

Our Lady and St Patrick's College, Knock



Child Protection/ Safeguarding Policy

Policy Details

Legal Status	Adopted	Version Date	Last Review	Next Review	Responsible
Statutory	6 th June 2016	May 2016	October 2015	May 2017	D McLaughlin

Related Documents and Location

1. Relationships and Sexuality Education Policy
2. eSafety Policy
3. Anti-Bullying Policy
4. Pastoral Care Policy
5. Positive Behaviour Policy
6. Educational Visits Policy
7. Intimate Care Policy
8. Policy for the Acceptable Use of Computers and the Internet
9. DE Annual Child Protection Evaluation

All policies are available on the College Website and Private Folders.

Contents

1.	Introduction	Page 3
2.	Aims	Page 3
3.	Designated Teachers for Child Protection	Page 3
4.	The College Safeguarding Team	Page 4
5.	Roles and Responsibilities	Page 4-6
6.	Definitions of Child Abuse	Page 7
7.	Potential Signs and Symptoms of Child Abuse	Page 8-10
8.	Domestic Violence	Page 10
9.	Bullying and Cyberbullying	Page 10-11
10.	Information for Parents and Students	Page 11
11.	How a Parent Can Make a Complaint About a Possible Child Protection Issue	Page 11
12.	Dealing with a Disclosure - The 5Rs	Page 12
13.	Procedure for Reporting an Incident of Child Abuse	Page 13
14.	Allegation of Peer on Peer Sexual Abuse	Page 14
15.	Students Who Display Harmful Sexualised Behaviour	Page 14
16.	Vetting Procedures	Page 14-15
17.	Visitors to the College	Page 15
18.	Managing Information on Persons Who Pose a Risk to Students	Page 15
19.	Code of Conduct for All Staff and Volunteers	Page 15-16
20.	Dealing with Allegations of Abuse Against a Member of Staff	Page 16-25
21.	Historical Allegations	Page 25
22.	Record Keeping: The Record of Child Abuse Complaints	Page 26
23.	Staff Liability	Page 26
24.	The Preventative Curriculum	Page 27
25.	Incident Involving Sexual Activity by an Underage Student	Page 27
26.	Monitoring and Supporting Students on the Child Protection Register	Page 27
27.	Child Protection Conferences	Page 27-28
28.	Maintaining Records	Page 28
29.	The Selection and Use of Volunteers and Sports Coaches to Support School Activities	Page 28
30.	Procedures After School Hours	Page 29
Form CP1	Child Protection Referral Form	Page 30
Form CP2	Risk Assessment for a Volunteer Working in the College	Page 31
Appendix 1	Contacts	Page 32
Appendix 2	Safeguarding and Child Protection: DE Circulars and Letters	Page 33
Appendix 3	Code of Conduct for Coaches - Sport Northern Ireland	Page 34
Appendix 4	Guidelines for the Use of Volunteers to Support School Activities	Page 35

1. Introduction

Our Lady and St Patrick's College, Knock is committed to providing a safe, caring environment which promotes the protection and safeguarding of each individual child. In accordance with the aims of the College and in order to fulfil our statutory obligation under the Children (Northern Ireland) Order 1995, which requires schools to play their part in the prevention and reporting of child abuse, this Policy aims to ensure the protection and safeguarding of all our students. The central thrust of the Children (Northern Ireland) Order 1995 is that the welfare of the child must be the paramount consideration and it is this essential principle which underpins the Policy which follows. This policy also reflects the guidance and procedures set out in Pastoral Care in Schools: Child Protection 1999, the Area Child Protection Committees' (ACPC) Regional Policy and Procedures 2005 and the DE Circulars listed on Page 33.

2. Aims

1. To promote safeguarding through the preventative curriculum.
2. To ensure that staff act in the best interests of the child at all times.
3. To inform all staff (teaching and support) and volunteers of statutory requirements re suspected or alleged child abuse.
4. To provide all staff and volunteers with definitions of abuse and the potential signs and symptoms of abuse.
5. To enable students and parents to make a complaint or report of child abuse if necessary.
6. To provide clear procedures for staff and volunteers to follow in a case of suspected abuse.
7. To explain the roles and obligations of personnel involved in reporting suspected abuse.
8. To provide guidelines for the protection of staff/volunteers dealing with students.
9. To provide support for staff/volunteers to cope with the anxieties of initial reporting, and the aftermath of involvement in suspected abuse.
10. To help create a protective and supportive environment for all students, staff and volunteers.

3. Designated Teachers for Child Protection

If any parent, member of staff or student has concerns about the possible abuse or the welfare of a child, those concerns must be reported immediately to the Designated Teacher for Child Protection or the Deputy Designated Teacher.

