



The Aylesbury Vale Academy

Success Beyond Belief

A Church of England Academy

CHILD PROTECTION POLICY

SEPTEMBER 2009

VISION:

That every young person graduates from Aylesbury Vale Academy as citizens of an international community where they have the mobility borne from their outlook, qualifications, skills and experience to be successful.

GUIDING PRINCIPLES: WE ADOPT THE CHRISTIAN VALUES OF:

- Honesty
- Respect
- Compassion
- Love
- Forgiveness
- Self-discipline
- Creativity
- Hope

OBJECTIVES:

1. To support the child's development in ways that will foster security, confidence and resilience.
2. To provide an environment in which children and young people feel safe, secure, valued and respected, feel confident and know how to approach adults if they are in difficulties.
3. To raise the awareness of all teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
4. To provide systematic means of monitoring children known or thought to be at risk of harm, and ensure we, the Academy, contribute to assessments of need and support plans for those children.
5. To acknowledge the need for effective and appropriate communication between all members of staff in relation to safeguarding pupils.
6. To develop a structured procedure within the Academy which will be followed by all members of the Academy community in cases of suspected abuse.
7. To develop effective working relationships with all other agencies, involved in safeguarding children.
8. To ensure that all adults within our Academy who have access to children have been checked as to their suitability. This includes other community users of our facilities.

MONITORING (via Governors' Management Committee):

1. Throughout the academic year the committee will ask to see all child related incidents are dealt with appropriately.
2. The committee will gain evidence from reports submitted by the Academy's Designated Person.
3. The chair of the committee will review the findings from reports.
4. The committee will be provided with the findings of the reports.
5. Visit the Academy to follow lines of enquiry as a result of the committee meeting (adhering to the protocol for governors visits).

REVIEWING

The Governing Body is responsible for reviewing its policies and the Principal is responsible for reporting on the implementation of the policy.

1. Has the policy been successfully implemented?
2. Has the policy had the intended impact in the Academy and on the young people?
3. Are the current objectives to remain the same and do they support other policies and development priorities?

NOMINATED MEMBER OF STAFF:

HEAD OF COLLEGE

APPENDIX 1

Operating Statement

Aylesbury Vale Academy understands its responsibility to safeguard children and will appropriately share any concerns that it may have about children.

We recognise that a child who is abused, who witnesses violence or who lives in a violent environment may feel helpless and humiliated, may blame him/herself, and find it difficult to develop and maintain a sense of self worth.

We recognise that the Academy may provide the only stability in the lives of children who have been abused or who are at risk of harm.

We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

APPENDIX 2

The LPP Manager (ECM, PSHCHE and Child Protection) is responsible for:

- Referring a child if there are concerns about a child's welfare, possible abuse or neglect to Social Care. A written referral using the Common Referral Form will be faxed/posted/e-mailed to Social Care as soon as possible within the Academy day
- Ensuring that detailed and accurate written records of concerns about a child are kept even if there is no need to make an immediate referral
- Ensuring that all such records are kept confidentially and securely and are separate from pupil records, with a front sheet listing dates and brief entry to provide a chronology
- Ensuring that an indication of further record-keeping is marked on the pupil records
- Acting as a focal point for staff concerns and liaising with other agencies and professionals
- Ensuring that either they or another appropriately informed member of staff attends cases conferences, family support meetings, core groups, or other multi-agency planning meetings, contributes to the Framework for Assessments process, and provides a report which has been shared with the parents
- Ensuring that any absence of two days, without satisfactory explanation, of a pupil currently subject to a child protection plan is referred to their Education Welfare Officer
- Ensuring that all Academy staff are aware of the Academy's CP policy and procedures, and know how to recognise and refer any concerns
- Providing, with the Principal, an annual report for the Governing Body, detailing any changes to the policy and procedures; training undertaken by the Designated Person, and by all staff and Governors; number and type of incidents/cases, and number of children referred to Children's Social Care and subject to Child Protection Plans (anonymised).

