



NAIRN ACADEMY CHILD PROTECTION POLICY

All children/young people have a right not to be abused and to be protected from abuse and neglect, therefore child protection is the responsibility of everyone. *'It's everyone's job to make sure I'm alright'* (Scottish Executive, 2002) – and the more recently published *"Safe and Well"* (Scottish Executive, 2005) underlines the need for us all to take responsibility in order to protect children/young people.

In our school 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 people in our care takes precedence over any other consideration. It is the clear responsibility of all those involved in our school to adopt good practice throughout their work.

In fact, **anybody** employed and or volunteering within the following agencies:

- Education, Culture and Sport;
- NHS Highland;
- Social Work;
- Northern Constabulary;
- The Voluntary Sector and /or Private Sector -

has a responsibility for the protection and welfare of children/young people and must follow child protection guidelines. This means **they have a duty to notify other agencies if they have any concerns about the welfare of a child or young person.**

All these agencies want to work in an open and honest way with families and will abide by their Codes of Confidentiality.

However, if it is suspected that a child/young person is being abused, **agencies must share information in order to safeguard that child and other children/young people.**

Children/young people are considered to be abused and / or neglected when their basic needs are not being met. This includes:

- Deliberately hurting them;
- Not preventing harm to them;
- Not meeting their needs e.g. food, warmth, clothing, cleanliness.

The detailed arrangements, systems and procedures for ensuring that the above policy statements are fully implemented are contained in the **Inter-Agency Child Protection Guidelines** published by the Highland Child Protection Committee (2004).

Child abuse is a criminal offence. All staff working in our school have an ethical duty to report any reasonable concern that a child/young person may be being abused.

The role of members of staff is to inform the designated person of any instance, which suggests that abuse is taking place. 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/young person wants to communicate, taking account of the child/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.

Our school will always seek to work with families in a clear, positive and open way, bearing in mind always that the welfare of the children/young people is paramount.

In our school the designated person is:

Mr John Chalmers (Depute Rector).

In his absence, please contact Mrs Julie Macdonald (Rector).

REMEMBER:

Any concerns about the well-being of a child/young person need to be shared.

No matter how good we are at evaluating and assessing matters to do with children/young people in our classes, when it comes to the child/young person's welfare we cannot evaluate and assess potential danger, risk, damage, as we only know a tiny part of the whole picture. We must share our concerns with the designated person.

Child Protection Procedure checklist for our staff.

If:

- A child/young person discloses abuse, or
- A member of staff suspects a child/young person may have been abused, or
- A third party expresses concern, or
- A staff member witnesses an abusive situation involving another staff member

The member of staff must RECORD and REPORT -

- R Respond** without showing any signs of disquiet, anxiety or shock;
- E Enquire** casually about how an injury was sustained or why a child/young person appears upset;
- C Confidentiality** must not be promised to children/young people or adults in this situation;
- O Observe** carefully the demeanour or behaviour of the child/young person;
- R Record** in detail what has been seen and heard;
- D Do not interrogate** or enter into detailed investigations: rather encourage the child/young person to say what he/she wants until enough information is gained to decide whether or not a referral is appropriate.

Then REPORT to the designated person without delay.

Members of staff must not -

- **Investigate** suspected/alleged abuse themselves
- **Evaluate** the grounds for concern
- **Seek** or wait for proof
- **Discuss** the matter with anyone other than the Designated Person or Headteacher.

COPIES OF CHILD PROTECTION POLICY INTER-AGENCY GUIDELINES

are available from the designated person or online at

<http://www.protectinghighlandschildren.org/htm/hcpc.php> also look

www.forhighlandschildren.org/htm/girfec/girfec.php

Nairn Academy Child Protection Information

In addition to the policy that you already have, it is important that all staff understand the Assessment Criteria now used to determine whether there is a need to initiate a concern about a specific pupil.

Getting It Right For Every Child (GIRFEC) framework launched the acronym SHANARI in identifying Outcomes for Children and this has been incorporated into Curriculum for Excellence guidelines in Health and Wellbeing (see reverse of this sheet).

If you have concerns about any pupil in relation to the framework outlined below, please follow the Child Protection Policy guidelines and contact **Mr John Chalmers, Depute Rector**. In his absence contact **Mrs Julie Macdonald, Rector**.

OUTCOMES FOR CHILDREN All children in Scotland should be: Confident Individuals; Effective Contributors; Successful Learners; Responsible Citizens	
Safe	Protected from abuse, neglect or harm at home, at school and in the community.
Healthy	Having the highest attainable standards of physical & mental health, access to suitable health care & support to make healthy & safe choices.
Achieving	Being supported & guided in their learning & in the development of their skills; confidence & self esteem at home, at school & in the community.
Nurtured	Having a nurturing place to live, in a family setting with additional help if needed or, where this is not possible, in a suitable care setting.
Active	Having opportunities to take part in activities such as play, recreation & sport, which contribute to healthy growth & development at home and in the community.
Respected & responsible	Should be involved in decisions that affect them, should have their voices heard and should be encouraged to play an active and responsible role in their schools & communities.
Included	Having help to overcome social, educational, physical & economic inequalities and being accepted as part of the community in which they live & learn.

for every child

