



CHILD PROTECTION POLICY

YSGOL LLANDYGAI

Aim

Every school has a pastoral duty towards its pupils; it has an important role in preventing abuse and neglect through creating and maintaining a safe environment for children and young people.

Principles

The school's teachers and ancillary staff have an important role in identifying signs of possible abuse and neglect and referring their concerns to Social Services.

Every child deserves the opportunity to achieve his/her maximum potential. Schools should ensure that they play a part in enabling every pupil to achieve the following:

- To be as healthy as possible, both physically and mentally
- To gain maximum benefit from high quality educational opportunities
- To feel that they are loved and appreciated, and supported by a reliable and loving network within the school
- To become competent at looking after themselves and dealing with everyday life
- To have a positive self-image and a secure awareness of identity, including culture and race identity
- To develop good inter-personal skills and confidence in social situations.

Definitions of child abuse and neglect

A child may be abused or neglected through being harmed, or through failure to prevent harm.

A child or young person up to 18 years of age may suffer abuse or neglect and need to be protected through the Gwynedd Inter-agency Child Protection Plan.

1. **Physical abuse** – striking, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or inflicting any other kind of physical harm on a child.
(Physical harm may also be caused when a parent or carer fakes health symptoms.)
2. **Emotional abuse** – persistently abusing a child causing serious and long-lasting ill-effects to a child's emotional development.
3. **Sexual abuse** – forcing a child or young person to participate in a sexual act, whether or not the child is aware of what is going on.
4. **Neglect** – a persistent failure to meet a child's basic physical and/or psychological needs.

Complaints against staff

The Governing Body has adopted Gwynedd Education Authority's Disciplinary Code of Practice.

When dealing with complaints against members of school staff, the requirements of the disciplinary code of practice should always be taken into account.

This is not in any way a presumption that the member of staff is guilty when the complaint is lodged against him/her. Instead, it acknowledges that a complaint can lead to implementing the disciplinary code of practice. It must therefore be ensured that the way a complaint is dealt with does not create problems should the code of practice have to be followed and does not prejudice any case for or against the person about whom a complaint was made.

The Code of Practice denotes that any complaints against a member of staff should be transferred to the headteacher.

Any complaints against the headteacher should be transferred immediately to Gwynedd Education Authority. The Chair of the Governing Body and an Officer of the Education Authority will be informed. Gwynedd Education Authority will refer the allegation to the Children's Team.

The Governing Body should not discuss any complaint made against a member of the school staff. Doing so would prejudice members of the body and be likely to disqualify them from hearing a disciplinary case, and from hearing an appeal, should such a requirement arise from the headteacher or chair's investigation. It is important, however, to report to the body on relevant matters that arise and the Code of Practice deals with this. The Education Officer who supports the process would also be able to offer relevant advice.

If the investigation finds evidence related to the following, any investigation must give appropriate consideration to the agreed arrangements that exist in relation to these:

- Teachers deficient in their work performance
- Child abuse
- Members of staff dependent on drugs or alcohol
- Financial irregularities.

The governing body will ensure through the Child Protection Co-ordinator/ Headteacher, that the school's Internal Processes Protocol is implemented in full in accordance with the guidelines for teachers and school support staff (see Appendix 1).

Child Protection Responsible Persons:

Child Protection Officer: Mrs Delyth Lloyd Griffiths

Adran Addysg Cyngor Gwynedd, Caernarfon, Gwynedd, LL55 1SH

01286 679007

07977504344

delythgriffiths@gwynedd.llyw.cymru

Chair of Governors: Rev. J. Matthews

Vice Chair of Governors: Mrs Mair Leverett

Co-ordinator from the school's senior managers/Headteacher: **Mr Elfed Morgan Morris – Headteacher**
Mrs Emma Vaughan Davies – Deputy Headteacher
Mrs L. W. Pritchard – FP Co-ordinator

The 'responsible person' ensures that all members of staff who are likely to come into contact with pupils are aware of the school's internal process within the context of Child Protection.

Training

The Governing Body ensures that members of school staff have access to training in the Child Protection field.

Links with the Curriculum

In accordance with Personal and Social Education guidelines, it is ensured that elements of the Child Protection field are included as an integral part of the curriculum through providing children with interesting and diverse experiences in terms of drawing attention to dangerous situations, the individual's rights, the relationship with others and appropriate response in various situations.

This policy is annually reviewed.

Adopted **15/03/04** Reviewed: Spring 2012

Chair of Governors: Rev. John Matthews
Headteacher: C. Hughes

Reviewed: February 2013, 2014, 2015

Chairperson: Rev. J. Matthews

Headteacher: C. Hughes

Reviewed: Spring 2016

Chairperson: Rev. J. Matthews

Headteacher: Mr Elfed Morgan Morris

Reviewed: Spring 2017

Chairperson: Rev. J. Matthews

Headteacher: Mr Elfed Morgan Morris

YSGOL LLANDYGAI PROTOCOL – CHILD PROTECTION

Guidelines for Teachers

If a pupil notifies you that they or another pupil are being abused:

- 1) Indicate that you have heard and understood what they have said and that you take their allegation seriously.
- 2) Encourage the child to talk, but without prompting or asking leading questions
 - do not interrupt
 - do not make the child reiterate
 - school staff should question the child only once
- 3) Explain the steps that you have to take in a way that is suited to the pupil's age and understanding.
 - tell the headteacher
- 4) Don't promise to keep what you were told a secret, as you have a responsibility to divulge information to those who have a need to know.
- 5) Make a note of the date, the time, the place, and those present, and sign it.
- 6) Present your report/concerns to the headteacher.
- 7 a) In cases involving the school **staff** with the exception of the headteacher, teachers are expected to present their report/concerns to the headteacher.
- 7 b) In cases involving the school **headteacher**, teachers are expected to contact the Education Officer serving the school in order to refer the case.
- 8) Depending on the gravity of the case, it is the duty of the headteacher/protection officer to decide whether the case needs to be referred to Social Services.
- 9) If further advice is needed, the headteacher or deputy should contact
 - i) the Area Education Officer
 - ii) the Education Welfare Officer.

Child Protection for Parents – School Handbook

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Implementation Methods

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