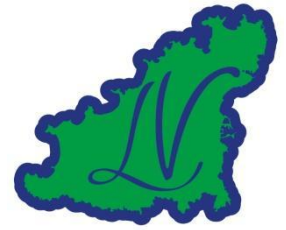




Les Voies
School



Child Protection and
Safeguarding Policy

Type of Policy	Les Voies
Version Number	1.4
Created	January 2023
Review Period	2 years
Date for Review	January 2025
Signed by	

Links to other policies: Engagement policy, Whistleblowing policy, Complaints policy, Anti-bullying policy

Les Voies School takes very seriously its duty towards all students and seeks to provide a school environment where all young people feel safe, secure, valued, respected and listened to. Operate in line with the UNCRC. We therefore have this policy in place to:

- Provide a framework for staff to keep the students and themselves safe.
- Ensure continuity in dealing with child protection matters.
- Ensure all stakeholders know and understand the child protection process.
- Ensure that stakeholders understand how to report child protection concerns.
- Ensure stakeholders know and understand their rights and responsibilities regarding child protection and safeguarding.
- Provide staff with guidance on procedures they should adopt when concerned about child protection matters provide.

What do we want the Child Protection and Safeguarding Policy to do?

- To keep everyone safe
- Provide consistency of approach when dealing with child protection matters.
- To ensure we recognise that the welfare of the child is paramount as stated in the Children law (Guernsey and Alderney), 2008 and believe that it is always unacceptable for a child or young person to experience abuse and/or neglect.
- To ensure staff recognise their responsibility in safeguarding the welfare of all children and young people.
- To affirm our principle aim of working with parents, carers and the community to ensure the safety and protection of children and to give them the very best start in life. We will work within the guidelines of Guernsey's Children Law.
- To operate as duty bearers, upholding and ensuring children's rights are met.
- To recognise that safeguarding children includes, but at times goes beyond, the protection of children from impairment, abuse and harm. Safeguarding involves the creation of an environment that actively promotes children's welfare and wellbeing.
- To ensure we recognise that abuse of children can take different forms – physical, emotional, sexual and neglect. When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect, this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance or behaviour.
- To make sure we are aware of other circumstances which can be indicative of abuse such as domestic violence, bullying, children who go missing from care, child exploitation and private fostering.

- To ensure all children regardless of their age, disability, gender, race, religious beliefs or sexual orientation have the right to be protected from harm and abuse.

Principles

We are committed to:

- Building a 'culture of safety' in which children are protected from abuse and harm in all areas of their time in education.
- Responding appropriately and promptly to all incidents or concerns
- Promoting awareness of child abuse issues through training and learning programmes for all staff
- Maintaining confidentiality
- Achieving the outcomes outlined in the Children and Young People's Plan (CYPP) Healthy and Active, Safe and Nurtured, Reaching their Individual Potential and Included and respected.

Whilst trying to:

- Create an environment that encourages our students to develop positive self-image, regardless of background, sexuality or gender
- Support students to develop a sense of autonomy and independence
- Enable students to have self-confidence and a 'voice'
- Help students to sustain and build relationships with others including their peers and families
- Work with staff to build their understanding of and commitment to the principles of safeguarding all our students

Safeguarding children is the responsibility of all members of staff, including support staff, volunteers, supply staff and visiting professionals.

Categories of Abuse

Child abuse is any action by another person - adult or child - that causes significant harm to a child. It can be physical, emotional or sexual but can just as often be about a lack of love, care and attention. We know that neglect, whatever form it takes, can be just as damaging to a child as physical abuse.

Physical abuse - is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts.

Emotional abuse - Children who are emotionally abused suffer emotional maltreatment or neglect. It's sometimes called psychological abuse and can cause children serious harm.

Sexual - A child is sexually abused when they are forced or persuaded to take part in sexual activities. This doesn't have to be physical contact and can happen online.

Neglect - is the ongoing failure to meet a child's basic needs. It's dangerous and children can suffer serious and long term harm.

Additional factors to be aware of when concerned about a child/young person.

If any of the following situations are occurring in a child's life then this may be an indicator that they are experiencing abuse.

Domestic Violence - witnessing domestic violence is child abuse and teenagers can suffer domestic abuse in their relationships.

Bullying and cyberbullying - bullying can happen anywhere - at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Children who go missing - Children who abscond from their home/care placement are very vulnerable and are at risk of significant harm.

Child Sexual Exploitation - is a type of sexual abuse in which children are sexually exploited for money, power or status.

Private Fostering - concerns the arrangements of where the child lives with extended family or friends. All private fostering undertaken must be disclosed to the States of Guernsey.

Parents/carers mental health – Parents/Carers that are experiencing poor mental health or mental illness may not be able to meet their child's needs.

Parental substance misuse – Impairment through substance misuse may cause parents/carers to be unable to meet their child's needs.

