



St Richard Gwyn Catholic High School

Safeguarding & Child Protection Policy

Approved by Governors on _____

Signed _____ (Chair)



GENERAL PRINCIPLES

The safety of our young people is of paramount importance at St Richard Gwyn Catholic High School. We recognise that it is the responsibility of every adult involved in this organisation to safeguard and promote the welfare of all children and young people

This policy and the procedures it contains are in line with the All Wales Child Protection Procedures (2008).

A child is defined as a person under the age of 18. We acknowledge that all children, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity, have the right to protection from abuse.

The Designated Senior Person (DSP) at St. Richard Gwyn Catholic High School is Mrs. Julie Green.

Child Protection and Safeguarding issues will be afforded the highest priority. All suspicions and allegations of abuse will be taken seriously and will be responded to swiftly and appropriately.

St Richard Gwyn Catholic High School is committed to ensuring that all staff are appropriately trained in Safeguarding issues and that Safe Recruitment procedures are in place.

St Richard Gwyn Catholic High School is committed to working closely with other agencies to ensure the safeguarding of our young people.

The largest percentage of child abuse referrals are by teachers, IWO's and School Nurses. Our daily close contact with young people puts us in a unique position. A teacher is often the person an abused child trusts enough to talk to. Regular contact puts the caring teacher in a position to notice signs and warnings that might indicate abuse.

It is vital therefore, that all teachers are aware of indications of abuse, and understand the procedures to be followed.

It is important that young people are able to recognise abuse and potential abuse affecting themselves or others. To this end we will endeavour to provide curriculum experiences for our young pupils which will raise these issues and provide guidance regarding their response to any concerns that they have.

It is important to remember abuse is not related to social and economic circumstances and can impact on any family. The abuser may or may not be a family member.



WHAT IS ABUSE?

General Definition:

Child abuse is significant harm to a child or young person aged below 18 years whether caused by default or a deliberate act. The harm may be to the standard of health, development or wellbeing which can reasonably be expected for that child.

Categories of Abuse:

1. **Physical:** Actual or likely physical injury to a child or failure to prevent physical injury (or suffering) to a child including deliberate poisoning, suffocation and Munchausen's Syndrome by proxy.
2. **Emotional:** Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment. This category should be used where it is the main or sole form of abuse.
3. **Sexual:** Actual or likely sexual exploitation of a child or adolescent.
4. **Neglect:** A persistent failure to meet a child's basic physical and/or psychological needs. This category could also include a failure to adequately protect a child or seek appropriate medical care or treatment.

SIGNS OF POSSIBLE CHILD ABUSE

Physical Abuse:

Physical Signs: Unexplained or unlikely or frequent trauma such as: fractures, grazes, cuts; - injuries of different ages; - bums, cigarettes or immersion; - minor injuries especially to eyes or mouth. Heavy punishment, e.g. severe bruises, multiple weals, hand shaped marks.

Behaviour Signs: Delay in seeking medical advice. Hyper-critical/rigid parents. Chronic runaway. Afraid of going home. Unexplained or regular absences. Wary of physical contact. Complaints of soreness. Behavioural extremes - withdrawn, wary or aggressive/disruptive.

Emotional / Neglect Abuse:

Physical Signs: Neglected appearance. Often left unattended. Unattended health/medical needs. Failure to thrive/gain weight. Consistent hunger. Poor hygiene.



Behaviour Signs: Delayed development. Lethargic, tired, falls asleep. Often absent or late to school. Self-destructive. Hopelessness. Desperate attention seeker. Steals food.

Sexual Abuse

Physical Signs: Sleep and eating disturbances. Medical problems e.g. pain, itching, urinary infection, venereal disease. Pregnancy. Sexual knowledge or curiosity or behaviour beyond child's years. - Underclothes, torn, stained bloody. Difficulty in walking or sitting, genital injuries.

