

Ysgol Gynradd Gymraeg Tan-y-lan



Bydd Dda, Bydd Doeth, Bydd Wych

Child Protection Policy



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The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rightsrespecting school we not only teach about children's rights but also model rights and respect in all relationships - Linked to Articles 3, 16, 19, 20, 21, 25, 27, 34, 36, 39 (CRC)

Emergency Contact Numbers:

Berian Wyn Jones (Headteacher)
Designated School Child Protection Officer

Aled Williams (Deputy Headteacher)

Mr Garthe Huxtable (Chair of Governors)
Designated Governor Child Protection Officer - 07788754860

Social Services, Access and Initial Assessment Team - 01792 635700

Emergency out of hours duty Social Worker: 01792 775501

Lisa Collins (Child Protection and Safeguarding Officer) School
& Governor Unit - 01792 637148 / 07827822700
e-mail: lisa.collins@swansea.gov.uk

Introduction

This document should be read in conjunction with:

- The All Wales Child Protection Procedures 2008.
- Child Protection - Notes for Staff booklet (March 2011)
- Staff Facing an Allegation of Abuse
- Safeguarding Children in Education (WAG Circular 005/2008)

The Statutory Basis of Child Protection

Children Act 1989

The Children Act 2004

Safeguarding Children in Education - the role of Local Authorities and Governing Bodies under the Education Act 2002 Circular 005/2008. The governing body has a duty under section 175 of the Education Act 2002 to ensure "that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children...."

The staff and governors of this school fully recognise the contribution they make to safeguarding children. The welfare of all pupils in this school is a priority. We believe that our school should provide a caring, supportive and safe environment which promotes the social, physical and moral development of each child by the provision of a curriculum and ethos which promotes self worth, confidence and independence. No child can learn effectively and reach their potential unless they feel secure.

Our Children have the right to protection, regardless of age, gender, race, culture or disability. They have the right to be safe in our school. Ysgol Tanylan promotes the UN convention for Children's Rights.

In our school we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves.

Our teaching of personal, social and health education and citizenship, as part of the National Curriculum, helps to develop appropriate attitudes in our children and makes them aware of the impact of their decision on others. We also teach them how to recognize different risks in different situations, and how to behave in response to them.

Aims

The aims of our policy are:

- to ensure that all pupils know that they will be listened to and be able to communicate easily any concerns which they may have;
- to raise the awareness of **all** teaching staff, associate staff, Governors and volunteers to the need to safeguard pupils by identifying those "children in need"* and possible cases of child abuse;
- to emphasise the need for staff in this school to work in partnership with other relevant agencies (particularly Social Services Department and the Police) and to support them in carrying out their statutory duties;
- to ensure that staff are clear about their individual responsibilities for reporting concerns and that they understand the reporting procedures;

- to ensure that the school and Governing Body practice safe recruitment in checking the suitability of staff and volunteers working with pupils;
- to provide a systematic means of monitoring children known or thought to be at risk of harm.

