

# The Hermitage School

## Child Protection Policy

### Purpose

To show that it is vital that The Hermitage School has a whole staff approach to the positive aspects of child protection issues. The policy is underpinned and shaped by the Children Act 1989 and Working Together (guidance on inter-agency working on child protection) and the Local Safeguarding Children Board (LSCB) procedures and other relevant legislation and guidance, including LA guidance.

### Guidelines

- The welfare and well-being of the child is of paramount importance.
- Our policy works on the premise that abuse takes place in all communities and that schools are particularly well placed to identify and refer concerns and also to act to prevent children and young people from being abused.
- We respect and value each child as an individual.
- We are a listening school and encourage an environment where children feel free to talk knowing that they will be listened to.
- The protection of children from abuse is a whole school issue and the responsibility, therefore, of the entire school community.
- Our policy is accessible in terms of understanding and availability. As a result, the definition of child abuse is known and understood by all, and procedures are known and understood by all.
- Our policy is developed in consultation with our relevant partners in Safeguarding Children in Education team.
- We will use the school curriculum to resource our children to protect themselves from abuse, both as victims and as potential perpetrators.
- The school runs an open context and areas of secrecy are discouraged.

### Procedures

- On induction, all staff (including support staff, catering and cleaning staff, new colleagues, NQTs and ITT students) must be given Child Protection training and the opportunity to receive further training in Child Protection issues from the LA's Safeguarding Children in Education team.
- Staff concerns must be referred, in the first instance, to the school's Child Protection Officers (Garry Stout and Rachel Gibbins). They are responsible for liaising with Children and Young People's Services when children's progress is being reviewed.
- The Child Protection Officers will contact the LA to discuss the next steps.
- All referrals must be recorded in line with the LA's procedures. These will be checked on a regular basis.
- A Common Assessment Framework (CAF) may be put into place for Children in Need when a Team Around the Child (TAC), incorporating professionals from a wide range of agencies, will be put into place. Please note that full Child Protection Procedures, involving a strategy meeting which includes all agencies, will always supersede a CAF.
- Information regarding children on the Child Protection list must be kept under lock and key, and be separate from curriculum records.

This policy will be reviewed sooner if and when expected guidelines are given from the LA  
Reviewed: November 2008  
Review date: September 2009