



# St Leonards

## St Andrews, Fife

### St Leonards School Wellbeing and Child Protection Policy

St Leonards School is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers will be appropriately briefed and trained such that they can honour and embody this commitment.

**This policy has been developed with reference to the following guidance:**

National Guidance for Child Protection in Scotland 2021 - [click here](#) to view.

United Nations Convention on the Rights of the Child (UNCRC) - [click here](#) to view

Going Out There - Scottish trips and visits framework - [Click here](#) to view

### Staff and Volunteer Code of Conduct

All staff are expected to adhere to the [St Leonards Code of Conduct for staff and volunteers](#), this must be signed by colleagues before they can join the school.

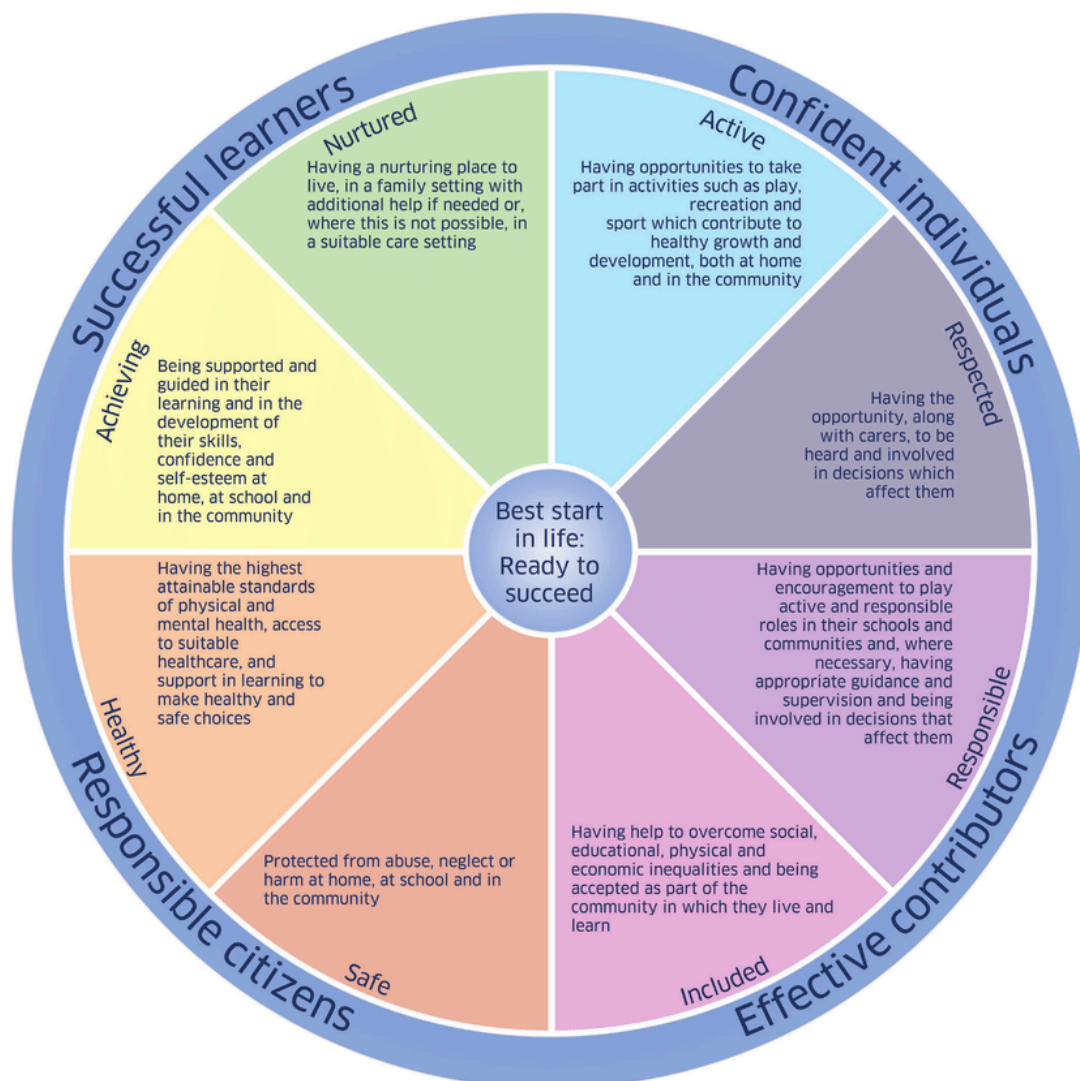
## GIRFEC, Wellbeing and Child Protection (information for all staff)

Wellbeing, Safeguarding and Child Protection at St Leonards is underpinned by the Getting it right for every child (GIRFEC) framework. Wellbeing sits at the heart of the GIRFEC approach and reflects the need to tailor the support and help that children, young people and their parents are offered to support their wellbeing.

