



CHILD PROTECTION POLICY

Information For Staff

Repton School fully recognises its responsibilities for child protection. Our policy extends to all staff, governors and volunteers working in the school. The school's policy will be regularly updated in order to comply with new legislation and good practice.

- a) The Manual of Procedures is kept in the Senior Mistress's Office. Mrs Rosemary Thompson is the Designated Senior Member of Staff for Child Protection.
- b) Mrs Rosemary Thompson and Mr Robert Holroyd are the members of staff nominated to liaise with the Social Services Division over welfare matters.
- c) Mrs Anne Hill is the nominated governor responsible for child protection.
- d) All appointments to the staff of the school are checked in the following ways:
 1. Written references are obtained for all staff. Those references will include specific comment about the suitability of staff to work in a boarding school. Gaps in CVs are investigated.
 2. All members of staff, both teaching and non-teaching, will be checked by the Criminal Records Bureau.
- e) All pupils under the age of 18 are subject to the Children Act and therefore Child Protection procedures apply to them.

AIMS

- The school aims to provide pupils with relevant information, skills and attitudes to help them resist abuse and to prepare for the responsibilities of adult life.
- To allow staff and prefects to be aware of the appropriate child protection procedures and issues. This policy is intended to give clear guidance to all staff and prefects on the signs that may indicate abuse and the procedures to follow if a pupil discloses or a member of staff or a prefect suspect abuse.
- To monitor and support children who have been identified as "at risk"

OBJECTIVES

- Skills and information will be delivered through the curriculum and especially through the PHSE programme which may take place in the classroom or through discussion groups in the boarding houses.
- The school will endeavour to create a safe environment and ethos in which pupils will feel secure.

- The school will ensure that pupils know that there is a range of adults to whom they may approach if they are in difficulties.
- Staff will treat pupils with respect and they are expected to treat each other and staff with respect.
- The school will provide child protection training regularly to school staff. All new members of staff will undergo some initial training during the induction programme for new members of staff.
- All new members of staff must sign to say that they have read the policy and accept their duty to cooperate with Repton School management in promoting child protection.
- We inform parents/guardians in the introductory guide that staff are required by law to follow the Area Child Protection Committee procedures if they suspect a child is a victim of abuse.

CATEGORIES OF CHILD ABUSE

There are four categories of child abuse defined in the Children Act

Physical Abuse
Neglect
Emotional Abuse
Sexual Abuse

Physical Abuse

This includes non-accidental bruises and abrasions, slap marks, black eyes, damage to the mouth, bite marks, cigarette burns and fractures. Physical harm may also be caused when a carer suffers from Munchausen syndrome by proxy.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment to a child's health or development. This may involve exposing the child to cold, starvation or other dangers or failure to ensure access to appropriate medical treatment causing a failure to thrive.

Emotional Abuse

Emotional Abuse is the severe adverse affect on the behaviour and emotional development of a child caused by persistent or severe emotional ill treatment or rejection. It may involve conveying to children that they are worthless or unloved, or the exploitation or corruption of children. All abuse involves some emotional ill treatment. This category is used where it is the main or sole form of abuse.

Sexual Abuse

This involves forcing or enticing a child or young person to take part in sexual activities that they may not fully comprehend, and to which they are unable to give informed consent, or that violate social taboos about family roles. These may involve non-contact activities such as looking at pornography.

The symptoms of stress and distress

An abused child will usually show signs of stress and distress, among which are those listed below. **It must be remembered that many of these may have nothing to do with abuse, but are worth consideration in trying to understand the pupil's behaviour.**

- A fall-off in school performance
- Aggressive or hostile behaviour
- Difficulties in relationship with peers
- Excessively affectionate or sexual behaviour towards adults or other children
- Regression to more immature forms of behaviour
- Self harming or suicidal behaviour
- Disturbed sleep