



CHILD PROTECTION & SAFEGUARDING POLICY

St. Ninian's High School

Scoill Ard Noo Ninian

*“Empowering our students to be self-motivated and confident young people who have **respect** for others and clear **aspiration** for their future success”*

Preamble:

St Ninian's High School fully recognises its responsibilities for child protection and safeguarding of students. We have developed this policy in conjunction with guidance from the Isle of Man Safeguarding Children Board. All procedures issued by the Isle of Man Department of Education Sport and Culture and the IOM Safeguarding Children Board as published on their websites will be followed. This policy should be reviewed annually by the Safeguarding Lead.

Scope:

Our policy applies to all staff, governors, contractors and volunteers working in the school. All adults working in the school have a duty to safeguard our students. The policy and procedures apply to all children and young people in the school, regardless of gender, age, ethnicity, disability, sexuality or religion. This policy is part of the wider policy and practice framework of the school and can be read in conjunction with the Anti Bullying Policy, SRE Policy, Behaviour Policy, Drug and Alcohol Policy and Managing Allegations against Staff procedures.

Responsibilities:

Designated teachers for Child Protection (CP): Mr C Coole, Head teacher and Miss J White, Deputy Head Teacher and Safeguarding Lead.

Deputy Designated Teachers for CP: Mr D McGuinness, Assistant Head & Mr T Smith, Deputy Head

Nominated Governor for Safeguarding and CP: Mrs B Brereton, Chair of Governors

There are five main elements to our policy:

1. Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
2. Establishing a safe environment in which children can learn and develop.
3. Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
4. Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.



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5. Supporting students who have been abused in accordance with their agreed child protection plan.

1. Safe recruitment:

Ensure safe recruitment practices are always followed by:

- following the DESC recruitment procedures
- ensuring that the Bursar has an awareness of safeguarding responsibilities and that she completes the required paperwork once the interview process is complete
- no job offer being made without obtaining satisfactory references
- new staff being subject to DBS checks and identity checks prior to starting work.

2. Establish a safe environment in which children can learn and develop

We will make sure that we:

- foster a school ethos which promotes a positive, supportive and secure environment and allows students to feel safe at all times
- establish and maintain an environment where children are encouraged to talk, and are listened to. This will include working with external agencies where appropriate.
- ensure children know that there are adults in the school whom they can approach if they are worried and have an awareness of how they can access support outside of the school if required.
- follow the agreed procedures for investigating and dealing with allegations made against a member of staff or volunteer (see Managing Allegations against Staff procedure).

3. Raising awareness and equipping children with the skills to stay safe

We will:

- include opportunities in the PSHE curriculum, holding ‘drop down days’, through assemblies, and ICT lessons for children to develop the skills they need to recognise and stay safe from abuse, including e-safety.



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- Promote opportunities for parents and guardians to better understand their role in helping to keep children safe. This may include holding parent information sessions around themes such as E Safety, or working with individual families as required.

4. Identification and reporting of suspected abuse

We recognise that because of the day to day contact with children, school staff are often well placed to observe the outward signs of abuse. We will therefore:

- ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- make sure that all staff receive relevant training in how to manage any disclosure, which is refreshed regularly
- develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at strategy meetings, case conferences and core groups where possible
- keep accurate written records of concerns about children using the ‘logging a concern’ form.
- ensure all child protection and safeguarding records are kept securely, separate from the main pupil file, and in the designated locked filing cabinet in the Head Teacher’s office at Upper School and the Deputy Head Teacher’s office at Lower School. All CP records must be transferred between buildings as the students move.

5. Support pupils who have been abused in accordance with his/her agreed child protection plan.

For many children who have witnessed or been a victim of abuse, school may be 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. Staff should be alert to any changes in behaviour which may indicate that additional support is needed. The school will endeavour to support the pupil through:

- the school behaviour policy, which is aimed at providing clear guidelines and expectations so that students know what behaviour is unacceptable



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- providing support for vulnerable pupils in the school so that they know they are valued and no to be blamed for any abuse which has occurred
- liaison with other agencies that support the child such as social services, Child and Adult Mental Health Service, DESC and Educational Psychologists
- ensuring that, where a pupil subject to a child protection plan leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

POLICY	Child Protection & Safeguarding
Person(s) responsible for updating policy	Deputy Head Teacher - Safeguarding lead
Date approved:	July 2018
Date to be reviewed:	Every year
Status:	Statutory