

KING'S COLLEGE CHILD PROTECTION POLICY

King's College fully recognises its responsibilities for child protection. This policy applies to all staff and governors working for and on behalf of the School and is available to parents on request. There are five main elements to our policy:

- Establishing a positive, supportive and secure environment in which children can learn and develop, and a School ethos which promotes, in all pupils, a sense of being valued.
- Ensuring we practise safe recruitment in checking the suitability of all staff to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe through the content of the curriculum.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting pupils who have been abused in accordance with his/her agreed child protection plan.

We recognise that because of the day to day contact with children, school staff are well placed to observe the outward signs of abuse. King's College will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the school community whom they can approach if they are worried.
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out by the Local Safeguarding Children Board and take account of guidance issued by the Department for Children, Schools and Families to:

- Ensure we have both a designated Child Protection Officer (CPO) and a Deputy Child Protection Officer, both of whom have received appropriate training and support for this role (currently the Deputy Heads – Mrs K.L. McSwiggan – CPO and Mr R.R. Currie). Training in child protection and inter-agency working is carried out every two years for the designated person and their assistant.
- Ensure we have a nominated governor responsible for child protection. The school should undertake an annual review of the child protection policy and procedures and the efficiency with which the related duties have been discharged.

- Ensure safe recruitment practices are always followed, including Criminal Record Bureau checks, and ensure interviewing staff are trained in Safe Recruitment Procedures.
- Ensure every member of staff (including temporary and supply staff and volunteers) and of the governing body knows the name of the designated Child Protection Officer and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated Child Protection Officer. Training in child protection is provided every three years for the Headmaster and all staff. All part-time and voluntary staff are made aware of the arrangements for child protection.
- Notify social services if there is an unexplained absence of more than two days of a pupil who is in receipt of a child protection plan.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely, separate from the main pupil file, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff. Ensure that there are procedures to deal with allegations not only against members of staff but also against volunteers or the Headmaster; in the case of an allegation against the Headmaster, the chairman of Governors should be informed.
- Notify the DCSF within one month when the services of a person are discontinued because he or she was considered unsuitable to work with children
- Ensure that senior pupils with significant pastoral responsibilities are given training in child protection issues.
- Ensure that any deficiencies or weaknesses in child protection arrangements are remedied without delay.

The Children Act (1989) and Safeguarding Children and Safer Recruitment in Education (2007) state that the “welfare of the child is paramount”. This means that considerations of confidentiality which might apply to other situations should not be allowed to override the right of children to be protected from harm. However, every effort should be made to ensure that confidentiality is maintained for all concerned when an allegation has been made and is being investigated.

We recognise that children who suffer any form of abuse may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging or they may be withdrawn. In such cases, we will liaise with other agencies that support the pupil such as social services,

Child and Adult Mental Health Service, education welfare service and educational psychology service. We will also ensure that, where a pupil in receipt of a child protection plan transfers to another school, their information is transferred to the new school immediately and that the child's social worker is informed.

King's College's Policy on Bullying is to be read in conjunction with the Child Protection Policy – any serious bullying concerns will be referred to the Child Protection Officer and appropriate action will be taken.

Mrs K L McSwiggan
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For further information, please contact
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