

Polish British Academy of Warsaw

Primary School

and

Kids' Academy Preschool

Safeguarding Internal Policy

Headteachers:

Head of the Primary: Kamila Wilczyńska

Head of Preschool: Mirosława Bejgier

Superiors name: Magda Eysmont, Monika Konieczna-Kowalczyk

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Policy is: PUBLIC

Whole School Child Protection Policy

"We instill in our students the principles of respect and tolerance towards various other cultures, nationalities, religions and traditions. We teach them to cherish our differences surrounding us in the modern world."

Rationale

Polish British Academy of Warsaw and Kids' Academy Preschool fully recognise its responsibilities for child protection.

Our policy applies to all staff, directors, pupils, teachers and volunteers working in the school.

Aims

- Ensuring we practise safe recruitment practices that include checking the suitability of staff and volunteers that work with children / students.
- Raising awareness of child protection issues and equipping pupils with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting pupils who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children/ students can learn and develop.

Strategy for implementation

- We recognise that because of the day to day contact with children/ students, school staff are well placed to observe the outward signs of abuse.

The School and Preschool will

- Establish and maintain an environment where children/ students feel secure, are encouraged to talk, and are listened to.
- Ensure children/ students know that there are adults in the school whom they can approach if they are worried.
- Include opportunities in the PSHE curriculum for children/ students to develop the skills they need to recognise and stay safe from abuse.
- Ensure we have a designated person responsible for Child Protection (Child Protection Officer (CPO-Kamila Wilczyńska, Mirosława Bejgier). They will have overall responsibility throughout the school.
- Ensure every member of staff (including temporary and supply staff and volunteers), knows the name of the designated person responsible for child protection and their role.
- Ensure all staff, student teachers and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated person responsible for child protection.
- Keep written records of concerns about children/ students, even when there is no need to refer the matter immediately.
- Ensure all records are kept securely, separate from the main pupil file.
- Develop and then follow procedures when an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

Strategies for support

We recognise that children/ students who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children/ students at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the pupil through:

- The content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.
- The school behaviour policy and SEAL program which are aimed at supporting vulnerable pupils in the school.
- Liaison with other agencies if possible after discussion with the Whole School Child Protection Officer.

The school will consider taking disciplinary action against any member of staff, or agent of the School, where it believes students are at risk of abuse from that member of staff, even in cases where there is to be no criminal prosecution.

Reporting cases of abuse

The school recognises that it is not responsible for investigation. If the matter warrants reporting to the local authority, this will be in accordance with Polish law – either through the local Social Department or Nationwide Emergency Service for Victims of Domestic Violence "Blue Line", and if necessary the police.

Safeguarding Checks for all staff working at KA and PBA

If an applicant has lived or worked in the United Kingdom, it is a requirement under Standard 4.2 for staff and volunteers to have a British CRB check. The school's own CRB checks (important for all new appointments) are undertaken through an umbrella organisation such

as COBIS (Council of British International Schools), which acts on behalf of its members and also schools which are not its members.

When a provisional appointment is made and work started on the strength of an existing CRB certificate (dated on or after 1 September 2003). For an up-to-date check of any evidence that the person is not suitable to work with children, a List 99/ISA barred list check is made through the Teachers' Pensions Scheme (TPS): www.teacherspensions.co.uk; search List 99. When work starts under such conditions, a note will be added to the record of appointment.

Reporting Staff who are unsuitable to work with children

The CPO will report to the appropriate safeguarding authority within one month of leaving the school any person (whether employed, contracted, a volunteer or student) whose services are no longer used because he or she is considered unsuitable to work with children.

Unexplained absence

- The school will endeavour to make enquiries about students who are removed from school or go missing without reasonable explanation – particularly when concerns have already been raised.
- Information relating to concerns about students will be passed on to the new school – by the CPO.

Health and Safety

Whole School Safeguarding Procedures

The school's Child Protection Officer are Ms. Kamila Wilczyńska and Mirosława Bejgier

Child Abuse

The basis of all child abuse is the failure to recognise a child's basic needs and respond to them. Our duty as professionals is to be open to the possibility that various forms of abuse may take place, to identify the indicators of such abuse and to ensure that our concerns are transmitted to others. Any delay in doing this might leave the child open to further and possibly more serious abuse and might result in a possible loss of evidence which could have been used to improve the child's position. We recognise that because of the day-to-day contact with children, school staff are ideally placed to observe the outward signs of abuse. It is the role of the designated CPO to keep a secure record, to monitor and to refer cases as necessary to the Whole School Child Protection Officer. These documents are to be kept separate from the child's academic file.

Child abuse may consist of:

Physical abuse

- May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.
- Physical harm may also be caused when a parent or carer simulate the symptoms of, or deliberately causes, ill health to a child whom they are looking after. This situation is commonly described as factitious illness by proxy, induced or fabricated illness.

Neglect

- Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.
- It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment.

