

Mossend Primary and Nursery Class



Child Protection Policy



Reviewed March 2023

Article 19 (protection from violence, abuse and neglect) Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

RATIONALE

All children have a right to be protected from abuse and neglect, therefore child protection is the responsibility of everyone. The shared responsibilities of Learning and Leisure Services and other agency employees are to protect children from abuse and exploitation, to respond appropriately when abuse is identified and to ensure whenever possible that all children are able to exercise their right to be raised in a warm, stimulating and safe environment with the support of staff, their families and carers. It is the clear responsibility of all those involved in our school to adopt good practice throughout their work.

AIM

The aim of this policy is to provide advice and guidelines for staff in relation to issues of child protection and the health and wellbeing of the children in our school. The main purposes of the policy are:

- to raise staff awareness of the categories of abuse and the indicators which could signify that abuse is taking place
- to identify the roles and responsibilities in the care and protection of our pupils
- to provide guidance and support to staff in carrying out their role and responsibilities in the protection of our pupils

PROCEDURES

- all staff are issued with a copy of the Child Protection Action Guidance Leaflet and receive an annual Child Protection update on August inservice days. A copy is also displayed on the staff noticeboard
- in addition, new staff are also required to complete the 'Understanding Child Protection Self Learning Pack' and have this signed off by the Head Teacher
- the procedures outlined in this policy must be followed meticulously at all times and by all staff and should be implemented in conjunction with **NLC Child and Adult Protection Procedures and Guidance**. A copy of this guidance is available for all stakeholders.

PROCEDURES SPECIFIC TO MOSSEND PS and NC

- All members of the management team have pastoral responsibilities for a specific stage. All stages are overseen by the Head Teacher

Stage	Staff Member	Designation
Nursery and P1	Pamela Johnston	PT
P2 and P3	Hannah Callander	PT (PEF)

P4 and P5	Vicky Cole	PT
P6 and P7	Nicola Brownlie	DHT

- Day to day monitoring of each stage is overseen by the Pastoral Care Management Team Member. Good communication is maintained with the Head Teacher.
- Teaching staff and clerical staff have the facility to record updates regarding children on pastoral notes and should alert the Pastoral Care Management Team Member, and the Head Teacher when a note has been added.
- Any urgent concerns are passed immediately to the HT. If an immediate CP concern is raised this would come directly to the HT from the staff member concerned.

In the event a child's name is placed on the CP register the following procedures are followed:

- The HT, the Pastoral Care Management Team member, and the CT will attend all meetings as relevant
- The Pastoral Care Management Team member will meet weekly with the CT to receive an update on the child's presentation, well-being and attendance and maintain records in Mossend Pro-Forma 1. The Management Team member will also ensure that all wellbeing assessments are up to date.
- Following de-registration, the Pastoral Care Management Team member will meet monthly with the CT for the first three months of de-registration using Mossend Pro-Forma 2.

PURPOSE

Mossend Primary and Nursery Class recognises that it has an explicit duty to safeguard and protect children from abuse and neglect as defined in the National Guidance for Child Protection in Scotland 2014

<http://www.gov.scot/Resource/0045/00450733.pdf>

The overall intention and purpose behind the school's child protection policy is underpinned by the fundamental principles of the Children and Young People (Scotland) Act 2014 and the UN Convention on the Rights of the Child (1989).

MOSSEND PRIMARY SCHOOL AND NURSERY CLASS

The Designated Child Protection Co-ordinator (Designated Person) for Mossend Primary and Nursery Class is:

Mrs Tracey McCulloch, Head Teacher

Email: NLMcCullocht@northlan.org.uk

Tel: 01698 274905

In the event that the Head Teacher is not available the Depute Head Teacher will assume the role.

Mrs. Nicola Brownlie – Depute Head Teacher

Email: NLBrownlieN@northlan.org.uk



POLICY OVERVIEW AND DEFINITIONS

Child Protection

Protecting a child from child abuse or neglect. Abuse or neglect need not have taken place; it is sufficient for a risk assessment to have identified a likelihood or risk of significant harm from abuse or neglect.

Safeguarding

This is a much wider concept than child protection and refers to promoting the welfare of children, young people and protected adults. It encompasses protecting from maltreatment, preventing impairment of their health or development, ensuring that they are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children, young people and protected adults to have the best outcomes. Child protection is part of safeguarding.



WHAT IS CHILD ABUSE AND NEGLECT

The Scottish Government's National Guidance for Child Protection in Scotland (refreshed in 2014) states that abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting, or by failing to act to prevent, significant harm to the child.

There are different types of abuse, which can be described within four main categories:

Physical abuse

Physical abuse is the causing of physical harm to a child or young person. Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child they are looking after.

