



# Gracemount High School Child Protection Policy



## Purpose

Gracemount High School is a rights respecting school and we put children's rights and the protection of children at the centre of what we do as a school. We recognise that children and young people have a right to be protected and be safe from harm of any kind ([Article 19 of the UN Convention on the Rights of a Child](#)). If any child or young person in our school community face challenges to their wellbeing we look to put the right supports in place for them at the right time and to find the best possible outcome.

There is a strong, robust and proactive response from adults that reduces the risk of harm to children. Adults working with them know and understand the indicators that may suggest that a young person is suffering or is at risk of suffering harm. They take appropriate and necessary action in accordance with local procedures and statutory guidance. ([HGIOS 4](#))

## We promise to:

- Get you the help you need, when you need it;
- Be seen by a professional such as a teacher, doctor or social worker to make sure you are alright and not put at any further risk
- Listen to you and take what you say seriously, and professionals will use their power to help
- Be willing and able to discuss issues in private, and, if you want them to be shared with other people on your behalf we can
- Be involved with, and helped to understand, decisions made about your life; and provide a 'Lead Professional' to help you.

## Those helping you will:

- Share information to protect you;
- Minimise the disruption to other parts of your life;
- Work together effectively on your behalf;
- Be competent, confident, properly trained and supported, and;
- Rigorously monitor services to continually improve how and what is done to help you. (ref. Protecting Children and Young People; The Charter – [www.scotland.gov.uk/childrenscharter](http://www.scotland.gov.uk/childrenscharter) )

We follow policy and procedures outlined in CEC Included, Engaged, Involved and the procedures set down in the Interagency Child Protection Procedures Edinburgh and the Lothians 2014 (these are based on the National Guidance for Child Protection in Scotland 2014, [www.gov.scot/publications/national-guidance-child-protection-scotland/](http://www.gov.scot/publications/national-guidance-child-protection-scotland/) ).

## This document states that:

- All children and young people have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs are met. Children and young people should get the help they need, when they need it, and their welfare is always paramount.
- All education staff have important roles in protecting children from abuse and neglect and in identifying children who may be at risk of abuse.
- The protection and wellbeing of the child must remain at the heart of all considerations and decisions.



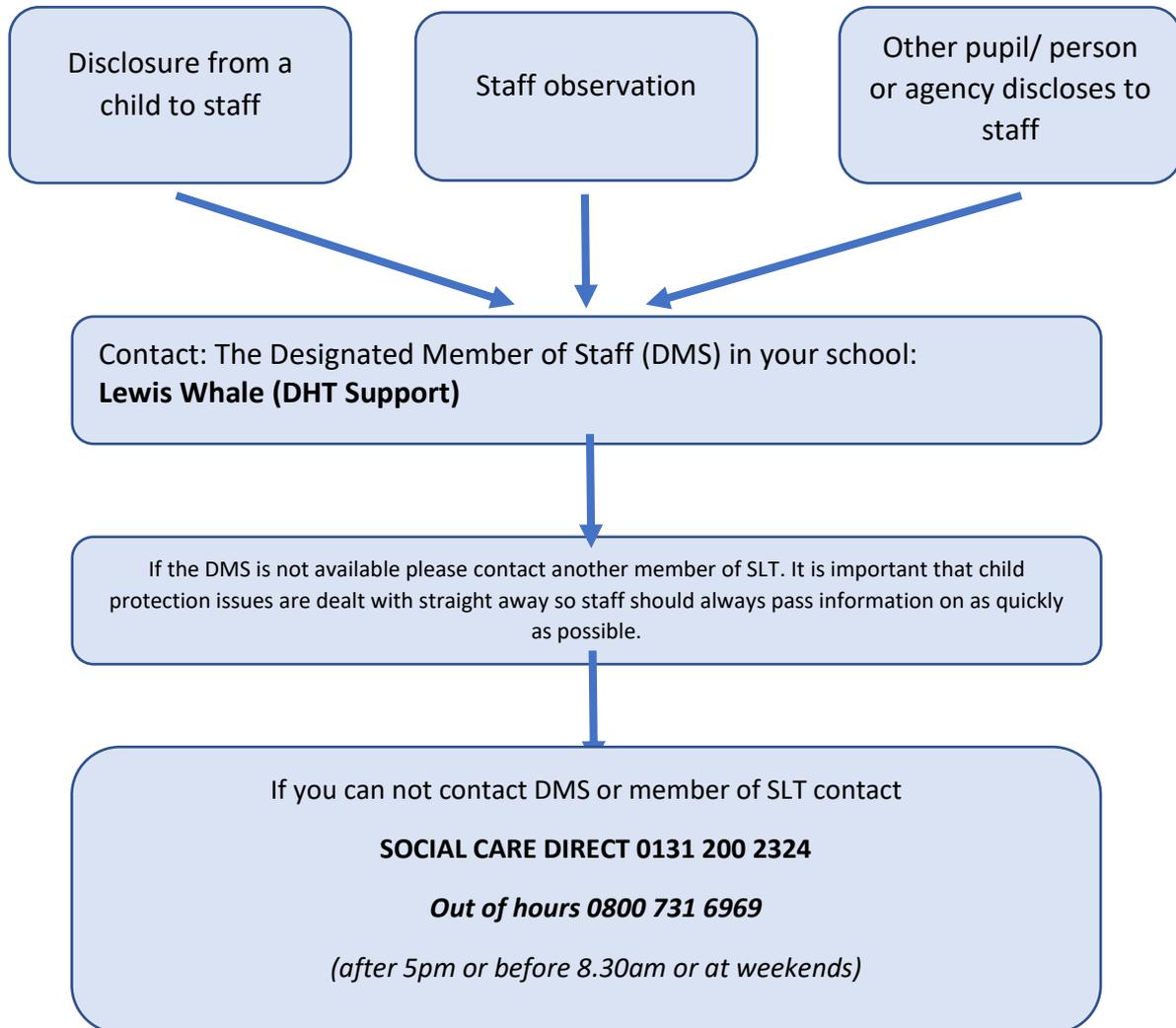
# Gracemount High School Child Protection Policy