Designated Teacher for Child Protection	Miss Deborah McLaughlin
Deputy Designated Teacher for Child Protection	Mrs Nicola McCarry

4. The College Safeguarding Team

Chairperson of the Board of Governors	Mr Leo O'Reilly
Designated Governor for Child Protection	Mrs Nuala Smyth
Deputy Designated Governor for Child Protection	Mr Patrick McMenamin
Principal	Mr Dermot G Mullan
Designated Teacher for Child Protection	Miss Deborah McLaughlin
Deputy Designated Teacher for Child Protection	Mrs Nicola McCarry

If appropriate, other staff, e.g., SENCo or ICT Coordinator may be invited to attend a meeting of the College Safeguarding Team.

5. Roles and Responsibilities

The Board of Governors has a duty:

- To safeguard and promote the welfare of all children in the care of their school.
- To ensure that there is a Child Protection Policy and that it is implemented.
- To consult with pupils and parents.
- To address the issue of bullying through discipline policies.

The Board of Governors must ensure that:

- A Designated Governor for Child Protection is appointed.
- A Designated Teacher and a Deputy Designated Teacher for Child Protection are appointed.
- They have a full understanding of the roles of the Designated Teacher and Deputy Designated Teacher for Child Protection.
- Safeguarding and Child Protection training is given to all staff.
- The College has a Child Protection Policy which is reviewed annually.
- Parents and pupils receive a copy of the Child Protection Policy and complaints policy every two years.
- All safeguarding policies are reviewed at least every 2-3 years.
- There is a Code of Conduct for all adults working in the College.
- All College staff and volunteers are vetted where appropriate.
- They receive a termly report of child protection activities and a full annual report on all child protection matters.
- The Record of Child Abuse Complaints (Allegations Against Staff) is made available to them at least annually.
- The College maintains records of:
 - Child Protection concerns;
 - Disclosures of abuse;
 - Complaints against staff;
 - Staff induction and training.

The Chairperson of the Board of Governors must ensure that:

- He plays a pivotal role in creating and maintaining the safeguarding ethos within the College environment.
- He receives training from CPSSS.
- The College is compliant with legislation and policy.
- A Designated Governor for Child Protection is appointed.
- Governors have undertaken the appropriate Strand 1, 2 or 3 training in relation to Child Protection.
- The Board of Governors annually receive a Child Protection report and the Record of Child Abuse (Allegations Against Staff).
- Procedures relating to the recruitment, selection and vetting of staff including volunteers are being followed.
- There is a robust Code of Conduct for all adults working within the school - this must include volunteers, sports coaches, extended school personnel.
- He liaises with the Principal regarding allegations of child abuse against a member of staff or volunteer.
- He takes the lead in the management of any child protection complaint/allegation against the Principal in keeping with DE Guidance and the College's policies and procedures.
- To attend CPSSS Child Protection/Safeguarding training as appropriate.

The Role and Responsibilities of the Designated Governor for Child Protection

- To provide advice to Governors about:
 - The role of the Designated Teacher;
 - The College's Child Protection Policy;
 - Recruitment, selection and vetting of staff;
 - The content of the Code of Conduct for adults within the College.
 - The content of the full annual Designated Teacher's report and any termly updates;
 - Any deficiencies in the College's safeguarding/child protection best practice arrangements as identified in audits undertaken by the College Safeguarding Team;
 - Any remedial action taken or recommended to address deficiencies in safeguarding/child protection practice requirements.
- To attend CPSSS Child Protection/Safeguarding training as appropriate.

The Role and Responsibilities of the Deputy Designated Governor for Child Protection

- To support the Designated Governor for Child Protection.
- To undertake the duties of the Designated Governor for Child Protection as required.

The Role and Responsibilities of the College Safeguarding Team

- To monitor and review Child Protection and Safeguarding arrangements in the College.
- To support the Designated Teacher and Deputy Designated Teacher in the exercise of their child protection responsibilities.

The Role and Responsibilities of the Principal

- As Secretary to the Board of Governors, to ensure Child Protection is on the agenda of Board of Governors meetings at least once annually.
- To inform the Governors of any new DE guidance (circulars and letters) related to child protection/safeguarding.
- To take the lead in the College Safeguarding Team.
- To ensure there is a Designated and Deputy Designated Teacher for Child Protection and they attend relevant child protection training.
- To take the lead in following procedures in relation to a complaint against a member of staff.
- To ensure maintenance of any records of allegations against staff, including the Record of Child Abuse Complaints (Complaints Against Staff)
- To ensure that all paid and voluntary staff are vetted and/or risk assessments are in place.
- To ensure that the College's Child Protection Policy is reviewed annually and issued to parents every two years.
- To ensure that the College's Anti-Bullying Policy and Positive Behaviour Policy are regularly reviewed and issued to students and parents who must be consulted during the review process.
- To attend CPSSS Child Protection/Safeguarding training as appropriate.