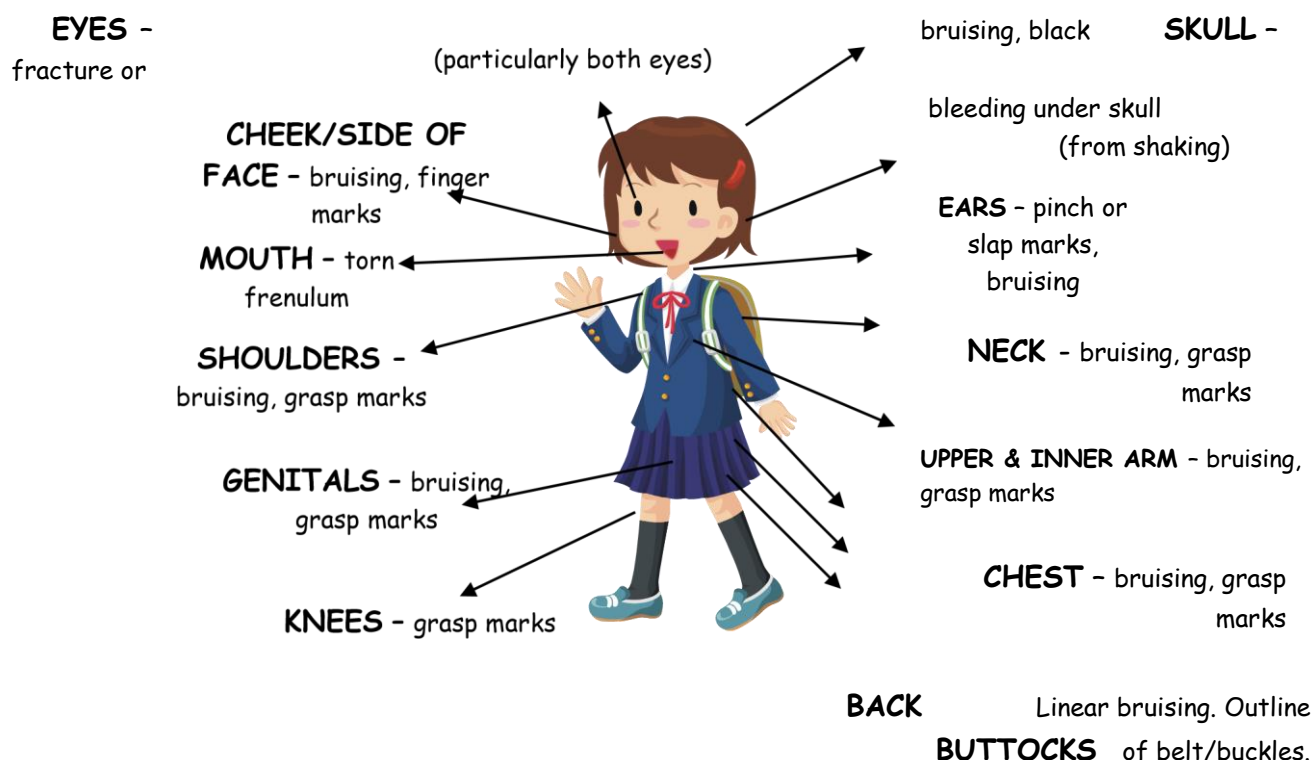
**Child in Need - a Child in Need is a child who may be in need of support from Social Services or another agency but not necessarily at risk of significant harm and in need of immediate protection. Any and all concerns must be reported to a senior member of staff immediately. Further advice and guidance must be sought from the Referral and Assessment Team within Social Services Tel No: 01792 635700. Referrals should be made, as for Child Protection, on the Common Assessment and Referral Form.*

What is Abuse ?

- Physical
- Neglect
- Emotional
- Sexual
- Domestic

Physical

- This includes hitting, shaking, throwing, poisoning, burning or scalding.
- It also includes fabricated illness. This may be caused when a parent or carer feigns the symptoms of or deliberately causes ill health to a child in their care



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 and development.
- Physical neglect.
- Safety neglect.
- Educational neglect
- Medical care neglect.

Presenting Features:

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing
- Emaciation
- Untreated medical problems
- No social relationships / poor peer relationships
- Destructive tendencies

Emotional:

- Persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.
- Some level of emotional abuse is found in all types of abuse but it may be found alone.

Presenting Features:

- Rejection.
- Being ignored / isolated.
- Terrorising the child.
- Corrupting the child.
- High criticism, low warmth.

Domestic Abuse

- Domestic Abuse can take a number of forms and does not only involve violence against the victim, but can also include isolation, intimidation, control and humiliation

Presenting Features:

- Children can be physically injured.
- Children can witness abuse against a parent /carer and this can cause emotional trauma.
- This emotional trauma can have serious damaging effects upon the development of a child.

- Children's exposure to parental conflict can lead to serious anxiety and longer-term psychological distress.
- "Copy cat" behaviour
- Domestic Abuse can have a negative impact upon the victim's ability to look after their children.

Sexual Abuse

- This 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.
- This can involve acts of penetration, or non penetrative acts.
- It also includes involving children in looking at or in the production of pornographic material or to encourage children to behave in sexually inappropriate ways,

Presenting features Sexual

- Change in behaviour
- Inappropriate sexual knowledge and behaviour.
- Pregnancy and promiscuity.
- Bulimia.
- The majority do not have any symptoms or signs.
- MOST IMPORTANT IS WHAT THE CHILD SAYS

Child Sexual Exploitation

Child sexual exploitation is the coercion or manipulation of children and young people into taking part in sexual activities.

It is a form of sexual abuse involving an exchange of some form of payment which can include money, mobile phones and other items, drugs, alcohol, a place to stay, 'protection' or affection.

The vulnerability of the young person and grooming process employed by perpetrators renders them powerless to recognise the exploitative nature of relationships and unable to give informed consent.

Indicators

- periods of going missing overnight or longer;
- older 'boyfriend' or relationship with a controlling adult;
- physical or emotional abuse by that 'boyfriend' or controlling adult;
- entering and/or leaving vehicles driven by unknown adults;
- unexplained amounts of money, expensive clothing or other items;
- physical injury without plausible explanation;
- frequenting areas known for sex work.

