

CHILD PROTECTION POLICY



Banchory Primary School and
Nursery

Updated August 2019

RATIONALE

Legislation and practice in child protection are underpinned by principles derived from Articles of the United Nations Convention on the Rights of the Child (UNCRC):

- each child has a right to be treated as an individual
- each child who can form a view on matters affecting him or her has the right to express those views if he or she so wishes
- parents should normally be responsible for the upbringing of their children and should share that responsibility
- each child has a right to protection from all forms of abuse, neglect or exploitation
- so far as is consistent with safeguarding and promoting the child's welfare, public authorities should promote the upbringing of children by their families
- any intervention by a public authority in the life of a child must be properly justified and should be supported by services from all relevant agencies working in collaboration.

Child Protection is everyone's responsibility - All staff will undertake child protection training. This will be recorded and reviewed on an annual basis. The Child Protection Policy will be read annually by all members of staff as part of the training.

Banchory Primary School follows Aberdeenshire Council guidelines and recording procedures for every child protection referral. Copies of these are found in the room 17 CP Folder and in the CP folders in each classroom.

All staff should familiarise themselves with the Aberdeenshire Council Child Protection Folder - "Protecting Children and Young People in Aberdeenshire". This folder contains three booklets that set the context, explain roles and responsibilities and have practice guidelines. A copy is kept in room 17 with all other policies. The categories of child abuse listed in the guidelines are physical injury, non-organic failure to thrive, emotional abuse/neglect, sexual abuse and physical neglect. Where there is a possibility that a child could be at risk, the school is required to refer the child to Social Work, the Police or the Children's Reporter.

As part of Banchory Primary School and Nursery's ethos and through our Health and Wellbeing learning experiences and outcomes we use resources that support our school pupils and nursery children to learn about their rights, learn how to access help when they need it.

Staff at Banchory Primary School and Nursery will work with parents, carers, children, external agencies and the community to ensure the health, safety and welfare of all our children and pupils.

Resources used include our Relationships and Sexual Health programme, the Emotionworks resource, Rights Respecting Schools work, information about Childline and other children's charities and the GIRFEC posters and SHANARRI indicators.

PROCEDURE

Child Protection

The Head Teacher is the person responsible for coordinating action on child abuse. However every employee has the responsibility to make a direct referral if this is necessary.

If child abuse is suspected, the Head Teacher should be informed without delay. When the Head Teacher is unavailable Banchory Primary School and Nursery staff should inform either of the Depute Head Teachers.

Where it is judged that there is evidence of abuse or potential danger to the child, Social Work must be contacted. Investigation by school staff only needs to establish evidence of the need to investigate abuse. It is the job of specialists in Social Work and Police to conduct an investigation.

Staff should be very aware of the 'Flow Chart: Child Protection in Schools. Recognising actual or potential harm to a child to understand the reporting child protection procedure. (Appendix 1)

If a child discloses information to a member of staff it is important that the member of staff listens, reassures and takes notes. Advice for staff is available and forms part of the annual child protection training. (Appendix 2)

The 'Child Protection Record of Referral Form for Establishments' paperwork provides a format for staff to use to record concerns or any disclosures made. (Appendix 3)

When the Head Teacher or other designated person phones social work with the referral they should use the 'Child Protection Telephone Referral Checklist' to ensure all details are reported at the time. (Appendix 4)

Wellbeing Concern

A wellbeing concern is different from a child protection concern. At Banchory Primary School we have a reporting sheet to note and share these concerns. (Appendix 5) The nature of the concern should be noted and action taken by the member of staff due to this concern. The sheet should be passed on to management for their information and further advice and guidance.