Emotional abuse

Emotional abuse is persistent emotional neglect or ill treatment that has severe and persistent adverse effects on a child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only insofar as they meet the

needs of another person. It may involve the imposition of age - or developmentally - inappropriate expectations on a child. It may involve causing children to feel frightened or in danger, or exploiting or corrupting children. Some level of emotional abuse is present in all types of ill treatment of a child; it can also occur independently of other forms of abuse.

Sexual abuse

Sexual abuse is any act that involves the child in any activity for the sexual gratification of another person, whether or not it is claimed that the child either consented or assented. Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of indecent images or in watching sexual activities, using sexual language towards a child or encouraging children to behave in sexually inappropriate way.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, to protect a child from physical harm or danger, or to ensure access to appropriate medical care or treatment. It may also include neglect of, or failure to respond to, a child's basic emotional needs. Neglect may also result in the child being diagnosed as suffering from „non-organic failure to thrive“, where they have significantly failed to reach normal weight and growth or development milestones and where physical and genetic reasons have been medically eliminated. In its extreme form children can be at serious risk from the effects of malnutrition, lack of nurturing and stimulation. This can lead to serious long-term effects such as greater susceptibility to serious childhood illnesses and reduction in potential stature. With young children in particular, the consequences may be life-threatening within a relatively short period of time

(Further details and definitions can be found in NLC Child Protection Self Learning Pack)



INDICATORS OF RISK

The following circumstances are considered to be indicators that a child may be at increased risk of harm within their families:

- Domestic abuse
- Parental problematic alcohol and drug misuse
- Non-engaging families
- Children and young people experiencing or affected by mental health problems
- Children and young people who display harmful or problematic sexual behaviour
- Female Genital Mutilation (FGM)
- Honour based violence and forced marriage
- Fabricated or induced illness
- Sudden unexpected death in infants and children

Further detailed information on all of the above circumstances can be found within Part 4 of the National Guidance for Child Protection in Scotland 2014 (page 113).

This can be accessed online at <http://www.gov.scot/Resource/0045/00450733.pdf>

The above guidance also provides information about ways in which children and young people can come to harm outside of the home and in specific circumstances e.g.

- Child trafficking
- Child Sexual Exploitation (CSE)
- Online and mobile phone safety
- Radicalisation
- Female Genital Mutilation (FGM)

Further detailed information on these and other specific circumstances can also be found within Part 4 of the National Guidance (Pages 129, 139).

Any member of staff who would like further training around Child Protection and Safeguarding should discuss their training needs with the CPL Co-ordinator and reflect this in their Professional Learning plan on CPD Manager.



POLICY OBJECTIVE AND STATEMENT OF ADHERENCE

Roles and Responsibilities

In Mossend Primary School and Nursery Class the Head of Establishment has overall responsibility for all child protection issues. These responsibilities include the following:

- ensuring that the North Lanarkshire Child and Adult Protection Procedures and Guidance are brought to the attention of all staff on an annual basis, that staff have access to the guidance and are issued with the Child_Protection Action Guidance Leaflet and that a copy of the leaflet is displayed on the staffroom wall
- ensuring that all staff know the name of the child protection co-ordinator in the establishment and who to speak to in his/her absence
- developing establishment policy and practice to meet national and local authority guidance
- ensuring child protection training for all staff
- developing a school ethos and learning opportunities which promote the safety and wellbeing of all children
- completing and returning all Child Protection paperwork as outlined in local guidance



All Staff

It is everyone's responsibility to keep children safe therefore all school staff have an active role to play within this establishment.

In terms of child protection, staff should be aware of the following grounds for concern, which can arise from a wide range of circumstances but will generally be covered by the following events:

Grounds for Concern:

- a child states that abuse has taken place or the child feels unsafe
- a third party or anonymous allegation is received
- a child's appearance, behaviour, play, drawing or statement cause suspicion of abuse
- a child reports an incident of abuse which occurred some time ago
- staff witness abuse

Responding to Grounds for Concern:

- any grounds for concern should be reported immediately to the head of establishment. On no account should staff tell a parent about what has happened at this stage.
- if there is direct evidence or suspicion of child abuse the matter must be reported immediately, staff should not wait to gather evidence nor agree to keep the information secret or discuss the matter with others
- staff must follow the guidance given by the head of establishment in relation to recording concerns, supporting the child, co-operating with subsequent actions to investigate the grounds for concern, and protecting the child or children concerned
- all information recording must be relevant, accurate, signed and dated as it may become a legal document. Please ensure the child's name and date of birth are accurately recorded. The information should include a clear, succinct chronology of events, all relevant factual information and a summary of the employee response and any agreements reached.
- staff should provide an accurate report for the child protection co-ordinator when requested
- it is essential that there is no delay in initiating child protection procedures even where the head of establishment is absent or not available. In such circumstances staff should speak to the nominated PT or Depute. Further support is available from the Education Officer (Support for Learning) or Development Officer (Child Protection) at Learning and Leisure Headquarters.

