



Tidemill's Child Protection Policy

We at Tidemill fully recognise our responsibilities for child protection and strive to achieve an environment where children feel secure, supported and valued within and beyond the school gate.

We recognise that some children today are the victims of neglect and/or physical, sexual or emotional abuse and that staff of the school, by virtue of their day to day contact with and knowledge of the children in their care, are well placed to identify such abuse and to offer support to children in need.

All child protection concerns and referrals will be handled sensitively, professionally and in ways which support the needs of the child.

The purpose of our child protection policy is:

PREVENTION *through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos;*

PROTECTION *by following agreed procedures for identifying, monitoring and reporting cases, or suspected cases, of abuse; protecting children from unsuitable people.*

SUPPORT *to victims of abuse and to staff in identifying signs and symptoms of abuse*

All adults who come into contact with children and young people have a duty of care to safeguard and promote their welfare. Our policy applies to all staff, paid and unpaid working in the school including governors, teaching assistants, midday supervisors, administrators as well as teachers.



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Prevention

Tidemill recognises that high self esteem, confidence, supportive friends and good lines of communication with a trusted adult help to protect children.

The school will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk and when they do they are listened to;
- Ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty;
- Equip children with the skills they need to stay safe from abuse through SEAL, PSHE and Citizenship teaching. This will also include information about who to turn to for help. Our bespoke pastoral curriculum reinforces essential skills for every child such as: self esteem and confidence building, thinking independently and making assessments of risk based on their own judgments.
- Include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills
- Shares a common purpose with parents which is to educate, keep children safe from harm and promote their welfare. We make explicit the responsibility placed on the school and staff for child protection by setting out our obligations and duty of care through our home/school agreement as well as raising awareness using displays in the areas of the school that parents more regularly frequent. We make parents aware that if there is perceived need referrals to other agencies may be made and we encourage these to be seen as a constructive and helpful measure.
- We ensure parents are aware of our duty of care and safeguarding procedures and are able to access all our safeguarding policies via our website or by requesting a copy from the school office.



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Protection

All adults working with children have a responsibility to protect children.

There are, however key people within school who have specific responsibilities.

Richard Graham, Deputy head teacher, is the designated senior person for Child Protection.

Lisa Turner, the Family Liaison Officer, deputises and supports the senior child protection officer.

Juliana Onwumere, is the Nominated Safeguarding Governor at Tidemill.

Richard Graham (Deputy Head teacher)	Lisa Turner (Family Liaison Officer)	Juliana Onwumere (Nominated Governor)
<ul style="list-style-type: none"> To attend Lewisham child protection training every two years. (Minimum requirement) Deliver regular staff training according to the needs of the team and/or in response to current practices. Liaise with the class teacher, learning mentor and inclusion manager to provide support for the child in school. Liaise with other 	<ul style="list-style-type: none"> To attend Lewisham child protection training every two years. During initial meeting with new pupils - make parents aware of child protection policy. Enter relevant information on PUPIL NOTES (Wauton Samuels). Maintain paperwork, folders and family folders 	<ul style="list-style-type: none"> To attend Lewisham child protection training for governors every two years. Responsible for reporting to governors the number of <i>cases (without names or details)</i> of Child Protection issues in the school.



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<p>agencies that support the child such as social care, child and adolescent mental health services (CAMHS), education welfare service and educational psychology service. This may involve supporting or leading the formation of a 'team around the child'; attending case conference reviews</p> <ul style="list-style-type: none"> • Ensure the child protection policy is reviewed and updated every year. • To meet regularly with FLO to discuss ongoing CP concerns • To meet termly with designated governor to discuss ongoing CP concerns 	<p>on each child who we have concerns about.</p> <ul style="list-style-type: none"> • Notify social services if there is an unexplained absence for more than 2 days for a child on the CP register or being monitored. • Ensure that relevant paperwork is copied and filed before being transferred to a new school. • To maintain good relations with the school community to ensure effective support and access to 	<ul style="list-style-type: none"> • Ensure CP policies are reviewed annually. • Curriculum issues linked to CP are discussed with the governing body annually. • Oversight of procedures relating to allegations made against the head teacher
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Tidemill recognises that it is an agent of referral and not of investigation. We fully accept that the investigation of child abuse is the responsibility of the social services department and the police and will do everything possible to support and assist them in their task.

We will endeavour to build relationships with other agencies so that understanding, trust and confidence can be built which will help to secure effective co-operation in cases of actual or suspected abuse.



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Maintaining clear, concise and accurate records are essential to good child protection practice.

- We will ensure we keep clear and accurate records of any child protection concerns.
- We will ensure any confidential information is kept in a locked filing cabinet separate from their regular school file and is only accessed by the Senior designated Person, Family Liaison Officer and Head teacher.
- The SDP and FLO have regular fortnightly child protection meetings to discuss ongoing concern. Notes of these meetings are recorded and subsequent action points are made.
- Personal information about children and families held by the school are confidential and will normally not be disclosed without the consent of the subject. However, the law permits the disclosure of confidential information necessary to safeguard a child.
- While parents may request access to information kept on school files we will not disclose information likely to cause serious harm to the physical or mental health or condition of the child or someone else. This could be whether the child is or has been subject to or may be at risk of child abuse, where the disclosure of that information would not be in the best interests of the child

We have a clear procedure to follow if a child makes a disclosure

Tidemill recognises that sometimes people who want to cause harm to children actively seek employment that provides them access to young people.

