

William Parker Sports College



CHILD PROTECTION POLICY

- William Parker Sports College is a community which fully recognizes and acts upon its responsibilities for Child Protection.
- All our work regarding Child Protection is in accordance with the Sussex Child Protection and Safeguarding Procedures, produced by the Local Safeguarding Children Boards of Brighton and Hove, East Sussex and West Sussex (The Red Book).

Coordinator: Paul Foxley

Date: January 2009

1. RATIONALE

- 1.1 William Parker Sports College is a community which fully recognizes and acts upon its responsibilities for Child Protection.
- 1.2 We are a community in which mutual care and respect are nurtured in order to create a whole college environment conducive to maximising an individual's learning potential and achievement.
- 1.3 It is the responsibility of all staff to ensure that all members of the college are safe from harm and protected from neglect and abuse.
- 1.4 Every member of staff has a duty of care to identify and report concerns to the designated senior teacher responsible for Child Protection.
- 1.5 The needs of the child are paramount and underpin all Child Protection work and resolve any conflict of interests.
- 1.6 All our work regarding Child Protection is in accordance with the Sussex Child Protection and Safeguarding Procedures, produced by the Local Safeguarding Children Boards of Brighton and Hove, East Sussex and West Sussex (The Red Book).

2. AIMS

- 2.1 To be a college that acknowledges that everyone has a valuable and unique contribution to our community.
- 2.2 To be a community that does not tolerate persecution or bullying of others on any grounds, including ability, age, culture, faith, gender, ethnicity or sexual orientation.
- 2.3 To ensure that we practise safe recruitment in checking the suitability of staff and volunteers to work with children.
- 2.4 To ensure that we have a designated senior person for Child Protection who has received appropriate training and support for the role.
- 2.5 To ensure that all colleagues know the name of the senior person for Child Protection and that they are clear about the procedures for identifying and reporting Child Protection concerns.
- 2.6 To provide a clear and precise framework which all colleagues, parents and students view as being fundamental to providing a safe learning environment.

- 2.7 To establish and maintain an environment where children feel secure and are encouraged to talk, in the knowledge that they will be listened to, and that their concerns will be acted upon quickly and sensitively according to Sussex Child Protection and Safeguarding Procedures.
- 2.8 To raise awareness of Child Protection issues and to equip children with the skills needed to keep them safe.
- 2.9 To support students who have been abused in accordance with his/her agreed Child Protection Plan.
- 2.10 To ensure that parents have an understanding of the responsibility placed on the college and staff for Child Protection.
- 2.11 To develop effective links with Social Services and other external agencies.

3. PROCEDURES

- 3.1 It is the role of all colleagues, parents and students to promote and ensure Child Protection.
- 3.2 The college's Child Protection Policy is available to all stakeholders on the college website.

DESIGNATED SENIOR PERSON FOR CHILD PROTECTION

- a) The designated senior person will provide the point of contact for staff who have concerns or information that a young person may be suffering abuse now, or has done in the past or is likely to in the future.
- b) To make any necessary referrals to social services and police.
- c) To ensure that the college contributes fully to the Child Protection process.
- d) To lead the development of links with external agencies who will provide support to students, parents and colleagues.
- e) To ensure that a written record of concerns about children is kept securely, separate from the main student file.
- f) To liaise with the Head Teacher as appropriate.
- g) To ensure that all staff receive appropriate training on Child Protection.
- h) To develop and follow procedures where an allegation is made against a member of staff.

ALL STAFF

- a) We recognize that children who are abused or witness violence or abuse may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The college may be the only stable, secure and predictable element in the lives of children at risk. When at college, their behaviour may be challenging and defiant or they may be withdrawn. The college will endeavour to support the student through:
 - i) The content of the Curriculum.
 - ii) The college ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued.
 - iii) The Whole College Behaviour Policy which is aimed at supporting vulnerable students in the college. The college will ensure that the student knows that some behaviour is unacceptable but that they are valued and not to be blamed for any abuse which has occurred.
 - iv) Liaison with other agencies that support the student such as social services, Child and Adult Mental Health Service, Education Welfare Service, Education Psychology Service, Youth Offending Team and Police.
 - v) Ensuring that when a student leaves, we inform the child's social worker and transfer information to the new school/college immediately.

- b) Every member of staff has a duty to be vigilant to the indicators of abuse and to refer concerns to the designated senior person for Child Protection. The abuse of children is a crime. It is not the role of college staff to investigate, but the following must be reported to the designated person:
 - i) any concerns that a child is suffering or is likely to be suffering some form of abuse.
 - ii) any allegations of abuse against staff
 - iii) any disclosures of abuse

RECORD KEEPING

Record keeping is an important part of the Child Protection Process. A Child Protection folder is kept securely by the designated senior person for Child Protection in a locked cabinet. Such records form evidence and may be used in the Child Protection investigation and subsequent legal proceedings. All staff must report concerns to the senior person who will record:

- a) the reason for the concern
- b) what was said or witnessed
- c) the dates and times of incidents
- d) the date and time when notes were made

ALLEGATIONS AGAINST STAFF

Although rare, professionals are sometimes abusers. The college will not tolerate any inappropriate behaviours towards the students in our care. Any allegation against a member of staff will be referred to the Head Teacher, who will seek advice from the Local Authority Designated Officer in accordance with DCSF guidance.

CONFIDENTIALITY

Staff cannot keep confidential a disclosure of abuse and must refer the matter on the designated senior person for Child Protection. All referrals should be made with the knowledge that during any subsequent investigation the source (i.e. William Parker Sports College) will be made known to the family. The senior person for Child Protection may alert concerns about a child to other staff, in order to monitor the concern or to gather further evidence prior to a referral being made, or to assist in providing appropriate support to a child once a referral has been made. Information should only be shared on a strict need to know basis.

WORKING WITH EXTERNAL AGENCIES

The college will work in partnership with Social Services and Police and other appropriate agencies, sharing appropriate information to assist the investigative process. The college will contribute to any subsequent care plan.

OTHER COLLEGE POLICIES

William Parker Sports College will have regard to Child Protection guidance when developing other policies, in particular staff recruitment and training, behaviour, PSHE and sex education policies.

4. DEFINITIONS AND FURTHER GUIDANCE

4.1 Significant Harm:

The concept of Significant Harm introduced by the Children Act 1989 is the threshold by which compulsory intervention by Social Services may take place:

- Harm means ill treatment or the impairment of health or development
- Development means physical, intellectual, emotional, social or behavioural development
- Health means physical or mental health
- Ill treatment includes sexual abuse and forms of ill treatment which are not physical

4.2 The Categories of Abuse:

- Physical Abuse: non accidental injuries, bruising, wounding burns, fractures
- Neglect: the chronic inattention to basic needs
- Sexual Abuse: the involvement of children in sexual activity. This includes the abuse of a position of trust.
- Emotional Abuse or Neglect: persistent emotional ill treatment such as the extreme denial of love, affection or approval.

Ratified Governors	by	20.1.09
Review Date		Jan 2010