Action points for Head Teacher (or DHT in the absence of the HT)

- Act promptly.
- Treat the grounds of concern as a priority action.
- Consider the immediate needs of all children involved.
- Gather information and if appropriate seek clarification (not proof).
- Ask staff to record all relevant information.
- Immediately report the grounds for concern to the duty social worker at the local area office and follow any instructions given.
- Immediately report a medical emergency to the medical services and ensure first aid if required.
- If appropriate, contact the police.
- Alleged involvement of staff in child abuse should be reported to the Education Officer.
- Record (on the same day) the grounds for concern and action taken using the Notification of Concern Form.
- Send the report and copies as detailed on the form.
- Co-operate fully with all statutory agencies that may become involved.
- Support the child or children involved as necessary and appropriate.

Supporting the Child

During any disclosure of abuse by a child staff should respond in a sensitive and supportive manner. The following strategies should be adopted:

- listen with care
- treat the allegation in a serious manner
- reassure the child that he or she is right to tell
- affirm the child's feelings as expressed by the child
- do not give a guarantee of confidentiality or secrecy
- do not ask leading questions
- ask open ended questions which seek to clarify information already given
- do not interrogate the child
- do not show disbelief
- do not be judgmental
- do not introduce personal or third party experiences of abuse
- do not display strong emotions
- You must provide a handwritten record of the incident
- You must date and sign the record of the incident.

EXCEPTIONAL CIRCUMSTANCES

When an employee is not satisfied with the head of establishment's/service manager's decision in responding to the grounds for concern the employee should discuss the matter with him/her. If the employee is still dissatisfied and continues to have concerns about the possibility of abuse, the employee should consult the Education Officer (Support for Learning) or the Development Officer (Child Protection).

If an employee, including the head of establishment/service manager, is alleged to be involved in child abuse then this must be reported immediately to the Executive Director of Learning and Leisure Services or an available Head of Service.

WHAT HAPPENS NEXT

A medical emergency should be reported immediately to medical services and, if required, first aid should be administered before reporting the incident to the senior social worker.

Child abuse is a criminal offence. Urgent circumstances may require help from the police, for example to immediately avoid further abuse, to ensure the immediate pursuit of an alleged abuser or to avoid destruction of evidence.

The grounds for concern and action taken should be recorded, signed and dated (on the same day) using Appendix 2 Notification of Concern (NOC). Two copies should be sent immediately as indicated on the form. The copy retained in the establishment should be stored in the confidential child file (located in the Head Teacher office). Grounds for concern to be recorded on Seemis pastoral notes.

Following a Notification of Concern (NOC) the police will investigate and may initiate an 'Initial Referral Discussion' (IRD) through a teleconference call. The purpose of the IRD is to ensure that key agencies/services are involved in the initial sharing and analysing of information to inform a collective decision about whether a notification of child protection concern should proceed to a child protection investigation. This ensures a collective

responsibility and consistent involvement by police, social work, health and education staff in sharing information and assessing risks and a single record of joint decision making.

CO-OPERATING WITH AGENCIES INVOLVED IN THE CHILD PROTECTION PROCESS

Following reporting and recording of concerns staff should co-operate fully with subsequent investigations and support plans as directed by the head of establishment and in consultation with the appropriate agency representatives. This may include attendance at case discussions, child protection conferences and reviews.

Dealing with child protection issues can have stressful consequences for employees. Learning and Leisure Services have a duty of care to all employees. Support can be accessed through the Staff Welfare Officer.

WHISTLE-BLOWING POLICY

In the event that you are unsatisfied with how a matter has been managed by the Child Protection Co-ordinator then please contact any of the following:

Jill Woodward,	Education and Families Manager	07971 397366
Gerard McLaughlin	Head of Service	07720 433118
Lindsey Mitchell,	Child Protection Development Officer	07939 284756

CONCLUSION

All children have the right to be cared for and protected from abuse and harm in a safe environment in which their rights are respected. By being aware of and following the procedures in this policy and by referring to local and national guidance we can remain vigilant in protecting our pupils and promoting their Health and Wellbeing.



Useful Resources which can all be found within the Child Protection folder on First Class

NLC Child and Adult Protection Procedures and Guidance (2013)
Action Guidance Leaflet
Understanding Child Protection Self Learning Pack 2016
National Guidance for Child Protection in Scotland 2014
Initial Referral Discussion (IRD) Guidance