In the event of a disclosure:

- record exact words used by the child;
- do not question the child, only record what has been volunteered;
- report immediately to Headteacher/senior member of staff;

- refer to Access and Initial Assessment Team – **Social Services Tel No: 01792 635700.**

See also Appendix 1

Procedures

The Designated Teacher for Child Protection

In this school the Head teacher, Mr Berian Wyn Jones is the Designated teacher in respect of Child Protection matters. In his absence the Deputy Head (Mr Aled Williams) will assume responsibility for these matters. If no member of SMT available, then please consult Kathryn Thomas, Manager, School, Governor and Student Services Tel: 01792 636537 or Lisa Collins, Child Protection and Safeguarding Officer Tel: 01792 637148

We will ensure that **all** staff, and Governors are aware of who the Designated teacher is and receive LA child Protection training.

The role of the Designated teacher is:

- the coordination of all child protection issues, acting as a source of advice and support for any staff who have concerns or information that a pupil may be suffering abuse or be a child in need;
- to be responsible for making referrals to Social Services;
- to ensure that the school is represented at case conferences and core meetings and contributes fully by providing reports as required;
- to attend training on a regular basis and cascade training to staff;
- to ensure that all staff (including agency workers and those directly employed by the school) are in possession of a valid and current CRB certificate. (CRB database available in school office).
- to ensure that all staff (including new staff/supply teachers) have access to all the relevant child protection documents and are clear about their own responsibilities;
- to report **any** allegation about a member of staff to the Local Authority's Child Protection Coordinator;
- to ensure that a chronological record of concerns is maintained if there are concerns about a child even if there is no need to make an immediate referral;
- to attend any Senior Strategy Meetings;
- to ensure that all records including case conference minutes are kept confidentially and securely (separate from pupil records);
- to send the child's records, including all child protection information, immediately to any school to which the child transfers.

Governor for Child Protection

The Chair of Governors is the nominated Governor for child protection.

Their role is to ensure:

- that the school has a child protection policy in place which is reviewed annually to ensure its effectiveness;
- that the Designated teacher and other staff attend appropriate and regular training;
- **that any allegation made against the Head teacher is immediately reported to them.** The Chair of Governors will then contact the Local Authority's Child Protection Coordinator immediately and attend any Senior Strategy Meeting which is called;
- that the school has an up to date and agreed staff disciplinary procedure for dealing with allegations of misconduct against members of staff including Child Protection allegations;
- that the school operates safe recruitment procedures and ensures that all appropriate checks are carried out on all relevant staff in accordance with current regulations.
- that there is an item on the agenda of a Governor Body meeting at least once a year where the Designated teacher will report on:
 - changes to child protection procedures or policy
 - training undertaken by all staff and Governors in the preceding twelve months.
 - the number of incidents of a child protection nature which arose in the school within the preceding twelve months (without details or names)
 - where and how child protection appears in the curriculum

If any teacher suspects that a child in his/her class may be the victim of abuse they immediately inform the named person about their concerns. Abuse can be of a sexual, emotional or physical nature it can also be the result of neglect.

If a child alleges abuse the school makes an immediate referral to Social Services without communicating with parents first. The Head teacher takes the decision whether to inform parents and would not do so if it was felt the child would be at further risk.

We regard all information relating to individual child protection issues as confidential and we treat this accordingly. We only pass information on the appropriate persons; we inform the child at all stages who is involved and what information we have given them.

We require all adults employed in our school to have a DBS check in order to ensure there is no evidence of offences involving children or abuse. This includes canteen staff, cleaners and Governors.

There may be times when adults in our school during the course of their duty use physical intervention to restrain a child, the Head teacher requires the member of staff involved in such an incident to report this to her immediately and record it in the schools incident book. Staff in the STF have all been trained in CPI, which is updated annually. *See Policy for the Use of Restrictive Physical Interventions for the Management of challenging Behaviour (Reasonable Force).*

All adults in the school receive regular training to raise their awareness of abuse and their knowledge of agreed local child protection procedures. This is provided by the LA Child Protection Officer Lisa Collins, the Head teacher or SENCO/Deputy Head teacher.

All staff understand that they can not keep disclosed information confidential even if the child requests this.

The school keeps records of any referrals made to Social Services, including any phone calls for advice. These records are kept secure and confidential.

The school informs all staff that any referral made is confidential and they **are not** to inform parents.

All staff and pupils are made aware of internet safety. Staff have received school based training regarding this and sign to say they have received the training and accept the school's written policy. Pupils are made aware though the curriculum.