Emotional Abuse

- Emotional abuse is the persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.
- It may involve conveying to children that they are worthless or unloved, inadequate,
- It may feature age or developmentally inappropriate expectations being imposed on children.
- It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.
- Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Sexual abuse

- Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening.
- The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non-penetrative acts.
- They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

A child who witnesses abuse is also considered to have been abused.

Role of CPO

To be responsible for child protection issues and to ensure that communication with relevant authorities and parties concerned are maintained.

Role of staff

Powers none

Duties Teachers are responsible for children whilst a child is in their care. Responsibilities include protecting a child and promoting their welfare. Any member of staff who has a strong suspicion of abuse should report their concerns to the CPO immediately.

The most important thing to remember: REFER ON – do not keep information to yourself. If is clear that there is an allegation of abuse.

Dealing with disclosure

1. Always stop and listen straight away to anyone who wants to tell you about incidents or suspicions of abuse.

If you have any doubts or suspicions, please inform the designated member of staff (Head of School/Preschool) in the event of her absence Ms. Magda Eysmont or Monika Konieczna. It is a requirement that all concerns should be recorded however minor.

School staff should not investigate reports of physical or sexual abuse themselves. Alleged victims, perpetrators, those reporting abuse and others involved will not be interviewed by School staff beyond the point at which it is clear that there is an allegation of abuse.

2. Do not give a guarantee of confidentiality. Talk through the issue of confidentiality with the child. You can guarantee that you will only pass on information to the minimum number of people who must be told in order to ensure that the proper action is taken; that you will never tell anyone who does not have a clear 'need to know'; and that you will personally take whatever steps you can to protect the informing student or adult from any retaliation or unnecessary stress that might be feared after a disclosure of alleged abuse has been made.

3. Remain calm, do not panic or express shock.

4. Reassure the child – tell them they are doing the right thing and that you are pleased they are confiding in an adult. Praise them for having the courage to talk about it with someone

5. Let the child know that you will do your best to protect and support them.

6. Explain that you would like to make notes of what they are telling you and write a short account of what is being said.
7. Do not project or assume anything, let the child tell their story; leave your own assumptions out. Listen carefully – do not prompt responses.
8. Let the child know they are believed.
9. Use age specific language. Ask for clarification for any meaning or words you don't understand.
10. Avoid asking leading questions like, 'Who hit you?' Instead try, 'How did you get that mark?' or 'Is there anything else you want to say?' Open questions normally begin with "what" "where" "how" "who", also "tell me", "explain to me" and "describe to me"
11. Closed questions that could afford the answer Yes or No should also be avoided upon disclosure.
12. Avoid making any criticism of the alleged perpetrator in front of student.
13. Check that you have a full understanding of what the child has told you before the end of the discussion.
14. Explain to the student that it is necessary, in order to help him or her, you will have to tell certain other parties. Assure them however that this will not be general knowledge within the school community.
15. Ensure the student is taken to a sympathetic, appropriate environment when he or she leaves you. Do not leave them on their own. Ensure that the child is not left in a situation where he/she may be pressured to change their story.
16. Report the information immediately to the designated member of staff who must then report it to the appropriate authority within 24 hours if necessary.
17. After reporting the allegation to the CPO, the staff member should also make a written record (see Appendix 1) as soon as possible of what they have been told and hand a copy to designated CPO/ Deputy or the Head of School. It is important that the information is recorded in as much detail as possible so that the child does not have to repeat the details of abuse unnecessarily.

18. Maintain confidentiality. Do not discuss this with any other members of staff, children or people outside of school. It will be considered a breach of school protocol if you do this.

19. Follow any instruction given by the CPO with regard to:

- Informing a student's parents
- Informing student of next steps
- Medical examination or treatment for the student
- Immediate protection needed for a student who has been the victim of abuse, a student who has given information about abuse and a student against whom an allegation has been made
- Informing people at School (including any other members of staff) of the allegation
- Attending case conferences

Role of Head of School/ Preschool

1. Consider suspension from duty, pending investigation, any staff member alleged to have abused a student or students. In the event that the allegation is made against the Headteacher of School or involves the Head of School the teacher will inform the Principals who will take responsibility for the following actions.
2. Take any necessary steps for the longer-term protection and support of each student who has made allegations of abuse, or is alleged to have suffered from abuse.
3. Ensure that any student being interviewed by the police has a supportive member of staff of their own choice to accompany them.
4. Ensure co-operation by the School in any subsequent investigation by local authorities or police.
5. Make arrangements where feasible for any student who has been the subject of abuse to receive any necessary continuing counselling and support by agreement with his parents where appropriate.

6. Co-operate with Child Protection Officer to ensure that the appropriate authorities are informed.

Staff Welfare

KA and PBA understands that staff who identify or who are disclosed may find the whole matter distressing. The school will make every effort to help that member of staff, for example by providing paid leave or counselling.

