

# Child Protection Policy

Birchwood Community Academy Trust

Policy owner (Name):	Mrs L Maclaren
Policy owner (Job Title):	Deputy Head Behaviour, Welfare and Safeguarding
Governing body oversight:	Policy Review Committee
Date of approval:	
Date of next review:	

## Principle

Birchwood Community High School is committed to the welfare and protection of all learners and students in our care. All staff have responsibility to be familiar with Child Protection Guidelines and to be alert to signs and symptoms of possible child abuse issues that need to be referred for investigation to the designated Child Protection member of staff or Headteacher. Child protection is the responsibility of all people who work with children/young people, therefore, Birchwood Community High School does not work in isolation but uses a team approach within a framework of multi-agency collaboration. In situations where child abuse is suspected or concerns about well-being or welfare are raised, our paramount responsibility is to the child.

## Purposes

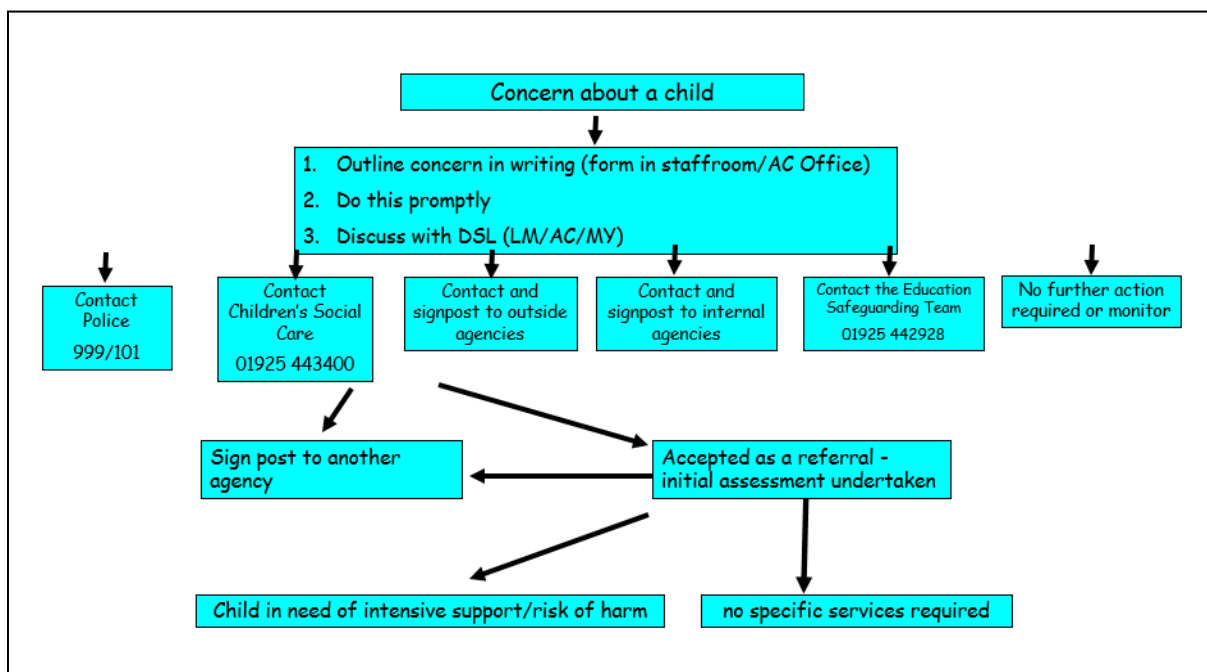
1. To protect the child from significant harm and prevent further abuse;
2. To ensure that any learner or student who has been abused, or has any concerns about their own well-being or the well-being of others, is able to talk to a member of staff confident that the matter will be followed up;
3. To provide all staff, including ITT students, with appropriate training to fulfill their responsibilities;
4. To make staff aware of the signs and symptoms of abuse so that no learner or student who is being abused is missed.
5. To recognise the child's right to be made aware of actions being taken on his/her behalf.
6. To recognise that parents/carers have the right to be involved in decisions and plans which affect them, but that the interests of the child and the welfare of the child must be the paramount consideration.