The Governing Body will use this report to fulfil its responsibility to provide the LA with information about their Safeguarding policies and procedures

- Keeping themselves up to date with knowledge to enable them to fulfil their role, including attending relevant training, at least every two years, provided by the Buckinghamshire Safeguarding Children Board, or the Safeguarding in Education Team

The Academy will support all pupils by:

- Encouraging the development of self-esteem and resilience in every aspect of Academy life including through the curriculum
- Promoting a caring, safe and positive environment within the Academy
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children
- Notifying Social Care as soon as there is a significant concern
- Ensuring that a named teacher is designated for Looked After Children (LAC) and that an up to date list of children who are subject to a Care Order or are accommodated by the Local Authority is regularly reviewed and updated. The Education of Children in Public Care (ECPC) Team must be made aware of all LAC in the Academy
- Notifying Social Care when a child attending the Academy is privately fostered
- Providing continuing support to a pupil (about whom there have been concerns) who leaves the Academy by ensuring that such concerns and Academy medical are forwarded under confidential cover to the Designated Person at the pupil's next school (if appropriate) as a matter of urgency. The original copy of significant documents will be retained at the Academy, and photocopies forwarded as above

Confidentiality

- We recognise that all matters relating to child protection are confidential
- The Principal or Designated Person will disclose personal information about a pupil to other members of staff on a need to know basis only
- However, all staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children
- All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or well-being or that of another
- The Academy will always undertake to share our intention to refer a child to Social Care with their parents/carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with the Safeguarding in Education Team or Social Care on this point

Supporting Staff

- The Academy recognises that staff working in the Academy who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting
- We will support such staff by providing an opportunity to talk through their anxieties with the Designated Person and to seek further support. This could be provided by the Principal or another trusted colleague, Occupational Health, and/or a representative of a professional body or trade union, as appropriate
- We recognise that our Designated Person should have access to support and appropriate workshops, courses or meetings as organised by the LA

Allegations against staff

- All Academy staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults
- All staff should be aware of the Academy's behaviour/discipline policy
- We understand that a pupil may make an allegation against a member of staff. If such an allegation is made, the member of staff receiving the allegation will immediately inform the Principal or the Head of College if the Principal is not present.
- The Principal/Head of College on all such occasions will discuss the content of the allegation with the Safeguarding in Education Team Manager
- If the allegation made to member of staff concerns the Principal, the person receiving the allegation will immediately inform the Chair of Governors who will consult as in the point above, without notifying the Principal first
- Suspension of the member of staff against whom an allegation has been made needs careful consideration, and we will consult the Safeguarding in Education Team Manager in making this decision
- Our lettings agreement for other users requires that the organiser will follow LA procedures for managing allegations against staff and where necessary, the suspension of adults from the Academy premises

Whistleblowing

- We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so
- All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues. If necessary, they should speak to the delegated 'whistleblowing' Governor or the Safeguarding in Education Team Manager.

Physical Intervention/Positive Handling

- Staff must only ever use physical intervention as a last resort, e.g. when a child is endangering him/herself or others and that, at all times it must be the minimal force necessary to prevent injury to another person
- Such events should be recorded and signed by a witness
- Staff who are likely to need to use physical intervention should be appropriately trained
- We understand that physical intervention of a nature, which causes injury or distress to a child, may be considered under child protection or disciplinary procedures

Prevention

We recognise that the Academy plays a significant part in the prevention of harm to our pupils by providing pupils with effective lines of communication with trusted adults, supportive friends and an ethos of protection.

The Academy community with therefore:

- Establish and maintain an ethos, which is understood by all staff, which enables children to feel secure and encourages them to talk knowing that they will be listened to
- Ensure that all children know there is an adult in the Academy whom they can approach if they are worried or in difficulty
- Provide, across the curriculum, opportunities which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help

APPENDIX 3

APPROVED	July 2009		
REVIEW DATE	June 2010		
SIGNED PRINCIPAL		PRINT NAME	
SIGNED CHAIR OF GOVERNORS		PRINT NAME	