Behaviour Signs: Reports abuse: Fear of particular individuals. Sudden change in personality, school performance or self esteem. - Aggressive or unnaturally compliant behaviour. Truancy. - Depressed, withdrawn, sad. Listless, self injury, suicide attempts, overdoses, running away. Guilt, shame, anger.

These signs do not always indicate abuse, but the possibility has to be considered.

Neglect:

Physical signs: Neglected appearance, failure to thrive/gain weight. Poor hygiene and unattended health or medical needs.

Behaviour signs: Delayed development. Persistent hunger. Attention seeking behaviours.

PROCEDURE

- A young person may disclose abuse to any member of staff. **This must be shared with the DSP immediately.**
- If the DSP is unavailable staff should go directly to the Headteacher or another member of SLT.
- Any member of staff who has concerns regarding a young person must **share these concerns with the appropriate Director of Learning or the DSP immediately.**
- Staff should **never promise confidentiality.** They should agree to listen but explain to the young person that they are duty bound to pass on any concerns.
- Staff should **react calmly and listen very carefully** during a disclosure. It is important to allow the young person to talk openly and establish the facts whilst not asking any leading questions.
- It is useful to make brief notes immediately following a disclosure when the facts are still fresh.

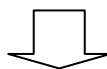


WHAT SHOULD HAPPEN NEXT?

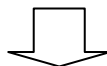
- The DSP and Headteacher after consideration of the information will decide whether or not to make a formal referral to the local Social Services Department in line with the All Wales Child Protection Procedures. The DSP is responsible for keeping records of any Child Protection Referrals made. These records must be kept securely.
- The child may then be interviewed by a Social Worker and/or a Police Officer. These interviews may take place in school.
- Social Services will decide how and when the parents would be informed depending on the facts of the case.
- As part of the investigation the child may be medically examined, this could take place in school.
- Note the School Nurse and/or IWO are also available to assist, advise and support but the DSP and Head remain responsible for referrals to Social Services.
- The referral should be confirmed in writing and sent to Co-ordinator of Support Services.
- St Richard Gwyn Catholic High School will endeavour to be represented at Child Protection Conferences and Core Groups and will provide any appropriate information regarding a safeguarding case.

If a child discloses abuse or you are concerned / suspicious that abuse may be occurring please pass the information on:

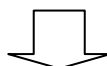
TEACHING STAFF/SUPPORT STAFF



DSP or Director of Learning



DSP/Headteacher/SLT



SOCIAL SERVICES



Support for Victims of Abuse

St Richard Gwyn Catholic High School is committed to the ongoing support of any victim or alleged victim of abuse. Such support will be bespoke to the individual and will be planned in conjunction with any multi agency plans. We will liaise with other professionals in order to provide any specific services and will endeavour to work collaboratively at all times.

It is important that all school staff are able to support young people affected by abuse. To this end we will endeavour to share information regularly and sensitively providing any appropriate guidance materials.

Review

This policy will be reviewed in November 2017.

Rev.No	Date	Authorised By	Details of Revision
V1	30/11/2014	Governing Body	Update/Format



Workload Impact Assessment Checklist

This policy has been assessed against the agreed system to monitor the workload and working hours of teachers and the Headteacher.

This policy complies with and is consistent with the teachers' contractual entitlements.

This policy and any related procedures were introduced following full consultation with the Teacher trade unions.

This policy and any related procedures include a specific statement regarding workload impact.

This policy and related procedures will not add additional hours of working.

This policy does not duplicate any other existing policy.

The resources necessary to support this policy, including staff time, any additional staffing and appropriate equipment, have been identified.

The implementation of this policy will not result in any additional meetings/activities that have not been identified within the school calendar, published and revised in consultation with teacher trade unions.

All staff (including the Headteacher) will be trained to ensure that this policy and any related procedures are carried out without increasing workload burdens.

This policy and related procedures will be reviewed annually to ensure that additional workload burdens have not been added over time.