



The Skinners' School

Child Protection Policy

1. The Skinners' School fully recognises its responsibilities for safeguarding children (child protection).
2. Our policy applies to all staff, governors and volunteers working in The Skinners' School. There are five main elements to our policy:
 - a) Ensuring we practice safe recruitment in line with Government guidance by using at least one NCSL accredited recruiter on all interview panels and by checking the suitability of staff and volunteers to work with children and ensuring any unsuitable behaviour is reported and managed using the Allegations Management procedures.
 - b) Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
 - c) Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse by logging welfare concerns and referring to the Children's Helpdesk.
 - d) Supporting students who have been abused in accordance with his/her agreed child protection plan.
 - e) Establishing a safe environment in which children can learn and develop.
3. We recognise that because of the day to day contact with children, Skinners' School staff are well placed to observe the outward signs of abuse. The Skinners' School will therefore:
 - a) Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
 - b) Ensure children know that there are adults in The Skinners' School whom they can approach if they are worried.
 - c) Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.
4. We will follow the procedures set out by Kent County Council and take account of guidance issued by the Department for Children, Schools and Families to:
 - a) Ensure we have a designated senior person for safeguarding (child protection) who has received appropriate training and support for this role.
 - b) Ensure we have a nominated governor responsible for child protection who has received appropriate training.
 - c) Ensure every member of staff (including temporary and supply staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role.
 - d) Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
 - e) Ensure that parents have an understanding of the responsibility placed on The Skinners' School and staff for child protection by setting out its obligations in The Skinners' School prospectus.
 - f) Notify the relevant social worker if there is an unexplained absence of more than two days of a student who has a Child protection Plan (previously known as being on the child protection register.)

- g) Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at child protection conferences and core groups.
 - h) Keep written records of concerns about children, even where there is no need to refer the matter immediately.
 - i) Ensure all records are kept securely; separate from the main student file; and in locked locations.
 - j) Develop and then follow procedures where an allegation is made against a member of staff or volunteer including supply or agency workers, contractors or governors.
 - k) Ensure safe recruitment practices are always followed.
5. We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The Skinners' School may be the only stable, secure and predictable element in the lives of children at risk. When at The Skinners' School their behaviour may be challenging and defiant or they may be withdrawn. The Skinners' School will endeavour to support the student through:
- a) The content of the curriculum.
 - b) The Skinners' School ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued.
 - c) The Skinners' School behaviour policy which is aimed at supporting vulnerable students in The Skinners' School. The Skinners' School will ensure that the student knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
 - d) Liaison with other agencies that support the student such as social care, Child and Adult Mental Health Service, education welfare service and educational psychology service.
 - e) Ensuring that, when a student who has a child protection plan leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

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