All members of staff have a duty of care to pupils in the School and must act at all times in a manner which safeguards and promotes pupils' physical, emotional and moral welfare. These provisions apply equally in the case of all pupils, whether or not they are legally classed as adults. At St Leonards we take that responsibility seriously by ensuring that procedures reflect the **National Guidance for Child Protection in Scotland 2021** - [click here](#) to view. All members of staff will receive ongoing training in this area and are expected to keep abreast of the School's GIRFEC and Child Protection policies and procedures.

A child or young person's wellbeing is influenced by everything around them and the different experiences and needs they have at different times in their lives.

To help make sure everyone - children, young people, parents, and the services that support them - has a common understanding of what wellbeing means, we describe it in terms of eight indicators.



At St Leonards, we refer to a worry or concern as being “Child Protection” when a risk of harm has led us to contact and receive support from services outside our setting such as Social work or Police.

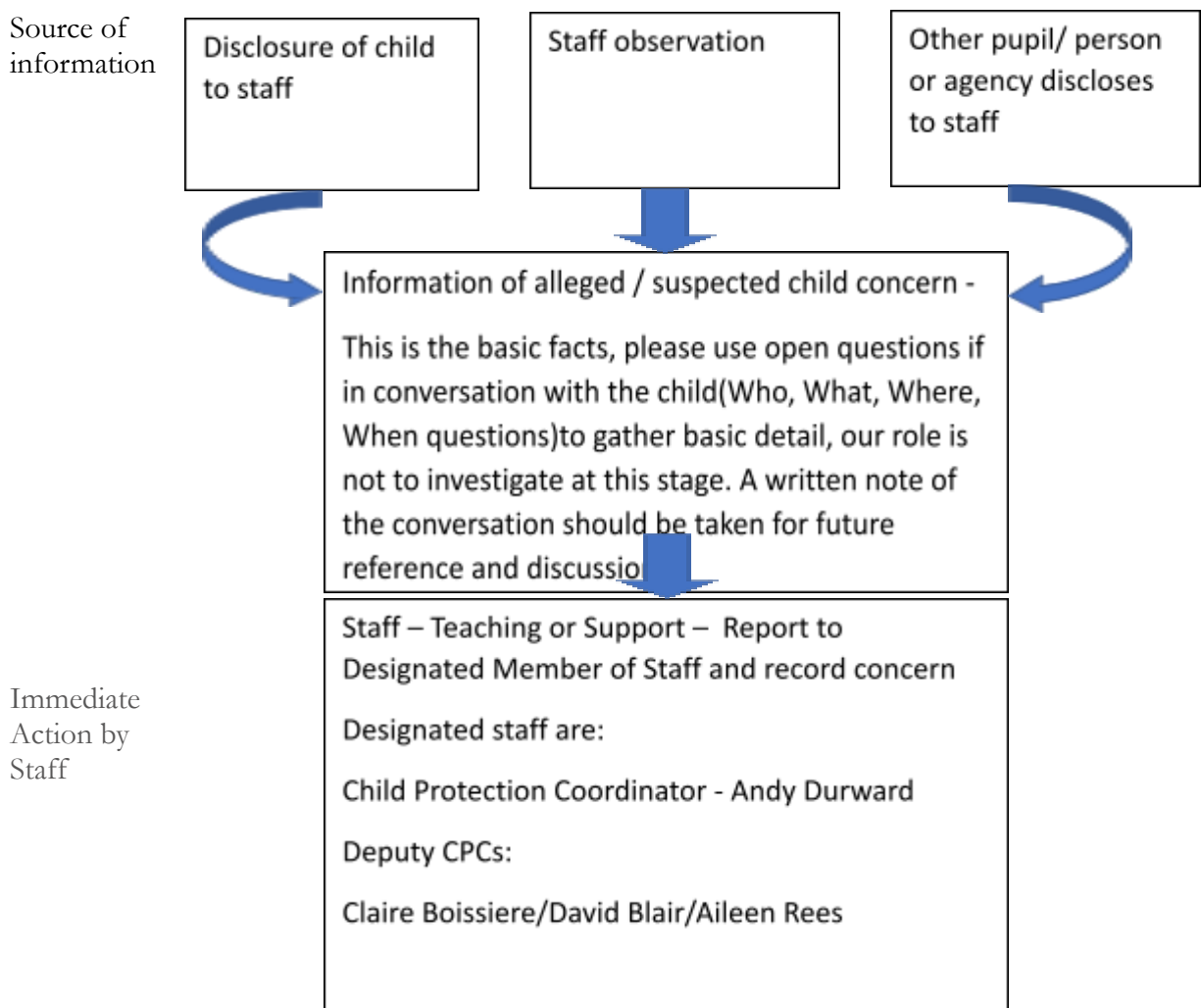
We currently have one Child Protection Coordinator (CPC), Andrew Durward responsible for all sections of St Leonards. He is supported in his role by several Deputy Child Protection Coordinators, full details of these can be found later in the document.

