

Where children learn with a smile on their face and ambition in their hearts  
Plant yn dusgu efo gwen ar eu wyreb a uchelgon's yn eu calen



# Child Protection Policy



@CaegarwPriSch

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**CHILD PROTECTION POLICY**  
**School Child Protection Officer-Huw Griffiths (Headteacher)**

-  
**Link Governor-Pauline Jarman**

**INTRODUCTION**

The health, safety and well-being of all our children are of paramount importance to all adults who work in our school. Our children have the right to protection, regardless of age, gender, race, culture or disability. They have a right to be safe in our school.

In our school we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves.

Our teaching of Personal and Social Education as part of the National Curriculum helps to develop appropriate attitudes in our children and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations, and how to behave in response to them.

We require all adults employed in school to have their application vetted through the Criminal Records Bureau in order to ensure that there is no evidence of offences involving children or abuse.

A record of all current CRB numbers are kept on a centrally located file

**AIMS**

This policy ensures that all staff in our school are clear about the actions necessary with regard to a child protection issue. Its aims are:

- to raise the awareness of all staff and identify responsibility in reporting possible cases of abuse
- to ensure effective communication between all staff when dealing with child protection issues
- to lay down the correct procedures for those who encounter an issue of child protection

## **PROCEDURES**

There is a named person in our school who is the Child Protection Co-ordinator. This is the Headteacher.

The Child Protection Coordinator will have access to relevant training.

If any teacher suspects that a child in his/her class may be a victim of abuse, they immediately inform the named person about their concerns. Abuse can be of a sexual, emotional or physical nature. It can also be the result of neglect.

Any action that the named person takes when dealing with an issue of child protection must be in line with the procedures outlined in the All Wales Child Protection Procedures, the National Assessment Framework Protocol and LA advice.

### **When a member of staff is alerted to signs of abuse he/she should: -**

- Refer the concerns to the Child Protection Coordinator

### **When a member of staff hears a disclosure from a child he/she must: -**

- Listen to the child sympathetically and without interruptions
- Not ask leading questions
- Make a note of the discussion to pass on to the Child Protection Coordinator including date, time and persons present
- Not give undertakings of absolute confidentiality as staff have a duty to disclose information if necessary
- Report the information to the Child Protection Coordinator

### **The Child Protection Coordinator should: -**

- Discuss the concerns with the member of staff, making a note of relevant details
- Make a telephone referral to the duty Social Worker at Rhondda Cynon Taff Social Services
- Follow up the referral in writing using the Multi-agency referral form

<p><b>IT IS NOT THE RESPONSIBILITY OF STAFF IN SCHOOLS TO INVESTIGATE SUSPECTED CASES OF CHILD ABUSE</b></p>
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If a child alleges abuse, the school may communicate with parents before making a referral. However, the Child Protection Coordinator may make a referral without notifying parents.

The Child Protection Coordinator works closely with the Social Services Department when investigating any allegations of abuse. All parties involved handle such investigations in a sensitive manner, but the interest of the child is of paramount importance.

We regard all information relating to individual child protection issues as confidential, and we treat this accordingly. We only pass information on to appropriate persons.

### **CHILD PROTECTION PROCEDURES WHERE AN ALLEGATION IS MADE AGAINST A MEMBER OF STAFF**

- When an allegation against a member of staff is heard or suspected it should be reported immediately to the Headteacher
- If the allegation is made against the Headteacher, it should be reported to the Deputy Headteacher

**The Headteacher/Deputy Headteacher should: -**

- Contact Personnel Department who, together with the Child Protection Unit, will decide whether there is sufficient evidence to warrant an investigation

The outcome will either be:

- i. Without foundation
  - ii. Internal disciplinary procedures
  - iii. A referral under the Child Protection procedures
- Not investigate the allegation, interview pupils or discuss the allegation with the member of staff
  - Consult with Personnel Department and the Child Protection Unit as to whether the allegation requires further investigation and by whom

### **RESPONSIBILITIES OF THE DESIGNATED GOVERNOR FOR CHILD PROTECTION**

- To be responsible for liaising with the Headteacher/Child Protection Coordinator on matters regarding Child Protection issues
- To ensure that the school has a Child Protection Policy consistent with All Wales Child Protection Procedures
- To ensure that an annual item is placed on the Governing Body agenda to report on
  - changes to Child Protection procedures/policy
  - training undertaken by the Child Protection Coordinator
  - training undertaken by other staff/Governors
  - the number of incidents (without details or names)
- To liaise with the Headteacher/Child Protection Coordinator re allegations of child abuse (with due regard to issues of confidentiality)
- To oversee procedures relating to liaison between the Directorate, Children's Services and the Police, where allegations are made against the Headteacher

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and to be involved with multi-agency strategy discussions where appropriate  
(NB the Governor will have no direct role in investigation an allegation)

- To attend training for designated Governors where available

**REVIEW**

This policy will be reviewed annually or where there are changes in legislation or practice.

Date endorsed by Governing Body: 2014 Autumn

Policy to be reviewed Autumn 2015