




# Child Protection Policy

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**November 2016**

<b>Signed (Chair of the Arbor Academy Trust):</b>	
<b>Date:</b>	October 2016
<b>Date of Review:</b>	November 2017

*The Arbor Academy Trust reviews this policy annually. The Trustees may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Trust receives recommendations on how the policy might be improved. This document is also available in other formats e.g. e-mail and enlarged print version, on request to the School Offices and is displayed on the schools' websites.*

## 1. Introduction

*'Every child has the right to be free from abuse and neglect and be treated with dignity and respect.'*

Across our Trust, staff have a primary responsibility for the care, welfare and safety of the pupils in our charge. We will carry out this duty through our pastoral care, which aims to provide a caring, supportive and safe environment, valuing individuals for their unique talents and abilities, in which all our young people, regardless of their race, religion, culture or disability, can learn and develop to their full potential. One way in which we seek to protect our pupils is by helping them to recognise unwelcome behaviour in others and acquire the confidence and skills they need to keep themselves safe.

- All our staff and volunteers have been subject to appropriate background checks. The members of staff at our schools have also adopted a code of practice for our behaviour towards pupils.
- The purpose of the following procedures on Child Protection is to protect our pupils by ensuring that everyone who works in our schools - teachers, non-teaching staff and volunteers - have clear guidance on the action which is required where abuse or neglect of a child is suspected.
- The overriding concern of all caring adults must be the care, welfare and safety of the child and the welfare of each child is our paramount consideration. The problem of child abuse will not be ignored by anyone who works in our schools and we know that some forms of child abuse are also a criminal offence.

## 2. What is child abuse?

We use 'the following definition:

- *Neglect* - the persistent or significant neglect of a child, or the failure to protect a child from exposure to any kind of danger, including cold or starvation, or persistent failure to carry out important aspects of care, resulting in the significant impairment of the child's health or development, including non-organic failure to thrive.
- *Physical* - physical injury to a child, whether deliberately inflicted or knowingly not prevented.
- *Sexual* - the sexual exploitation of a child or young person for an adult's or another young person's own sexual gratification, i.e. the involvement of children or young people in sexual activities of any kind (including exposure to pornography) which they do not understand, to which they are unable to give informed consent or that violate normal family roles.
- *Emotional* - persistent or significant emotional ill treatment or rejection, resulting in severe adverse effects on the emotional, physical and/or behavioural development of a child.

## 3. Bullying

Bullying is a highly distressing and damaging form of abuse and is not tolerated in our schools. All staff are vigilant at all times to the possibility of bullying occurring and will take immediate steps to stop it happening, to protect and reassure the victim and to discipline the bully. Where necessary, parents of both the victim and the bully will be personally contacted immediately bullying behaviour is identified.

- Any complaint by a parent that their child is, or may be, being bullied will be fully investigated by the Senior Management Team and any other staff member involved. Where it is ascertained that bullying is or has taken place then team action will be taken to protect the victim. This will usually include ensuring that another child or small group of children befriends and supports the child being bullied during the school day. A parent making a complaint about bullying will have a personal response from the Designated Teacher (DT) within two weeks of making the complaint, outlining the investigation which has been carried out and the action being taken.

- The sanctions taken against a pupil who bullies will depend on the seriousness of the case, but will include the loss of any privileges or position of responsibility he/she holds in the schools. His/her behaviour will be carefully monitored until all staff are satisfied that the problem has stopped. If a pupil's bullying behaviour persists, the second stage will be to instigate the Child Protection procedures described below. (see Anti-bullying Policy).

#### **4. Female Genital Mutilation (FGM)**

Staff are aware that this practice became a criminal offence in the UK in 1985. Signs to look out for include:

- unexplained long absences
- abrupt travel arrangements
- pupils withdrawn from PSHE
- walking difficulties
- persistent or frequent urinary tract infections.

Staff have an awareness of the groups of communities in which FGM is a common practice.

#### **5. Procedures for reporting suspected (or disclosed) child abuse**

The DT for child protection is Maureen Okoye. She has received training on the Area Child Protection. In her absence:

- Samina Ahmed - Deputy Designated Teacher (DDT) - Davies Lane/ Acacia
- Lisa Bogle/Kristy Barter - Deputy Designated Teachers (DDTs) – Selwyn

will assume responsibility for Child Protection matters.

- If a child makes a disclosure to a teacher or other member of staff which gives rise to concerns about possible abuse, or if a member of staff has concerns about a child, the member of staff must act promptly. They should not investigate - this is a matter for the Social Services - but should report these concerns immediately to DT, discuss the matter with her and make full notes.
- The DT will decide whether it is in the best interests of the child, the matter needs to be referred to Social Services. If there are concerns that the child may be at risk, the school is obliged to make a referral. Unless there are concerns that a parent may be the possible abuser, the parents will be informed immediately.

The DT may seek clarification or advice and consult with the local authority child protection officer before a referral is made. No decision to refer a case to Social Services will be made without the fullest consideration and on appropriate advice. The safety of the child is our first priority.

- Where there are concerns about possible abuse, the DT will inform:
  - The Social Services
  - The local authority designated Officer for Child Protection

#### **6. Allegations against staff**

If a complaint about possible child abuse is made against a member of staff, the DT (or DDTs, if she is not available) must be informed immediately. The above procedures will apply (unless the complaint is about the DT). Where the matter is referred to Social Services, the member of staff will be removed from duties involving direct contact with pupils and may be suspended from duty as a precautionary measure pending investigation by Social Services. The Chairman of the Board of Governors will be informed immediately.

- If any member of staff feels unsure about what to do if they have concerns about a child or are unsure about being able to recognise the signs or symptoms of possible abuse, they should

Speak to the DT. If for whatever reason, a person feels that they cannot raise the matter with the DT or DDT then advice from a LA Child Protection Officer should be sought.

## 7. The Role of the Governor

The role of the child protection governor alongside the governing body is to oversee policies and procedures.

The following are named governors for child protection:

Mrs. Lesley Pikesley is the named governor for Davies Lane

Mr Graham Moss is the named governor for Acacia Nursery

Mrs Helen Wagner is the named governor for Selwyn

### Staff Receipt

I acknowledge that I have read the Child Protection Policy and am familiar with the procedures.

<b>Name:</b>	
<b>Signature:</b>	
<b>Date:</b>	