The school will protect our pupils from having to come into contact with people with the propensity to cause harm by:

- Thoroughly scrutinising applications



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- Verify applicant's identity
- Checking applicants qualifications and experience/employment history
- Obtaining professional and character references
- Checking applicant's health and physical capacity to undertake the job
- Face to face interview with at least one member of the Tidemill panel having attended safer recruitment training
- Ensuring all adults, including parents assisting on educational visits, have been CRB checked as well as list 99 checked.
- Making staff aware of their contractual, legal, administrative and pastoral responsibilities. A key document to support staff's understanding in this area is 'Guidance for Safer Working Practice for Adults who work with Children and young people' and will be made available to all staff.

Support

We recognise that children who are victims of abuse feel helpless and hopeless about their situation. It is also very common for children to blame themselves for the abusive behaviour of others. Tidemill may serve as 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 to encourage self esteem and self motivation.
- The school ethos, which promotes a positive, supportive and secure environment and values people.



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- The school's behaviour policy which is aimed at supporting vulnerable pupils in the school. All staff have agreed on a consistent approach, which focuses on the behaviour of the child but does not damage the pupil's sense of self worth.
- The school will ensure that the pupil knows that some behaviour is unacceptable but s/he is valued and not to be blamed for any abuse which has occurred.
- Effective liaison with other agencies which support the pupil such as Social Care, Child and Adolescent Mental Health Services, and education welfare ('Team Around the Child')
- A commitment to develop productive and supportive relationships with parents.
- Ensure the efficient transference of relevant information should a vulnerable pupil move to a new school.

Staff will be supported to recognise the signs and symptoms of neglect, physical, emotional and sexual abuse.

- **All** staff will receive child protection training every 2 years with a particular focus on recognising signs of abuse, managing a disclosure as well as recapping monitoring and reporting procedures of abuse and suspected abuse..
- New/temporary staff will receive training as part of their induction process.
- Key documentation is available to staff in safeguarding packs held by phase leaders ('What To Do If You're Worried A Child Is Being Abused' & 'Safeguarding children and safer recruitment in education')

Should a child or a member of staff be concerned about another member of staff's conduct in relation to child protection then procedures are in place



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- All school staff should take care not to place themselves in a vulnerable position with a child. They should strictly adhere to the Department for Education and Skills (DfES) guidelines on teachers' behavior and the school's policies.
- Children may make an allegation against a member of staff. If such an allegation is made the member of staff receiving the allegation will immediately inform the head teacher or the most senior teacher if the head teacher is not present.
- The head teacher/senior teacher will discuss the contents of the allegation with the LA designated officer.
- If the allegation concerns the head teacher the person receiving the allegation will immediately inform the chair of governors, in their absence the vice chair, who will consult with the LA designated officer without notifying the head teacher first.
- The school will follow the LA procedures for managing allegations against staff.
- Tidemill recognizes that children cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns about the attitude or actions of their colleagues.

This policy should be read alongside other key policies:

Recruitment, Vetting & Induction

Our policy on Recruitment, Vetting & Induction makes clear our safe recruitment practices in line with the DCFS document 'Safeguarding Children and Safer Recruitment in Education (2007)'. This policy also outlines our induction schedule for new and temporary members of staff ensuring they receive child protection training.

Complaints Policy

Our Complaints Policy outlines the protocol for members of the school community making a formal complaint against a member of staff. This also



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includes detailed procedures on what happens when allegations are made against a member of staff in regard to child protection issues.

Behaviour Policy

Our behaviour policy is set out in a separate document and is reviewed annually. We recognise the role that behaviour management has in relation to children feeling that they are treated fairly, listened to and valued. All behaviours are communication and we understand that poor behaviour can be a symptom of other concerns in their life. Our policy outlines how we celebrate good behaviour and support individuals experiencing difficulties.

Physical Intervention

Our policy on physical intervention by staff is set out in a separate document and is reviewed annually by the governing body. We acknowledge that staff must only ever use physical intervention as a last resort, and that at all times it must be the minimum force necessary to prevent injury to themselves, another person or property. We have 2 members of staff trained in 'Team Teach' Positive Handling strategies.

Attendance

Our policy on attendance is set out in a separate document and is reviewed annually by the governing body. Tidemill recognises that poor attendance can be an indicator that a child is experiencing abuse. The Family Liaison Officer monitors attendance every week and reports concerns to the Education Welfare Officer at regular meetings.

Anti-Bullying

Our policy on anti-bullying is set out in a separate document and is reviewed annually by the governing body. We expect staff to acknowledge that to allow or condone bullying, constitutes a lack of duty of care, which may lead to consideration under child protection procedures.

Racist Incidents

Our policy on racist incidents is set out in a separate document and is reviewed annually by the governing body. The school reports racist incidents online as part of LA monitoring. We acknowledge that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.



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Health and Safety

Our Health and Safety policy, set out in a separate document, is reviewed annually by the governing body. It reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits.

Special Educational Needs

We recognise that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse.

Where necessary, the school will provide additional training to staff to use Makaton or other communication systems. Supervision by senior managers will be vigilant to create a protective ethos around the child. We promote high standards of practice, including ensuring that disabled children know how to raise concerns, and have access to a range of adults with whom they can communicate.

Date: Feb 2010

Policy to be reviewed: Feb 2011