

Wycombe High School fully recognises the contribution it makes to Child Protection. The school takes seriously its responsibility to safeguard and promote the welfare of students and believes that the safety and well-being of students is of paramount importance.

The following code of conduct applies to all staff working within the school and underpins our Child Protection policy.

PERSONAL CODE OF CONDUCT

- To respect all individuals, irrespective of age, developmental stage, ability, sex, sexual orientation, race or colour.
- To place the safety and well-being of students first; before any personal or organisational goals and before any loyalty to friends.
- To form appropriate relationships with students, based on trust and respect.
- To be aware of the powerlessness of students in relation to adults.
- To be committed to actively preventing abuse and exploitation of students.
- To be aware of, and implement, the school's child protection policy.

Adapted from NSPCC Educare Child Protection programme.

LEGISLATIVE CONTEXT

2002 Education Act

Paragraph 10.4 in Section 175 states

"It is the responsibility of LEAs and governing bodies to safeguard and promote the welfare of students."

These responsibilities include:

- Nominating a Designated Senior Person and Designated Governor for Child Protection.
- Providing training for all staff; to ensure that they are alert to the signs and symptoms of abuse and know and understand the procedures to be followed if they have concerns.
- Ensuring that there is a written Child Protection Policy and clearly set out procedures.
- Carrying out CRB checks on volunteers and supervisors of extra-curricular activities.

Furthermore, and in line with Buckinghamshire County Council recommendations, Wycombe High School has a Deputy Designated Senior Person.

The Designated Senior Person at Wycombe High School is Sally Jarrett. The Deputy is Fiona Leith. The Designated Governor is the Chair of Governors, David Letheren, who may be contacted via Reception.

Abuse of trust

Inappropriate behaviour with or towards students is unacceptable. Under the Sexual Offences Act 2003 it is an offence for a person over 18 to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual. This applies where the child is in full-time education and the person works in the same establishment as the child, even if he / she does not teach the child.

Child Protection Policy

Wycombe High School's Child Protection Policy applies to all staff and volunteers working within the school and the Governing Body. It should be read in conjunction with the school's 'Code of conduct for adults other than teachers working with students', the Buckinghamshire Safeguarding Children's Board 'Working Together: A Multi-Agency Code of Practice 2004' and the Safeguarding Children in Education - 'Local Guidance and Child Protection Procedures'.

The school's policy comprises four elements:

- *Prevention*
 - Developing and maintaining an ethos in which students feel secure, valued, supported and listened to.
 - Ensuring students know that there are adults in the school they can approach if they are worried or experiencing difficulties.
 - Providing activities and opportunities within form time, and the wider curriculum to equip students with the skills they need to be safe; to know to whom they can turn for help both within and outside the school; to develop realistic attitudes to the responsibilities of adult life with regard to child care and parenting skills in particular.
 - The school carries out CRB checks on all employees and any volunteers working in an unsupervised capacity with students.
- *Training*
 - The school meets the statutory requirement for the provision of child protection training for all staff every 3 years.
- *Procedures*
 - The school has clear procedures for identifying and reporting suspected cases of abuse

- **Support**
 - Support provided for individual students includes*
 - Providing a positive, supportive and secure environment.
 - Noting and referring any ongoing concerns.
 - Liaising with other support agencies as appropriate.
 - Maintaining a 'watching brief'.

The Children Act 1989

There are two distinct categories for which a child can be referred to Social Care

Section 17 Children in Need

Section 47 Children in need of Protection

As a result of 'significant harm' (or risk of it) to a child's development and health, Social Care will register a child under one of the following four categories; physical abuse, emotional abuse, sexual abuse, neglect.

Child Abuse Kidscape Definitions

- **Physical abuse** is being physically violent towards a child.
- **Emotional abuse** is making a child feel unwanted, ugly, worthless, guilty, unloved.
- **Sexual abuse** is exploiting a child sexually.
- **Neglect** is failing to provide the things needed for a child to grow.

More detailed information regarding definitions and indicators can be found on p5 – 8 in the Child Protection Training Handbook by the Safeguarding Children in Education Team.

Support for staff involved in a disclosure

Dealing with child protection issues can be difficult and distressing. Members of staff should consider seeking support for themselves, initially from the Designated Senior Person.

Allegations involving a member of school staff

Allegations against staff should be reported to the Headteacher.

An allegation against the Headteacher should be referred to the Chair of Governors.

All allegations against staff should be referred to the Lead Officer for Child Protection at County Hall.

Approved Summer 2009

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