



Highland Schools Child Protection Policy

Safer Highland' believes that every child/young person, regardless of age, has at all times, in all situations a right to feel safe and protected from any situation or practice which results in the child/young person being physically or emotionally damaged.

We are committed to creating an environment in which children/young people are safe from abuse and in which any suspicion of abuse is responded to promptly and appropriately. The well-being of children/young person in our care takes precedence over any other consideration. It is the clear responsibility of all staff involved to adopt good practice throughout their work.

In order to achieve this we will:

- Follow the Highland Practice Model (GIRFEC), work in partnership with others and promote good practice.
- Ensure that all staff have access to appropriate child protection training every three years.

The detailed arrangements, systems and procedures for ensuring that the above policy statements are fully implemented are contained in:

<http://www.forhighlandchildren.org/2-childprotection/publications.htm>

Child abuse is a criminal offence.

All staff have an **ethical duty to report** any reasonable concern that a child may be being abused to the designated person / Named Person.

It is **not** the role of the member of staff to wait for proof, investigate or gather evidence of abuse.

When a child/young person tells an adult about possible abuse, his or her statements should not be dismissed or ignored.

The adult should attend carefully to what the child wants to communicate, taking account of the child's/young person's age and stage of development, and allow the child/young person to say what he or she wants to say without being drawn into detailed questioning.

Highland Schools Child Protection Policy, (continued)

Child Protection Procedure checklist:

- a child/young person has been injured (e.g. bruising, scratches...)
- a child/young person is seen in the company of people who may be putting the child at risk
- a specific allegation of child maltreatment or neglect has been made
- there are signs of maltreatment or neglect over a period of time
- a child/young person is behaving in a way that is dangerous to him/herself or others.

The member of staff must: **RECORD** not interrogate.

Respond without showing any signs of disquiet, anxiety or shock. Take what the child/young person says seriously.

Enquire casually about how an injury was sustained or why the child/young person appears upset.

Confidentiality must not be promised to children or adults in this situation.

Observe carefully the demeanour or behaviour of the child/young person.

Record in written detail, as soon as possible, what has been seen and heard.

Members of staff must not

- Investigate suspected/alleged abuse themselves
 - Evaluate the grounds for concern
- Policy Date: Jan 2022 Policy Reviewed: Jan 2022 Review Date: Annually - 2023/24
- Seek or wait for proof

Discuss the matter without due regard to confidentiality

The designated person is:

Vikki Forrester - Depute Head Teacher In their absence their deputy is:

James Vance - Head Teacher In their absence call emergency out of hours service 0845 769 7284.

Further information:

<http://forhighlandschildren.org/2-childprotection/publications>

<http://www.forhighlandschildren.org/5-practiceguidance/high-pract-model.pdf>

<http://www.legislation.gov.uk/ukpga/1995/36/contents>

<http://www.legislation.gov.uk/asp/2003/5/contents>

<http://www.highland.gov.uk/NR/rdonlyres/EB5D3ACB-EA0B-4B2F-A1E0-573C26CB2745/0/CHILDRENMISsingFROMEDUCATIONFORMv1final.pdf>

<http://www.husp.org.uk/> <http://www.forhighlandschildren.org/4-icspublication/>

Culloden Academy will always seek to work with children and families in a clear, positive and open way, bearing in mind always that the welfare of the children is paramount. The school will follow HCPC Highland Practice Model (GIRFEC) procedures.