New staff are inducted on CP matters by the Head teacher/ Deputy Head Teacher/ New Staff Mentor.

The school ensures secure procedures for pre-employment checks by taking up references prior to appointment, and asks safeguarding questions as part of formal interview.

Reporting of Concerns

The school would encourage all members of staff, paid or unpaid, to express any concerns they might have to the Head teacher or Chair of the Governing Body. This can be done in writing or verbally but staff should be prepared to

discuss issues. Staff can be reassured that anything they report will be dealt with in a sensitive and confidential manner. The school follows the Local Authority's policy on Whistleblowing. ***See appendix ii for disclosure and reporting process followed at Ysgol Gymraeg Tan-y-lan.***

Colleagues in the Child and Family Services teams will also discuss concerns which school staff may have regarding a particular case or offer advice to a member of staff reporting an incident in the absence of the Head teacher, Deputy /SENCO, if they are unsure as to whether or not a referral is necessary - even if it is a Friday afternoon! **The important message is 'if you are concerned do not delay in seeking advice'**, especially regarding any injuries/bruising as it is essential that qualified Pediatrician can be contacted if that is advised.

The number to ring in Social Services is 01792 635700 - Social Services, Access and Initial Assessment Team
Out of hours Emergency Social Services Duty Team telephone number is: 01792 775501

Schools must not inform the member of staff about the concern/allegation, undertake their own internal enquiries or make their own decision as to whether the concern is a Child Protection issue or a discipline issue. This decision will be taken by the Local Authority / Social Services and the Police. Allegations about staff will be dealt with in accordance with the 'Staff facing an Allegation of Abuse - Guidelines on Practice and Procedure', a copy of which is in the school office.

Allegation against Head teacher

In the event of a child protection allegation being made against the Head teacher, then the member of staff in receipt of that allegation must report it to the Chair of Governors (Gareth Huxtable Tel: 0788754860). Should you fail to reach the Chair of Governors contact the Local Authority Lisa Collins on the numbers above or the CARAT on 01792 635700.

Concerns about colleagues

It is recognised that any allegation about a member of staff is a very difficult and sensitive issue. However, any child protection concerns

regarding the inappropriate behaviour of members of teaching or associate staff must be raised with the Designated member of staff with responsibility for Child Protection in the school (Head teacher). In their absence either of the following individuals should be contacted:

□ lisa.Collins , Child Protection and Safeguarding Officer Tel.
01792 637148

Lisa Collins (Child Protection and Safeguarding Officer) School
and Governor Unit : 01792 637148 / 07827 822 700 e-mail:
lisa.collins@swansea.gov.uk

Action to be taken by our school

- We will attend relevant training on child protection on a regular basis.
- We will follow the All Wales Child Protection Procedures.
- All staff will inform the Designated teacher of any concerns that a pupil is suffering or is likely to suffer abuse or of any disclosure of abuse.
- Referrals will be made immediately to Social Services by telephone and followed up in writing using LA procedures.
- Any child on the child protection register absent without explanation will be referred to Social Services and the Education Welfare Officer.
- All staff will inform the Designated teacher of any allegations made against staff volunteers in the school.
- We will endeavour to build relations of understanding, trust and confidence with other agencies in order to ensure the best possible outcomes for children.
- In the last three years, the Head teacher and SENCO have undertaken training by the County and on Restorative Practices. The SENCO will coordinate referrals to outside agencies and can advise staff/families on signposting to appropriate agencies/services.

Prevention

- The school has an important role in preventing abuse by providing our pupils with good lines of communications with trusted adults within a safe environment.
- Our school encourages children to talk and to be listened to.
- Our school ensures all children know there is someone in school who they can approach if they are worried or in difficulty.
- Our school will include opportunities within the PSE curriculum for pupils to explore issues to help them develop the skills to stay safe from harm and to know to whom they can turn for help.

The Child Protection Register - every Local Authority is required to keep a register of all children who are suffering ongoing significant harm. The purpose of this is primarily to alert professionals to those concerns

This policy will be reviewed annually or earlier if legislation and / or guidance changes.

Reviewed by :- Mr Berian Wyn Jones and Governors sub committee

Date :- May 2023

Berian Wyn Jones

Appendix i

Child Abuse – Categories, Signs and Symptoms

There are 4 categories: Physical, Sexual, Neglect and Emotional

Defined as –

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. This situation is commonly described using terms such as fabricated illness by proxy or Munchausen syndrome by proxy.