Parental separation and divorce – During times of high levels of stress, parents/carers may not be able to meet the child's needs

The following factors will be taken into account by the CPO when assessing risks to a child. This is not an exhaustive list:

- An unexplained delay in seeking treatment that is obviously needed;
- An unawareness or denial of any injury, pain or loss of function;
- Incompatible explanations offered or several different explanations given for a child's illness or injury;
- A child reacting in a way that is inappropriate to his/her age or development;
- Reluctance to give information or failure to mention previous known injuries;

- Frequent attendances at Accident and Emergency Departments or use of different doctors and Accident and Emergency Departments;
- Frequent presentation of minor injuries (which if ignored could lead to a more serious injury);
- Unrealistic expectations/constant complaints about the child;
- Alcohol misuse or other substance misuse;
- A parents request to remove a child from home or indication of difficulties in coping with the child;
- Domestic violence and abuse;
- Parental mental ill health;
- The age of the child and the pressures of caring for a number of children in one household.

What to do if you are concerned a child/young person is being abused or neglected.

Recording suspicions of abuse or disclosures

After a disclosure to a staff member they should immediately inform the Child Protection Officer (CPO) so that appropriate action can be taken.

Staff should:

- Make a record of the disclosure under ‘**concern**’(The purple button on SLEUTH) which will include, the date and time of the observation/disclosure, an objective record of the observation/disclosure, the exact words spoken by the child as far as possible and the names of any other people present at the time.
- Ensure they are not asking any leading questions
- Ensure the disclosure is reported at the earliest opportunity

In recording a disclosure of abuse, it is very important to distinguish between fact and opinion.

If you feel the child is going to be at immediate risk of danger you should call the police on 999.

These records are kept in a confidential pupil protection file within SLEUTH that is only accessible by the CPO's. The school keeps CP records on file for any students where paperwork has been used rather than SLEUTH, these can be identified by a red dot on the students purple file.

Informing parents and other professionals

Parents/carers are informed by either the CPO or Headteacher or a person designated by either the CPO/HT.

If providing information is likely to put the child at further risk of harm and abuse then advice will have been received from Health and Social Care (HSC) and contact would not be made.

Following contact with the parents/carers to inform them of this disclosure, the CPO contacts the Mash team (Multi-Agency Support hub).

The Children's Law makes it possible for anyone to refer a child who has a perceived need or is at risk directly to the Convenor's Office we would encourage all staff to do this through consultation with the designated CPO's.

Confidentiality

All suspicions and disclosures **will** be kept confidential and shared only with those who need to know.

Les Voies have two designated people that assume responsibility for child protection and safeguarding, the Headteacher and the Inclusion lead.

How to respond to a young person disclosing abuse

- Find a quiet place to talk and allow young person to speak in their own time
- Stay calm and reassuring without making judgements
- Respond sensitively and listen carefully - do not ask leading questions
- Take allegations or suspicions of abuse seriously
- Make notes soon after the disclosure in order to get accurate record
- Do not interpret or make assumptions
- Thank the child for trusting you enough to disclose their experience
- Acknowledge and empathise with the child's feelings, highlighting and reassuring the child that any abuse is not their fault.
- Follow Child Protection procedures as stated in this policy.
- Ensure you explain to the child that you will need to share this information with the CPO if you believe anyone is experiencing harm.

On hearing a disclosure of abuse it is important that staff also take care of themselves and seek to discuss their own feelings with either the CPO or Headteacher. Hearing of cases of abuse and neglect can be particularly upsetting and it is important that staff take care of their own wellbeing as well.

Allegations about members of staff

All allegations about members of staff are taken seriously and will be investigated in order to promote the health, safety and wellbeing of all young people. All allegations will be dealt with as thoroughly and as quickly as possible in line with the school complaints procedure.

Pre-Employment Checks

The Committee for Education, Sport and Culture has the responsibility to prove identity and qualifications prior to any appointment within the school. All candidates require an 'enhanced disclosure' with the Criminal Records Bureau before a post within the school can be confirmed. All candidates, before the post is offered, are required to provide two references.

A central record of staff CRB/Police checks is kept at the Education Office. School has a file detailing key information for each member of staff including address, next of kin, contact numbers and date of birth (and driver's licence in some cases).

We have procedures for recording the details of visitors into School. As such the safeguarding of students at Les Voies will be achieved through the implementation of a range of other discrete policies/guidelines. These include:

- Engagement Policy
- Anti-bullying Policy
- Complaints Policy
- Whistle blowing policy

Scope of the policy

This policy applies to all students and staff. All new staff (including supply) will be made aware of the policy during their induction and will receive child protection awareness training. The successful implementation of the policy depends upon a whole school approach. This policy will be reviewed every 2 years or sooner should there be the need to update. All staff will be made aware of their responsibility to read and understand this policy and how it is used in practice.