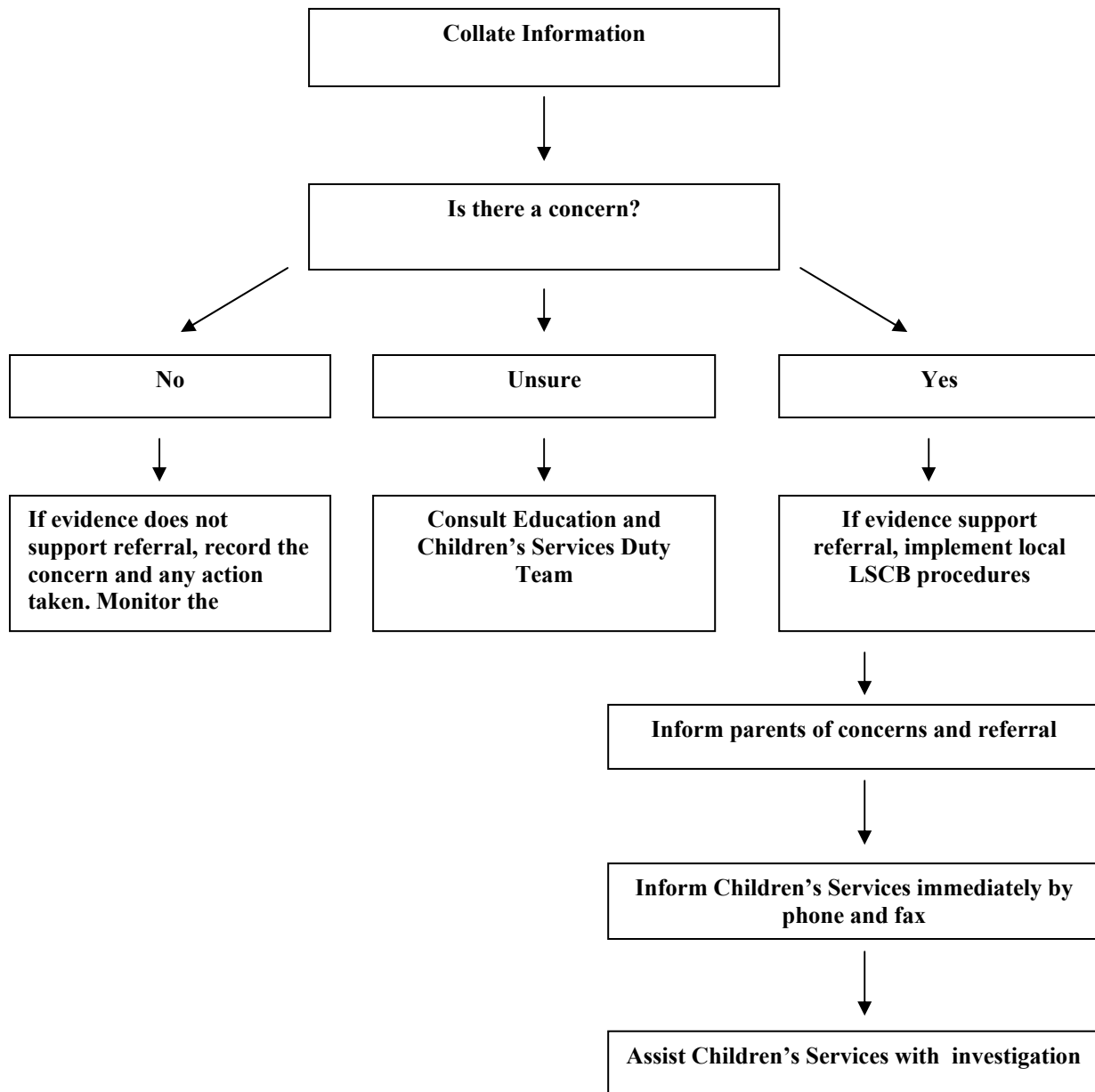
Supporting Documents:

- Solihull L.S.C.B. (Local Safeguarding Children Board)
- Every Child Matters: Change for Children programme
- Childrens Act 2004

ROLE OF STAFF



ROLE OF DESIGNATED MEMBER OF STAFF FOR CHILD PROTECTION



 LYNDON SCHOOL	CHILD PROTECTION	MAY 2008
---	-------------------------	-----------------

“The local authority is under a duty to make enquiries, or cause enquiries to be made, where it has reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.”

As a school, we have a statutory responsibility to discuss with Education and Children’s Services (Social Services) any concerns that we might have about a child that may indicate physical abuse, emotional abuse, sexual abuse or neglect.

In all schools, there is a Designated Member of Staff for Child Protection (DMS), at Lyndon it is Anne Parfitt, Inclusion and Access Team Leader. The Assistant DMS is Carol Martin, who is based in the Student Support Centre. The DMS will co-ordinate action on child abuse within the school and make a referral to the Children’s Services Team if necessary.

Teachers and Learning Support Assistants are particularly well placed to observe outward signs or changes in behaviour. Students who are stressed, worried or abused will talk to the adult that they trust and feel comfortable with.

If you suspect abuse or receive a disclosure from a student, the following guidelines should be followed:

- Act immediately but sensitively, the priority is to protect the student. Take all allegations seriously.
- Never promise confidentiality, you will have to pass on information to the DMS or Pastoral Manager but stress to the student that you will only tell those who can help and that the student has made the correct decision to talk to you.
- Listen to the student’s story without judging and limit your questioning to – What happened? Where? When? Only trained investigating officers should conduct in depth interviews.
- Pass any concerns, however slight, to the DMS as they could be part of a more serious issue – like pieces of a jigsaw puzzle.
- Write down the disclosure made by the student or any concerns you have on the appropriate form.
- Keep a record of the time and date of disclosure or your suspicions.
- Any allegation about a member of staff should be passed to the Headteacher.
- Discussing a matter with the DMS does not always mean that a referral will be made.
- All Child Protection matters are confidential and any discussions you have had with students or the DMS should not be discussed with colleagues.

The definitions of abuse and possible indicators are very detailed and some are easier to spot than others. With students at a secondary school, the most common concerns are physical abuse when a carer has chastised a child with undue force, emotional

abuse including exposure to domestic violence and sexual abuse, which can include underage sex with consent.

Self harm is not in itself an indication of abuse, it is more a cry for help by the student and the role of the DMS would be to offer support and advice to the parents and the child, with the help of medical experts.

We make very few referrals, most cases which are passed to the DMS are dealt with by contacting parents and asking them to make referrals to their GP for support or advising them to contact the police. We do seek advice regularly from Children's Services.