## Procedures

Flow chart for managing a child protection concern.

### Source of Information:



If the DMS is / are not available concerns should be passed to Social Care Direct



### Initial responses by staff to a young person

- LISTEN
- Reassure – you are taking the allegation seriously
- Do not guarantee confidentiality
- Establish and record the facts, using open-ended questions; never introduce personal experiences of abuse or those of other children
- Only ask enough questions to gain basic information



# Gracemount High School Child Protection Policy



- Use open-ended questions and avoid leading questions:
  - ✓ **What** happened? NOT Did somebody hit you?
  - ✓ **When** did it happen? NOT Did it happen last night?
  - ✓ **Where** did it happen? NOT Did she come into your bedroom?
  - ✓ **Who** did it? NOT Was it mum?
  
- Children who are traumatised may experience a range of feelings, such as sadness, anger, anxiety or depression. Affirm whatever feelings the child has and avoid telling the child how they feel. Don't ask 'why' questions.
  
- Avoid being judgemental about information supplied by the child
- Make sure this information is signed and dated on **Wellbeing Concern Form**
- Share your concerns with the designated member of staff ASAP on the same day, do not wait until the end of the day
- Do not assume someone already knows
- The child must be told the information will be passed on, never promise to keep the disclosure confidential

In exceptional circumstances a member of staff may feel that the guidelines have not been implemented at school level. Should the matter remain unresolved the member of staff must seek advice from the Senior Education Manager, Schools and Lifelong Learning.

## Action by DMS

The DMS will contact Social Care Direct on 0131 200 2327. The issue will be reported and then the DMS will work with Social Care Direct to find the best possible support for the young person.

## Allegations against staff

Occasionally, an allegation of abuse may be made against a member of staff. To minimise risk, it is important that all staff are aware of the ways in which inappropriate behaviour/abuse may be manifested. The list is neither definitive nor exhaustive or is meant to suggest that all actions below are in themselves abusive; they must be seen in the context of interaction with the child and the intention of staff. They are meant to aid and advise staff in minimising risk and to encourage good practice.

### Physical Abuse

Any form of physical assault including the attempt to:

Kick

Punch

Slap

Shake

Throw a missile

### Sexual Abuse

Abuse of position of trust.

Any form of sexual assault

Possession of indecent or abusive photographs or images of children

Showing indecent or pornographic material to children



# Gracemount High School Child Protection Policy



Suggestive remarks or gestures  
Inappropriate touching or behaviour towards a child  
Grooming  
Sexual harassment  
Emotional Abuse & Neglect  
Racist or homophobic behaviour or language, or failing to address this in others  
Isolation e.g. locking a child in a room  
Persistent sarcasm or belittling a children  
Threats  
Bullying children or failing to address it in others  
Inappropriate Punishments  
Creating a climate of fear  
Failing to prevent a child from physical danger  
Overprotection or the prevention of socialisation

## Safe Working Practices

- All staff are expected to behave in a manner consistent with the schools Code of Conduct
- A relationship between an adult and child or young person cannot be a relationship between equals. There is a potential for exploitation and harm of vulnerable children. Adults have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification
- All staff are expected to behave in a manner that maintains appropriate professional boundaries and to avoid behaviour which might be misinterpreted by others

### For further information please see:

#### Inter-agency Child Protection Procedures Edinburgh and the Lothians:

[file:///C:/Users/9056072/AppData/Local/Packages/Microsoft.MicrosoftEdge\\_8wekyb3d8bbwe/TempState/Downloads/CP\\_Procedures\\_12th\\_October\\_\\_2015.pdf](file:///C:/Users/9056072/AppData/Local/Packages/Microsoft.MicrosoftEdge_8wekyb3d8bbwe/TempState/Downloads/CP_Procedures_12th_October__2015.pdf)

#### National Guidance for Child Protection in Scotland (2014):

<http://www.gov.scot/Resource/0045/00450733.pdf>

#### Inter-agency procedures for the protection of girls and women at risk of female genital mutilation:

[file:///C:/Users/9056072/AppData/Local/Packages/Microsoft.MicrosoftEdge\\_8wekyb3d8bbwe/TempState/Downloads/Interagency\\_FGM\\_Procedures\\_\\_Edinburgh\\_and\\_Lothians\\_21\\_6\\_17.pdf](file:///C:/Users/9056072/AppData/Local/Packages/Microsoft.MicrosoftEdge_8wekyb3d8bbwe/TempState/Downloads/Interagency_FGM_Procedures__Edinburgh_and_Lothians_21_6_17.pdf)