



CHILD PROTECTION POLICY STATEMENT FOR STAFF/VOLUNTEERS

Westfields Junior School is fully committed to: protecting the children and young people in our school; taking all reasonable measures within the school to prevent potential abusers from having any access to the school and co-operating fully with all other agencies who are part of the child protection process in Hampshire.

All measures will be taken in accordance with Safer Recruitment guidelines to minimise the risk of inappropriate individuals gaining access to the school as employees or volunteers.

All staff and volunteers in the school are expected to show commitment to the principles and good practice of child protection as set out in our Child Protection Policy and in Local Authority guidance and procedures.

The school will fully support staff and volunteers in this process in ensuring that guidance and support is provided to enable everyone to operate safely and appropriately with children and young people.

Any allegations about a member of staff or volunteer will be fully and properly investigated, in a fair and balanced way, to establish whether there are legitimate concerns of a child protection nature that need to be addressed. Staff need to be aware that such investigations may well require the involvement of the Police and Social Care as required by County Council child protection procedures.

All staff/volunteers are expected to act in such a way that they do not bring suspicion upon themselves of a child protection nature. Staff and volunteers will be given advice on avoiding placing themselves in a vulnerable position with pupils and will be expected to follow that advice.

All concerns of a child protection nature will be fully recorded on personal files, with copies provided to the individual, and may well be included in any future references which we are requested to write for that individual.

Staff or volunteers who have any queries about child protection issues or who require further guidance or support should approach the Headteacher who is the Designated Safeguarding Lead or the SENCo, Deputy Headteacher or Assistant Headteacher who are the Deputy Designated Safeguarding Leads. Failure to disclose relevant child protection information may be deemed to be a disciplinary offence.

It is recognised that staff/volunteers will sometimes make a mistake or error of judgement in the way they deal with pupils. They must ensure that they report urgently to their manager any actions or events that may lead to a complaint or concern of a child protection nature. Failure to report and discuss such situations promptly may raise suspicion about their motives.