On taking up their post, every member of the teaching or support staff must meet with either ADu or the HR officer who will ensure that the St Leonards CP guidelines are made clear. Teaching staff will also receive further Child Protection Training to appropriate levels; this will be delivered by a professional CP trainer linked to SCIS.

### Responding to and reporting concerns

If a member of staff has reason to believe, or suspects, that a child/young person is at risk of harm or has been harmed then this concern must be passed onto the CPC as soon as reasonably possible. Best practice for contacting the CPC is the same day or within the coming 24 hour period. Where possible, colleagues should look to speak with the CPC, or in their absence the Deputy CPC. They will then advise on next steps, where accurate notes should be logged and whether or not a Wellbeing Concern Form should be completed on Engage.

### Flow chart for managing a possible child protection concern



## Guidelines for responding when a child discloses abuse or a concern

- First** Listen, any initial questioning or discussion must be limited to establishing the basic facts. Open-ended questions must be used.
- Second** Reassure the child and avoid being judgemental about information supplied by the child.
- Third** Do not give the child a guarantee of confidentiality. The child or young person must be told that the CPC will have to be informed.
- Fourth** Take the allegation seriously. The member of staff questioning the child should not introduce either personal experiences of abuse or those of other children.
- Fifth** The matter must be referred to the CPC or Deputy CPC immediately.  
Refer to the flow chart above for next steps.

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

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 Head or chair of Council.

### Responding and gathering basic facts when a child discloses abuse

- 1 Only ask enough questions to gain basic information
- 2 Take the allegation seriously and support – do not interrogate
- 3 Use open-ended questions
- 4 Avoid leading questions

<b>What</b> happened?	√
Did somebody hit you?	X
<b>When</b> did it happen?	√
Did it happen last night?	X
<b>Where</b> did it happen?	√
Did she come into your bedroom?	X
<b>Who</b> did it?	√
Was it mum?	X

## **St Leonards Child Protection Coordinator (CPC) and Deputy CPCs -**

The most appropriate should be contacted in the first instance, though in the unlikely event of all being non-contactable in an urgent situation then National numbers are also given below.

### **Child Protection Coordinator:**

Mr Andrew Durward, Deputy Head (Pastoral) 01334 460515 / Ext 306

### **Deputy Child Protection Coordinators:**

Mrs Julianne Pennycook, Head of Boarding	EXT 472
Mrs Aileen Rees, Head of Sixth Form	Ext 304
Mr David Blair, Ollerenshaw Housemaster	Ext 284
Ms Claire Boissiere, Assistant Head (Junior School)	Ext 227

### **Council Member responsible for Child Protection Oversight**

Mrs Laura Jacks laura.jacks@stleonards-fife.org

## **PHONE NUMBERS FOR PUPILS/STUDENTS**

Childline 0800 1111

## **OTHER CHILD PROTECTION RELATED PHONE NUMBERS/EMAILS**

Social Work / Fife Council 03451 551503 Out of hours 03451 550099  
CAMHS Consultation phone line 01334 696019 email: fife.camhs-pmhw@nhs.scot  
Social Work / Dundee Council Multi Advisory Screening Hub (MASH) 01382 307940  
St Andrews Community Police Team email: StandrewsCPT@scotland.police.uk