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or nonpenetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

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. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food, clothing and shelter (including exclusion from home or abandonment); failing to protect a child from physical and emotional harm or danger; not ensuring adequate supervision (including the use of inadequate care-givers); or failing to provide access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs

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 children that they are worthless or unloved, inadequate, or valued only insofar 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 a child.

Indicators of Physical Abuse:

- unexplained bruising, marks or injuries on any part of the body
- multiple bruises- in clusters, often on the upper arm, outside of the thigh
- cigarette burns
- human bite marks
- broken bones
- scalds, with upward splash marks,
- multiple burns with a clearly demarcated edge.

Changes in behaviour that can also indicate physical abuse:

- fear of parents being approached for an explanation
- aggressive behaviour or severe temper outbursts
- flinching when approached or touched
- reluctance to get changed, for example in hot weather
- depression □ withdrawn behaviour
- running away from home.

Indicators of Sexual Abuse:

- pain or itching in the genital area
- bruising or bleeding near genital area
- sexually transmitted disease
- vaginal discharge or infection
- stomach pains
- discomfort when walking or sitting down
- pregnancy

Changes in behaviour which can also indicate sexual abuse include:

- sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn
- fear of being left with a specific person or group of people
- having nightmares
- running away from home
- sexual knowledge which is beyond their age, or developmental level
- sexual drawings or language
- bedwetting
- eating problems such as overeating or anorexia
- self-harm or mutilation, sometimes leading to suicide attempts
- saying they have secrets they cannot tell anyone about
- substance or drug abuse
- suddenly having unexplained sources of money
- not allowed to have friends (particularly in adolescence)
- acting in a sexually explicit way towards adults

Indicators of Neglect:

- constant hunger, sometimes stealing food from other children

- constantly dirty or 'smelly'
- loss of weight, or being constantly underweight □ inappropriate clothing for the conditions.

Changes in behaviour which can also indicate neglect may include:

- complaining of being tired all the time
- not requesting medical assistance and/or failing to attend appointments
- having few friends
- mentioning being left alone or unsupervised.

Indicators of Emotional Abuse:

- neurotic behaviour e.g. sulking, hair twisting, rocking
- being unable to play
- fear of making mistakes
- sudden speech disorders
- self-harm
- fear of parent being approached regarding their behaviour
- developmental delay in terms of emotional progress

Appendix ii

Dealing with Disclosures made by a child:

Receive

- Listen carefully to what is being said, without displaying shock or disbelief.
- Accept what is said. The child making the disclosure may be known to you as someone who does not always tell the truth. However do not let your past knowledge of this person allow you to pre-judge or invalidate their allegation.
- Do not attempt to investigate the allegation. Your duty will be to listen to what is being said and to pass that information on.

Reassure

- Provide the child with plenty of re-assurance. Always be honest and do not make promises you cannot keep, for example: "I'll stay with you", or, "Everything will be all right now". □ Alleviate guilt, if the pupil refers to it. For example, you could say: "You're not to blame. This is not your fault".
- Do not promise confidentiality. You will be under a duty to pass the information on and the child needs to know this.

React

- You can ask questions and may need to in certain instances. However this is not an opportunity to interrogate the child and go into the territory of in depth and prolonged questioning. You only need to know the salient points of the allegation that the child is making.
- Do not ask 'leading' questions, for example, "What did he / she do next?" (this assumes that he / she did), or "Did he touch you?" Such questions may invalidate your evidence (and the child's) in any later prosecution in court.
- Always ask open questions using the words "Who", "What", "When", "Where", "Why" and "How". When you ask questions using these words it is impossible to get a "Yes" or "No" answer.
- Do not criticize the alleged perpetrator as the pupil may still have a positive emotional attachment to this person.
- Do not ask the pupil to repeat their allegation to another member of staff. If they are asked to repeat it they may feel that they are not being believed and / or their recollection of what happened may change.

Record

- Take notes as soon as it is practical to do so. Record the actual words spoken by the child – do not re-translate them into the way that adults speak or try to make sense of the structure of what was said). Do not be offended by any offensive language or words used to describe the abuse).
- Time and date your notes and do not destroy them in case they are required by a court.
- If you are able to do so then draw a diagram to indicate the position of any bruising but do not ask the child to remove any clothing for this purpose.
- Record statements and observable things, rather than your interpretations' or assumptions.

Final Steps

Once you have followed the above guidelines, pass the information on immediately to the

Designated Persons with responsibility for Child Protection. They will then contact the Children's Central Advice Referral and Assessment Team to seek their advice as to what should happen next. If the Designated persons are not available, contact the Children's Central Advice Referral and Assessment Team on 635700 for advice and guidance.