

LYNDHURST SCHOOL

SAFEGUARDING AND WELFARE POLICY STATEMENT

The School has a legal obligation to work with other agencies in the protection of children from harm. All children are entitled to attend schools which recognise these duties as laid down in the Department of Health document 'Working together'.

All teachers and adults working with young people to be subjected to formal police vetting procedure before appointment.

Parents will be advised that the school has a Safeguarding and Welfare Policy and that they have the right to receive a copy of this statement and of the implementation procedure.

IMPLEMENTATION AND PROCEDURES.

- Staff need to be aware of signs of abuse, alert to its possibility and up-to-date with the procedures. Attention is drawn to the document "Protecting children from abuse and neglect" by Derek Lockhart, which forms part of this policy. Our pastoral system gives the opportunity for children to be heard.
- Minor physical abuse, emotional abuse, sexual abuse or neglect should be reported by the teacher to the Child Protection Liaison Officer. If the child needs immediate attention then the C.P.L.O should phone a G.P, or a hospital, if not then the Social Services Department Duty Officer should be informed. If major abuse then the Child Protection Unit must be notified.
- Any concern or the child's comments should be accurately recorded by the C.P.L.O. at the time and be dated. They should be retained (confidentially) as further concerns may be raised later.
- The C.P.L.O may be asked to arrange for a child to be interviewed to substantiate the concern. This should be carried out by a member of staff who has received appropriate training and guidance.

If concern is substantiated then any further investigation will be carried out by Social Workers or Police officers.

Note:- at no time should the alleged abuser be contacted.

- If the complaint has been made against a member of staff, the C.P.L.O should immediately contact the Head, who in turn must contact the Duty Social Worker at the appropriate Social Services Office and also inform the Child Protection Unit. Ofsted will be notified of any allegations made against staff.
- The chairman of the governors Mr Jeremy Mark Sugden is the designated person within the governing body responsible for Child Protection
- The Child Protection Liaison Officer for the main school is Mrs. Agnes Mackie, Senior teacher and for the Nursery Miss. Panter (Deputy Nursery Manager) and Miss

Nicola Harris, Assistant Deputy Manager. Mrs. March-Jones, Head of Nursery has received training in completing CAF (Common Assessment Framework) documentation.

- If the alleged abuse is by the Head then the member of staff would contact the Chairman of Governors, via Mrs. A. Mackie, Senior Teacher.
- If the complaint has been made against the C.P.L.O. then the member of staff would contact the Chairman of Governors, via Mrs. C Papavergos, Director of Studies.
- Any complaint made against a member of staff by a parent should be made to either the Head or the C.P.L.O. who will then meet to discuss the appropriate procedure
- The school's policy on Bullying deals with abuse on a child by another child.

Child's rights during an investigation by a Social Worker.

1. All those involved in Child Protection investigations must act throughout in the best interests of the child or young person and maintain complete confidentiality at all times.
2. Children and young people are entitled to be protected from harm and neglect.
3. Children should be listened to and treated with respect.
4. The views and wishes of the child must be sought. However, the child's best interests may mean that action has to be taken against the child's wishes. The reason for this must be carefully explained to the child.
5. Children and young people must always be given explanations for the actions taken to protect them.
6. Children and young people should not be repeatedly interviewed about the same events.
7. Children and young people's consent should be obtained before a video recording of an interview is made or before a medical examination.
8. Medical examinations should only be undertaken when there is a clear purpose. They must be conducted by appropriately qualified staff and in suitable surroundings.

The Child Protection Register.

The Child Protection Register records the names of children who are felt to be at risk of harm within their families, from Physical, Sexual or Emotional Abuse or of Neglect.

Any deficiencies or weaknesses identified in the above policy will be remedied without delay and any changes in legislation or new directives will be implemented with immediate effect.

This policy and the effectiveness with which it has dealt with any incident will be reviewed annually, at the November meeting of the Governors.

Up-dated	September 2011
To be reviewed	Annually (Autumn Term at Governors' meeting)
By whom	Governing body and Headmaster