## **KEY SOURCES OF CHILD PROTECTION RELATED INFORMATION**

National Guidance for Child Protection in Scotland 2021 - [click here](#) to view  
The United Nations Convention on the Rights of the Child - [Click here](#) to view  
Going Out There - Scottish trips and visits framework - [Click here](#) to view  
Fife Council - Understanding and responding to self harm and suicide - [Click here](#) to view  
Sexual Assault Self Referral Phone Service (NHS) - [Click Here](#) to view webpage  
Fife Rape and Sexual Assault Centre (FRASAC) - [Click here](#) to view webpage  
Responding to Young Peoples Experiences of Sexual violence (2020) - [click here](#) to view

**The school's own Child Protection Guidelines: this document** - is available on the school's shared google drive.

### **Those staff involved in Residential Care are also alerted to**

Health and Social Care Standards April 2018  
SSSC Code of Practice for Social Workers ( SSSC November 2016 )  
Framework for Standards for Professionals for Child Protection ( Scottish Executive 2004 )  
Protecting Children and Young People – The Charter ( Scottish Executive 2004 )

## **CHILD PROTECTION TRAINING**

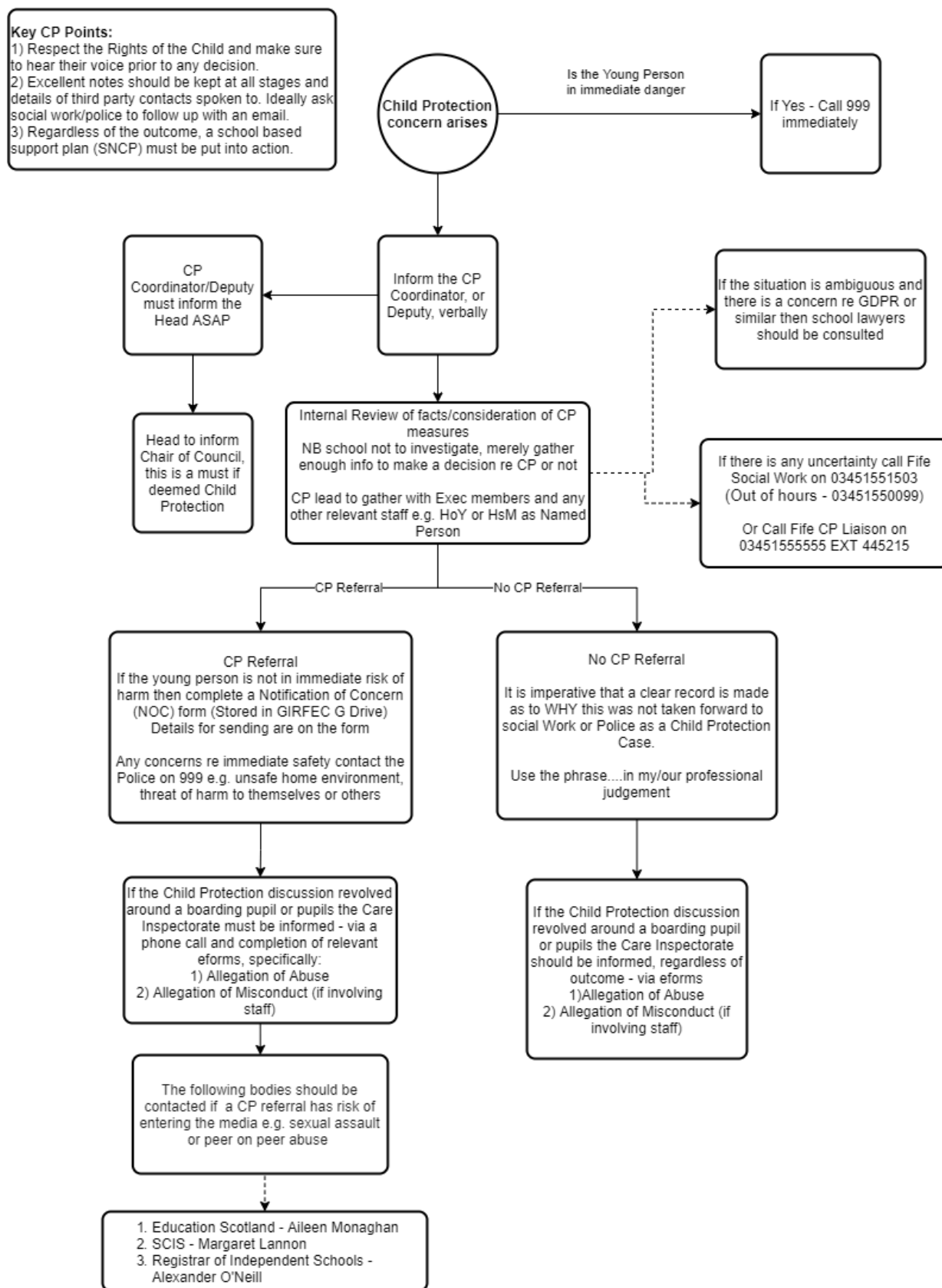
On appointment each member of teaching staff receives a Child Protection Briefing and is given the school's CP Document (this document). Subsequently, each member of teaching staff receives enhanced training from a professional CP trainer. The Child Protection Coordinators attend higher level CP training through SCIS.

