



GRANGE SCHOOL

A Culture of Continuous Improvement

Child Protection Policy

Compiled by:	Approved by Governing Body ()
Signature:	Signature:
Date:	Print name:
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Child Protection Policy

Grange School fully recognises its responsibilities for child protection. Our policy applies to all staff, directors and volunteers working in the school. There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- 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.
- Establishing a safe environment in which children can learn and develop.

We recognise that because of the day to day contact with children, school staffs are well placed to observe the outward signs of abuse. The school 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 whom they can approach if they are worried.
- Include opportunities in the curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.
- Ensure we have a nominated director responsible for child protection.
- Ensure every member of staff (including temporary and supply staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection 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 senior person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Contact parents if there is an unexplained absence of more than two days of a pupil who is on the child protection register.
- 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 or volunteer.

- Ensure safe recruitment practices are always followed.

We recognise that children who are abused or witness violence 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 and defiant or they may be withdrawn. The school will endeavour to support the pupil through:

- The content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.

Every Child Matters

At Grange School we are committed to embedding an ethos that embraces the ECM Agenda. This Child Protection policy and its implementation pay particular attention to the following ECM Standards:

1. **Ethos**

- An ethos of trust ensures children are free from bullying and discrimination
- Children and adults ensure that the safety of others and themselves is always a priority
- Children feel safe and secure in reporting bullying, discrimination and any incidents of dangerous behaviour
- An open ethos enables the views of children, parents/carers, staff and other partner/service providers to be valued, respected and acted upon
- A welcoming ethos ensures that children and their parents/carers feel able to approach staff for advice and guidance to support their decision-making about future opportunities and life chances

2. **Policy**

- The ECM outcome 'stay safe' is reflected in the Child Protection Policy and Safeguarding

3. **Personalised Learning**

- An effective system of pastoral care exists to support the well-being and learning of children and young people
- Children and young people know who to go to and where to seek further help from when faced with potential danger, conflict or problems that create barriers to learning

4. Multi-agency working

- Frontline workers from multi-agency services provide advice, guidance and information to support the health and well-being of children and young people
- Professionals from education, health and social care fulfil their duties to safeguard, protect and promote the welfare of children and young people
- Multi-agency service practitioners work in partnership with staff in the educational setting to remove barriers to learning and participation among children/young people
- Multi-agency professionals provide valuable inputs to support the PSHE curriculum

5. Professional Development

- Staff participate in relevant ongoing training related to child protection and safeguarding children