

# CHILD PROTECTION (SAFEGUARDING) POLICY

## ***Introduction***

As a Jesuit School inspired by the insights of St Ignatius, Mount St Mary's College stresses the importance of each pupil in the sight of God. Each is unique in creation and has different gifts and talents which are to be developed to the full. This requires a genuine respect and concern for the well-being, physical, spiritual and emotional security of others, for their feelings and beliefs, their strengths and weaknesses and their cultural and racial backgrounds. Central to this notion is a love for justice, a hatred of unfair treatment or discrimination, a special concern for the poor, vulnerable and helpless and a resolution to protect children against abuse of any kind.

All those who come into contact with our pupils in their everyday work at this College, including those who do not have a specific role in relation to Child Protection, have a duty to safeguard and promote the values which the tradition and ethos of the College holds dear, and to safeguard the welfare of the young people in our care.

Senior staff are trained in safer recruitment practice and at least one trained person will be part of the interview process of every new member of the college staff. On induction staff are advised on appropriate ways of interacting with children.

(1) The following guidelines therefore are for all College teaching and non-teaching staff and Governors. It is the requirement of all those who work here to be fully familiar with these stated procedures and to understand all their implicit and explicit ramifications. They must be adhered to for they have the welfare of our pupils at heart and also the interests of members of staff who might later be involved in legal action if matters are ignored or not dealt with in the appropriate manner.

(2) The procedures on which these guidelines are based have been derived from the official handbook authorised by Derbyshire ACPC which contains a comprehensive and detailed Child Protection policy statement. The ***Derbyshire Safeguarding Children Procedures (DSCP) (March 2007 [www.derbyshirescb.org.uk](http://www.derbyshirescb.org.uk))***, in turn, has been developed in line with the essential principles embodied in the ***Children Act of 1989***, and refers to '***Working Together to Safeguard Children***' a document developed in 1999. Full copies of The Derbyshire Safeguarding Children Procedures (DSCP) (March 2007), '***Working together to Safeguard Children***' (revised 2006), '***Safeguarding Children in Education***' (developed recently by the Department for Education and Skills) and '***What to do if you're Worried a Child is Being Abused***' (revised 2007) are kept by the Child Protection Officer and available to all wishing to consult these texts.

**(3) The Deputy Headmaster is designated the Child Protection Officer in the College.**

(4) Neglect physical, emotional and sexual abuse of young children and teenagers does happen and we should be watchful for signs of such abuse. An attitude that 'such things cannot happen to children here' is unhelpful and perhaps even untrue. In many cases of child abuse those who have caused the child harm are the parents or carers but there are also others who may harm children. It is particularly important in the school context that all staff are aware that an alleged abuser could be another pupil, or a young person with whom a pupil might have contact outside school. Additionally it should be borne in mind that a pupil could be abused by an adult within the school setting itself. Whether the suspected abuser is adult or another child the procedures in this policy should be equally followed.

(5) Signs to watch out for are bruising that cannot be accounted for by a known physical injury or participation in games or be the result of a child's normal activity; signs of depression; indications of suicide; signs of unpredictable mood swings; dysfunctional eating patterns; being withdrawn; unusual seeking of attention etc.

Questions to consider in determining neglect are: Does the child seem 'normal' for their age. Do they seem emotionally or socially withdrawn? Are they unusually aggressive? Does the child spend time with their family? Do they seem to have a good relationship with their parent(s)? Is the child smelly, dirty or unkempt in appearance? Are they bruised or cut in any way that can't be easily explained?

**(6) If you suspect that a child is being abused or has indications of suicide, the golden rule is: do not keep it to yourself or deal with it yourself.**

- (a) Make sure that the child is not in need of immediate medical attention.
- (b) Discuss the matter immediately with the Deputy Headmaster, who is the designated Child Protection Officer. **All issues in which there is a potential Child Protection element should be referred to the Child Protection Officer**, unless the Child Protection Officer him/herself is the subject of a complaint or anxiety, in which case the matter should be referred to the Headmaster.
- (c) Once the Child Protection Officer receives a referral he is required, in accordance with Derbyshire Area Child Protection procedures (**Section 2, part D: Guidance to education staff**) to contact Children's Social Care office by telephone immediately in order to seek advice. (Clay Cross branch - 01629 537235, 24 hour line – 0845 6058 058) *This telephone call does not, in itself, constitute a formal referral to Children's Social Care, Children's Social Care may subsequently advise such a referral as a possible measure or response to the particular issue raised.*
- (d) If the Child Protection Officer does not consider it appropriate to make the initial contact described above, then the member of staff concerned with the complaint or anxiety should consult the Headmaster if he/she has been in any way dissatisfied with the handling of the issue by the Child Protection Officer. If, following referral to the Headmaster, he/she continues to consider that the matter warrants outside agency support he/she has a duty to contact the Children's Social Care him/herself. All staff should be aware of their right and duty to 'whistle blow' in good faith without fear of disciplinary action or any other adverse effect in respect of their own personal and professional well-being.