# Wellbeing and Child Protection (information for Senior Staff)

## Role of the Child Protection Coordinator

- Ensure that the child protection policy and any updates are made clear to all stakeholders.
- Liaising with key pastoral leads to ensure that any holistic assessments of wellbeing that raise child protection concerns are robustly recorded and shared appropriately.
- Following a child protection concern, the coordinator will liaise with third parties as required or, where appropriate, support the pastoral lead as they liaise with outside agencies. These agencies are likely to include, but not limited to:
  - Police - Emergency - 999; Non-emergency - 101
  - Social Services - A Notification of Concern (NOC) Form should be submitted via email. The template for this is stored in the GIRFEC shared drive and outlines the procedure and contact email address.
- Set and maintain high standards of the following key documents:
  - Recording of concerns on engage, via daybook entries and Wellbeing Concern Forms
  - Implementation of Specific need Care Plans and their regular review and updating.
- Ensure that, where required, St Leonards is in attendance at Inter Agency Referral Discussions (IRDs), Case Conferences or any other child centred Child Protection meeting. The coordinator will help establish the appropriate Pastoral Lead to attend e.g. Deputy Head, Head of Year, Housemaster/mistress or multiple.
- Keep a log of all children being discussed at a child protection level, this includes the following:
  - Ensuring notes are stored on Engage from multi agency meetings, these should be kept in the confidential DMS storage area.
  - Noting registration to and from the Local Authority Child Protection Register.
  - Noting whether a case has been referred to the Children's Reporter, if so notes should be made as to the outcome.
- Informing the Head of all possible cases of child abuse and Child Protection issues within the school.
- Liaising with the designated Council Member as required to assist them in providing oversight of child protection and pupil wellbeing. (Currently -Mrs Laura Jacks)
- Ensure that any school specific action points, following a child protection level meeting, are carried out.
- Ensure that trips and visits are conducted in accordance with Child Protection guidelines and that of the scottish framework "Going Out There" .
- Oversight of the school wide PSHE program, ensuring it equips pupils with the knowledge, understanding and skills to keep themselves safe.
- Listening and responding to general concerns raised by staff, pupils and parents.
- Establish and maintain robust self-evaluation mechanisms to audit and review the impact of child protection procedures at regular intervals

To aid colleagues in the Decision Making Process the following Flow-chart has been created, please consider this an extension from the earlier flow chart:



## **Key sources of related information and Child Protection Training**

National Guidance for Child Protection in Scotland 2021 - [click here](#) to view.  
This includes guidance on responding to concerns, greater detail on the signs of possible child abuse.

United Nations Convention on the Rights of the Child (UNCRC) - [click here](#) to view

Going Out There - Scottish trips and visits framework - [Click here](#) to view

Sexual Assault Self Referral Phone Service (NHS) - [Click Here](#) to view webpage

Fife Rape and Sexual Assault Centre (FRASAC) - [Click here](#) to view webpage

Responding to Young Peoples Experiences of Sexual violence (2020) - [click here](#) to view

Fife Council Child Protection Website - [click here](#) to view

## **Key school policies related to Child Protection**

Promoting Positive Relationships, Behaviour and Expectations - August 2023 - [click here](#)  
This includes our Anti Bullying policy.

Self Harm and Suicide Prevention Strategy - [click here](#)