## Accordingly the school will:

1. Have named senior members of staff who is appropriately trained as the Designated Safeguarding Lead with responsibility for Child Protection. In 2017-2018 this is Lucy Maclaren, Deputy Headteacher and Amanda Crompton, Head of Behaviour & Inclusion;
2. Have an additional named member of staff who is appropriately trained to support Designated Safeguarding Lead. This is Moira Bryan, Headteacher;
3. Have a Lead Governor for Safeguarding. In 2017-2018 this is Rosemary Panting;
4. Ensure that staff receive annual training and regular updates on current Child Protection legislation, procedures and guidelines. This will also be provided on induction. This is to ensure

that all staff are aware of their responsibilities in identifying and reporting abuse. Give the Designated Safeguarding Lead's the opportunity to receive regular, timely and appropriate training. This will include annual training and regular updates from Warrington Local Authority;

5. Have a simple defined system for reporting and responding to concerns about children:



\*Any adult can refer to Children's Social Care (01925 443400) or the Police if a child is in immediate danger;

6. Concerns about staff in school should be reported, using the system above to the Headteacher. In their absence, the acting Headteacher, who take responsibility for contacting the LADO. In the case of the concern being about the Headteacher (or their nominee), the concern should be reported to the Chair of Governors, Ms A. Atherton who will take responsibility for contacting the LADO;
7. Support families with a wide range of services through the Early Help Agenda;
8. Ensure that annual training for all school staff includes awareness of and risk indicators of all aspects of harm that can effect a child, physical, emotional, sexual and neglect. There will be specific information to inform about the risk factors, vulnerabilities to, procedures for reporting concerns and the means to safeguard and support children.
9. Ensure that annual training and supplementary information is available (see Appendix) for all school staff related to the key issues form Working Together to Safeguard Children:
  - a. Radicalization, extremism and terrorism under the Counter Terrorism and Security Act 2015. These terms are defined as:

**Extremism** is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

**Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

**Terrorism** is defined as an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes with or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing political, religious or ideological cause.

The Prevent Officer and associated contact details are:

**Birchwood CHS Point of Contact:** Mrs MacLaren or Mrs Crompton

**Prevent Officer:** Lynsey Mullin [prevent@cheshire.pnn.police.uk](mailto:prevent@cheshire.pnn.police.uk)

**Local Authority Prevent Champion:** Steven Panter 01925 442928;

- b. Child Sexual Exploitation (CSE). The statutory definition of this is:

*Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology;*

- d. Honour Based Violence and especially Female Genital Mutilation. Female Genital Mutilation is defined as:

*Comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons. ... **FGM** is recognized internationally as a violation of the human rights of girls and women. WHO*

Staff must be aware that if a disclosure is made in the course of their duties relating to FGM, they have a **mandatory reporting duty** and this duty is **personal**. This means that the individual must contact the police. It is advised that the person should discuss this with the Designated Safeguarding Lead who will support the member of staff to fulfil their duty and following the report.

- e. Private Fostering. This is defined as:

***Private fostering** is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a **private arrangement** made between a parent and a carer, for 28 days or more.*

The Designated Safeguarding Lead has a mandatory duty to report such arrangements to the Local Authority;

- f. Peer on Peer Abuse. Across the scope of contemporary issues, for example, girls being sexually touched, violence and control in relationship and boys being subject to initiation. The 'Sexting in schools and colleges, responding to incidents and safeguarding young people' guidance will be used to respond to sexting incidents;
- g. Ensure that the school has appropriate recruitment and selection procedures in place which comply with current guidance and legislation relating to safeguarding children and that these procedures are adhered to and monitored;

- h. Include Child Protection training as part of the induction training for all new staff and for students in the Training School;
- i. Work collaboratively with the police, social services and other agencies in line with Warrington Safeguarding Children's Board guidelines;
- j. Monitor learners and students who have been identified as 'vulnerable';
- k. Ensure that key concepts of Safeguarding and Child Protection are integrated within the curriculum especially via the Learning for Life Curriculum. This will include the use of specialist resources, for example the Police or Catch 22;
- l. Create an environment where learners and students feel secure, have their viewpoints valued, are encouraged to talk and are listened to;
- m. Ensure that parents/carers have an understanding of the responsibility placed on the school and staff in reporting safeguarding concerns;
- n. Follow Local Authority procedures when dealing with allegations against staff (see Managing Allegations Flowchart). The LADO and associated contact details are:  
**LADO: Fiona Cowan (nee Walker) 01925 443102**  
**Assistant LADO: Beki Byron 01925 443101**
- o. Have a named governor who is appropriately trained to report to the Full Governing Body on Child Protection and Safeguarding.

### **Evaluation**

- 1. A named Governor (currently Mrs R Panting) will review the school systems, procedures and outcomes annually and report any issues to the Governing Body.
- 2. Positive feedback from learners, students and families who have been supported.
- 3. Positive feedback from additional agencies including OFSTED.

This policy complies with:

- 1. Children's Act 1989 and 2005
- 2. Section 175 of the Education Act 2002
- 3. Working Together to Safeguard Children - Statutory Guidance (March 2015, updated February 2017)
- 4. Keeping Children Safe in Education - Statutory Guidance (September 2016)

### Useful links

[Keeping Children Safe in Education 2016 - Statutory Guidance](#)  
[Working Together to Safeguard Children 2015 - Statutory Guidance](#)  
[What to do if you are worried a child is being abused](#)