Training

The school recognises the importance of ensuring staff are made aware of Child Protection policy and procedures on an annual basis at the beginning of each academic year, so that all those working with children understand their responsibilities and are familiar with expected practice.

The school is committed to providing those with child protection responsibility appropriate training on a regular basis to ensure that they are up to date with UK and Polish policy and practice.

Attachments of Internal Policy

School Welfare Concern Form

CHILD PROTECTION POLICY AND GUIDELINES

Appendix 1

School Welfare Concern Form Use this form to record any concern about a pupil's welfare and give it to the designated person for child protection/ the Head of school. Date and time the form handed to the designated person:	
Student's name	DoB
M / F	Nationality
Student's Address (if you know)	
Class, Class teacher	Date recorded
Nature of Concern Why are you concerned about this pupil? What have you observed and when? What have you heard and when? What have you been told and when? Record any noticeable non-verbal behaviour and the words used by child rather than your own interpretation of it. (Use both sides of the form if needed. Use a Body Map form to indicate the position of any injuries if needed.)	
Recorded by	Signature
Shared with others Yes / No	If yes, with whom

CHILD PROTECTION POLICY AND GUIDELINES

Appendix 2

Child Protection Record

(completed by CPO)

Form 1 was received and discussed:

Child's Name: Year group:			
Child's DOB : Class Teacher:			
Male/Female	Nationality/Ethnic Origin :	Disability:	Religion :
Record of initial discussion:	Date of referral	Reported by	
Who has the information been shared with?			
Initial action points	Agreed timeline	Action by?	

CHILD PROTECTION POLICY AND GUIDELINES

Appendix 3

Confirmation of receipt of child protection policy

Name:

Date of joining school:

Post:

Date of induction:

Name and designation of staff member responsible for induction:

I confirm that I have received and read the school's Child Protection Policy and guidelines.
I have been made aware of my duty to safeguard and promote children's welfare.
The procedure for reporting concerns about a pupil has been explained to me.

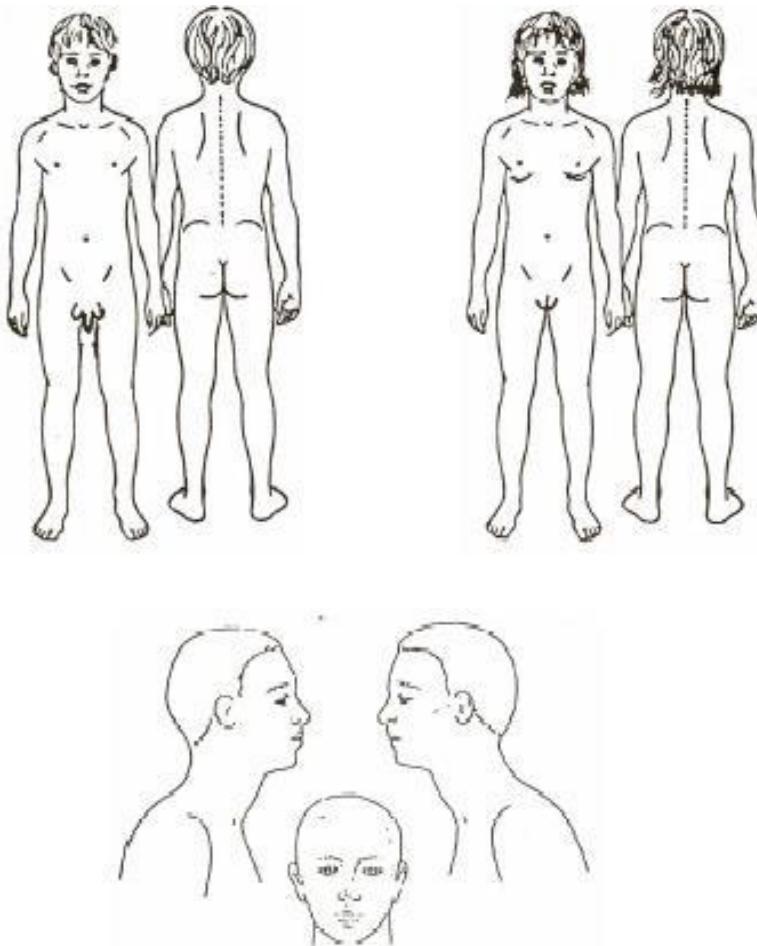
Signature:

Name:

Date:

Appendix 4 of Internal Policy

Body maps for child protection issues



BODY MAPS FOR CHILD PROTECTION ISSUES

Name: _____

Male / Female

Date of Birth: _____ Date of Examination: _____

Illustrate any concern regarding physical injury on this sheet. Indicate the position of any bruising or abrasions and approximate age where possible. Show size, shape and colour of marks observed. Bruising fades from pink-purple-blue-brown-yellow. Do not remove clothing for the purpose of the examination. Record accurately as this may be a legal document. Pass to *Designated Person* on completion.