

POLICY ON CHILD PROTECTION

St Mary Magdalene Academy is a Christian community of learning. We aim to nurture young people to become high achievers and to discover their vocation in the global society.

“Show by a good life that your works are done by gentleness born of wisdom”
James 3.13

At St Mary Magdalene Academy we recognise that for students’ high self-esteem, confidence, supportive friends and clear lines of communication with trusted adults will provide the basis for a secure Child Protection Policy.

The Academy will establish systems and structures which prevent, protect and support students throughout their time with us.

This will be achieved by: basing our behaviour within the context of the Academy’s ethos statement; establishing clear and caring pastoral systems; addressing central issues in our PSHE programme; training to staff to know how to deal with such concerns and establishing clear links with the support services.

CHILD PROTECTION IN PRACTICE

St Mary Magdalene Academy will:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to.
- Ensure that children know that there are adults in the Academy who they can approach if they are worried or are in difficulty.
- Include in the curriculum activities and opportunities for PSHE which equip children with the skills they need to stay safe from abuse.
- Include in the PSHE curriculum material, which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills.
- Ensure that wherever possible every effort will be made to establish effective working relationships with parents/carers and colleagues from other agencies.
- Ensure that the vetting procedure for all staff is secure.

ROLES AND RESPONSIBILITIES

All adults working with or on behalf of children have a responsibility to protect children. There are however, key people within the Academy who have specific responsibilities under Child Protection procedures.

The Governing Body

The Governors should ensure that:

- The Academy has a child protection policy that is reviewed annually; is referred to in the academy prospectus, and conforms to LA policy and guidance.
- Any deficiencies or weaknesses in regard to child protection arrangements are brought to the attention of the governing body and remedied without delay.
- A member of the governing body is nominated to be responsible for liaising with the LA in the event of allegations of abuse being made against the Principal.

The Principal

The Principal should ensure that:

- A senior person is designated as taking lead responsibility for child protection.
- Child protection procedures in line with the Academy and LA policy are in place and followed by all staff and volunteers.

- Procedures for dealing with allegations of abuse against members of staff are in accordance with LA guidelines and that all staff are aware of them.
- Safe recruitment practices are undertaken that provide for appropriate checks in respect of all new staff and volunteers.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice and that such concerns are addressed.
- Child protection training is included in all induction procedures.
- Arrangements are made, including the provision of supply cover, to enable to designated teacher and other staff to discharge their responsibilities.

The Designated Teacher (Child Protection Officer)

This member of staff is designated as taking lead responsibility for child protection including:

- Acting as a source of advice, support and expertise within the Academy on child protection matters.
- Ensuring all members of staff have child protection training relevant to their needs.
- Ensuring all members of the Academy staff, volunteers and parents/carers see copies of the child protection policy.
- Liaising with the Principal to inform him/her of ongoing investigations and issues.
- Making referrals where appropriate.
- Liaising with social services and parents/carers.
- Representing the Academy at inter agency meetings.
- Keeping detailed, secure written records of referrals/concerns.
- Where students leave the Academy roll, ensuring their child protection file is transferred.
- Updating and reviewing the child protection policy annually.
- Attending relevant refresher courses.

PROCEDURES

Staff will follow the procedures set out in the staff handbook. Parents/carers will be made aware of the academy's responsibilities under the Child Protection procedures by inclusion in policies circulated to parents/carers.

Parents/carers should understand that the Academy has a right to refer a case to Social Service and local Police without first informing them.

TRAINING

The Academy will ensure that the Nominated Governor, the Principal and the designated Teacher receive relevant training to their role.

All new staff will receive Child Protection Training as part of their induction training.

PROFESSIONAL CONFIDENTIALITY

Confidentiality is an important issue within the context of child protection. Its purpose is to benefit the child. The Principal/Designated Teacher will only pass on information on specific children to other staff on a strictly 'need to know' basis. These staff would be expected to keep such information confidential.

However, the Academy has a responsibility to share relevant information about child protection with the designated agencies e.g. social services.

(See 'Confidentiality Policy').

RECORD KEEPING AND MONITORING OF CONCERNS

Record Keeping

The Academy has procedures to record any concerns held about students, to update these records and pass them over to other agencies when necessary. Child protection records are not held within the student's main file, but are kept, securely, by the Designated Teacher.

Monitoring

The overall responsibility for monitoring students, for whom there is a concern, rests with the Vicky Linsley, Vice Principal. However, other staff may be involved, especially Heads of Year e.g. Joy Parke, Head of Primary.

CHILD PROTECTION CONFERENCES

A representative from the Academy will attend Child Protection Conferences when invited. This is most likely to be the Designated Teacher or relevant Head of Year.

SUPPORTING STUDENTS AT RISK

This Academy will endeavour to support students through:

- The curriculum to encourage self-esteem and self-motivation.
- The Academy ethos which promotes a positive, supportive and secure environment and which gives all students and adults a sense of being respected and valued.
- The implementation of Academy behaviour management policies (required under the Code of Practice, 1993 Education Act).
- A consistent approach, which recognises and separates the cause of behaviour from that which the child displays. This is vital to ensure that all children are supported within the Academy setting.
- Regular liaison with other professionals and agencies who support the students and their families.
- A commitment to develop productive, supportive relationships with parents/carers, whenever it is in the child's interests to do so.
- The development and support of a responsive and knowledgeable staff group, trained to respond appropriately in child protection situations.

Signed: _____
(Principal)

Date: _____

Signed: _____
(Chair of Governors)

Date: _____

Change History

Date	What Changed	Committee Date Approved
Derivation	DCSF Guidelines	
Revision Policy	Annually	