



## CHILD PROTECTION POLICY

### **Purpose**

Buds Public School (BPS) is a safe and secure place where children have a fundamental right to feel safe and protected from any form of abuse. Therefore we aim to provide secure, caring environments, highly skilled and aware staff, and a curriculum which promotes self-esteem, nurtures well-being and empowers children to protect themselves.

All staff and volunteers who work alongside children are thoroughly checked to ensure they present no threat to young people. Where allegations are made against adults or other young people, these are always treated seriously and investigated by the appropriate authority. Where necessary, such investigations may be handed over to agencies outside the school to take action.

The Principal and all other staff who work with children undertake appropriate training to equip them to carry out their responsibilities for child protection effectively. Temporary staff and volunteers who work with children are made aware of the school's arrangements for child protection and their responsibilities.

All students have been informed about the first line of information/complaints and they are aware of to whom they should approach.

BPS recognizes that it helps children keep safe through the teaching of self-protection skills and encouragement of responsible attitudes to adult life through a life skills or a similar personal, social and health education/citizenship program.

### **Roles and responsibilities**

This policy applies to all staff, volunteers working in BPS and visitors.

- The Principal/Supervisor is responsible for ensuring the Child Protection Policy and procedures are implemented and monitored in school and is ultimately responsible for all child protection matters, by ensuring all staff are familiar with school guidelines for identifying and reporting abuse.
- The Principal/Supervisor will ensure that appropriate checks are carried out on all applicants for positions in the school in line with the relevant policy applicable for recruitment. This will include checking identity, qualifications, professional and character references, health and physical capacity, previous employment history to ensure gaps are accounted for, and criminal records.
- All staff have a responsibility to protect children from abuse. Staffs are responsible for following the procedures and guidelines of the Child Protection Policy, and for reporting any allegations made or concerns they may have for child safety, to Principal/Supervisor. All school personnel are ethically obligated to report any reasonably suspected incident of child abuse to the Principal/Supervisor. (Reports made by telephone or in person shall be followed by a written report within 24 hours). An action plan will be established to ensure immediate safety/protection of the child in need.
- Staff should respond to the child by treating him/her with the utmost sensitivity, listening and recording as accurately as possible what the child says with dates and times, not probing or asking leading question and not promising to keep secrets. The information should be passed directly to the Principal/Supervisor. All students are made aware by the school that they should immediately inform senior student council members, or teachers in case of any type of abuse whatsoever.
- School staff will include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life.
- The Principal/Supervisor will support and advise staff on child protection issues.
- The Principal/Supervisor will monitor the attendance and development of children who have the cause for concern.



### **If a child tells you about abuse**

- Stay calm and be reassuring.
- Find a quiet place to talk.
- Believe in what you are being told.
- Listen, but do not press for information.
- Say that you are glad that the child told you.
- Say that you will do your best to protect and support the child.
- If necessary, seek medical help and contact the police.
- Maintain an accurate and secure child protection record in chronological order.
- Confidentiality is maintained and information relating to individual pupils are shared with staff on a strictly need to know basis.

**Child abuse** can take a variety of forms, which can become apparent to us in the school situation. Physical, sexual and emotional abuse of children is said to be increasingly common. If you are concerned that one of your pupils has any signs of abuse it is vital that you report your concerns to the Principal or Supervisor.

### **Violation**

A violation of this policy includes:

- Inappropriate comments about a student's appearance.
- Use of inappropriate pet names.
- Jokes of sexual nature.
- Obscene gestures and languages.
- Facilitating access to pornographic material.
- Discussing personal lifestyle details of self or others.
- Sharing of personal information about other staff or students.

### **Procedure of Reporting Complaints**

If a parent or teacher wishes to register a complaint related to abuse or neglect they may do the following:

- Approach or ring the Principal/Supervisor.
- Call 042888143 and speak to the School Doctor/School Nurse.
- The Principal must immediately inform the Counselling department of the school. The head may need to verify dates, places and personnel involved.
- The person against whom the complaint is made must not be directly involved.
- Must not take longer than 1 working day.
- The presumption of innocence and the need of confidentiality will both be respected.

### **Effective and revision dates**

This policy is effective from April 2021 and will be reviewed in March 2022.