**Derbyshire Safeguarding Children Board (DSCB)**

**Derbyshire Safeguarding Children Board**

**PO Box 5505**

**Matlock**

**Derbyshire**

**DE4 3WW**

**08456 058058**

(7) If a child makes allegations of actual abuse:

- (a) Reassure the child that he/she is doing the right thing to tell you about it, that he/she will be protected and helped.
- (b) Do not make any promises of confidentiality - explain that to help you will need to share the information you are being given with people who know how to help.
- (c) If the child withdraws the allegation at this point you must still take further action. Do not ignore or keep the matter to yourself. Do not attempt to make an examination of the child. Do not cross-examine the child. Do not contact the child's family but pass the matter on immediately to the Child Protection Officer, or the Headmaster if the Child Protection Officer him/herself is the subject of a complaint or anxiety, who will contact the Social Services immediately for advice.

(8) If an allegation is made against a member of staff, then in addition to the steps indicated in section 7 above, the Child Protection Officer will meet with the Headmaster and Headteacher of Barlborough Hall School to determine the action to be taken. In the event that one of the three is the subject of the allegation, then the governor with Child Protection responsibilities, Mrs Linda Penny, will take the place of that member of staff.

- (9) If the child has sustained an injury which may be the result of abuse:
- (a) Obtain immediate medical help.
  - (b) Do not contact the parents or carers.
  - (c) Inform the Child Protection Officer or the Headmaster if the Child Protection Officer him/herself is the subject of a complaint or anxiety who will contact Social Services immediately for advice.

(10) In any case where there is an allegation or suspicion of abuse, it may be appropriate for a written record to be made and kept of what the child has said by a member of staff passing on a concern. This is by no means a pre-requisite in making a referral to the Child Protection Officer, but should a member of staff making a referral have done so, a copy of any record should be passed on to the Child Protection Officer, in order to assist in his consideration of the matter. If written notes are made, these must reflect as precisely as possible the actual words used by the child and should not be based on adult interpretation of these. If notes are made, members of staff must fully inform a pupil of this. Any member of staff reporting a suspicion of abuse in good faith would not be liable to face disciplinary action or to suffer any adverse effect in respect of his/her own personal or professional well-being if, following investigation, the case is not taken further.

(11) As part of the pastoral service which the College provides, two Independent Listeners are connected to the community. As with all College staff who have access to pupils, Independent Listeners are subject to CRB clearance tests. Both (one male, one female) have the appropriate professional status and experience and both are warm, friendly and approachable members of the local community. Both have considerable experience and expertise in working professionally with young people and both have children of their own. Their telephone numbers, along with those of national 'Child help' lines are published to all pupils and are easily visible on College notice boards. Should a pupil be troubled or anxious about some specific issue, or have some difficulty of a personal nature which they might not otherwise be willing or comfortable to discuss with staff available to them in the routine channels, they are able to contact one, or both, of our Independent Listeners, for advice and guidance. Contact details for the Independent Listeners are as follows:

**Mrs Mary Emmott 0787 9414 266 and Mr Brendan Stone 0780 8064 772**

# **SAFEGUARDING/CHILD PROTECTION INDUCTION**

The following people are responsible for ensuring safeguarding induction/training is delivered across BHS/MSM as follows:

## **DESIGNATED SENIOR PERSONS**

BHS Wanda Parkinson – Head Teacher

MSM Frank Thompson – Deputy Headmaster

## **DEPUTY DESIGNATED SENIOR PERSONS**

BHS Maria Neal – Early Years Co-ordinator

MSM Laurence McKell – Headmaster

DESIGNATED GOVERNOR - Lynda Penny

## **TRAINING RESPONSIBILITIES**

ACADEMIC Teacher) (& non-sport volunteers)	BHS	Wanda Parkinson (Head
	MSM	Frank Thompson (Deputy H/M)
NON ACADEMIC STAFF Director) (transport, cleaners, kitchen, grounds etc)	BHS/MSM	Malcolm Lucas (Facilities
ADMIN STAFF	BHS/MSM	Diane Burn (HR Manager)
SPORT (Mount Leisure Club/Voluntary Staff)	BHS/MSM	Paul Scott (Director of Sports)
PERI MUSIC STAFF	MSM BHS	Lucy Kitchener (Director of Music) Diane Burn (HR Manager)