The Role and Responsibilities of the Designated Teacher for Child Protection

- To promote a child protection/safeguarding ethos in the College.
- To raise awareness of child protection policy and procedures with all staff and volunteers.
- To take the lead in the development of the College's Child Protection Policy.
- To train all staff on child protection issues and procedures at the beginning of each academic year.
- To manage the Child Protection concerns of any member of teaching and support staff, including all record keeping.
- To liaise with the Education Authority (EA) Designated Officers for Child Protection.
- To collaborate with the Principal in making referrals to Social Services or the PSNI Public Protection Unit.
- To notify the Chairperson of the Board of Governors in the event of an allegation against the Principal.
- To maintain all child protection records in a secure location.
- To provide a regular written report and a summative annual report to the Board of Governors re child protection issues.
- To ensure that the College Safeguarding Team has identified key safeguarding lessons from the PD curriculum to be delivered.
- To attend CPSSS Child Protection/Safeguarding training as appropriate.

The Role and Responsibilities of the Deputy Designated Teacher for Child Protection

- To support the Designated Teacher for Child Protection.
- To undertake the duties of the Designated Teacher for Child Protection as required.

6. Definitions of Child Abuse

“Child abuse occurs when a child is neglected, harmed or not provided with proper care. Children may be abused in many settings, in a family, in an institutional or community setting, by those known to them, or more rarely, by a stranger. There are different types of abuse and a child may suffer more than one of them.” (Area Child Protection Committees’ (ACPC) Regional Policy and Procedures 2005)

Types of Abuse

Physical Abuse is deliberate physical injury of a child or the wilful or neglectful failure to prevent physical injury or suffering. This may include hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, confinement to a room or cot, inappropriately giving drugs to control behaviour, or any other behaviour that may result in physical harm.

Sexual Abuse involves forcing, manipulating or enticing a child to take part in any form of sexual activity. Sexual activity may involve physical contact, including penetrative or non-penetrative acts. It may include non-contact activities, such as involving children in looking at, or the production or sharing of, pornographic material or watching sexual activities, or encouraging children to behave in inappropriately in sexual ways. It may also involve grooming a child or young person in order to sexually abuse them. Sexual activity involving a child or young person who is capable of giving informed consent on the matter, while not illegal, may constitute sexual abuse as defined for the purpose of this policy. Sexual abuse is often combined with exploitation, whereby the perpetrator utilises an imbalance of power to exercise control over their victim.

Emotional Abuse is the emotional ill-treatment of a child that may cause severe and or persistent adverse effects on the child’s emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may involve causing a child frequently to feel frightened or in danger. Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone.

Exploitation is the intentional ill-treatment, manipulation or abuse of power and control over a child or young person; to take selfish or unfair advantage of a child or young person or situation, for personal gain. It may manifest itself in many forms such as child labour, slavery, servitude or child trafficking. It extends to the recruitment, transportation, transfer, harbouring or receipt of children for the purpose of exploitation. Exploitation can be sexual in nature when a child is coerced and/or manipulated into engaging in some form of sexual activity and may involve grooming a child or young person in order to exploit them.

Neglect is the failure to meet a child’s physical, emotional and/or psychological needs. It can be characterised by the absence of proactive steps to protect and promote the welfare of the child. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from harm, failing to ensure access to appropriate medical care or treatment, lack of stimulation or lack of supervision. It may also include and/or result in a failure to develop, for example it may lead to faltering growth.

A child may suffer or be at risk of suffering from one or more types of abuse and abuse may take place on a single occasion or may occur repeatedly over time.

7. Potential Signs and Symptoms of Child Abuse

Since they are in regular and frequent contact with students, school staff are particularly well placed to observe outward signs and symptoms of child abuse or unexplained changes in behaviour or performance, which may indicate abuse.

It is not possible to give complete lists of signs and symptoms. The following signs and symptoms may not necessarily point to abuse, as they can be due to other medical or social reasons. However, in all cases where signs and symptoms displayed by a child give rise to concerns about possible abuse, or about the welfare of the child, the teacher or other member of staff/volunteer should report these concerns to the Designated Teacher.

Signs and Symptoms of Physical Abuse

- Unexplained injuries (scratches, bite marks, welts) particularly if they are recurrent
- Bruises in places difficult to mark
- Burns
- Bald patches
- Discrepancy between an injury and the explanation
- Refusal to discuss injuries
- Untreated injuries
- Arms and legs kept covered in hot weather
- Disclosure of punishment which appears excessive
- Undue fear of adults
- Fearful watchfulness
- Fear of medical help
- Fear of parents being contacted
- Fear of returning home
- Self-destructive tendencies
- Aggression towards others
- Withdrawn
- Chronic running away

Signs and Symptoms of Sexual Abuse

- Soreness, bleeding in the genital or anal areas or in the throat
- Itching in genital areas
- Stained or bloody underwear
- Pain on urination
- Difficulty in walking or sitting
- Bruises on inner thighs or buttocks
- Repeated urinary tract infections
- Signs of sexually transmitted infections
- Chronic ailments such as stomach pains/upsets and headaches
- Unexplained pregnancy
- Inappropriate language/sexual knowledge for age group
- Making sexual advances to adults or other children
- Being inappropriately seductive
- Not being allowed to go out on dates or have friends around
- Sexually abusing a child, sibling or friend
- Chronic depression/suicidal

- Using drugs/drink excessively/self-mutilation
- Being anorexic/bulimic
- Being unable to concentrate/playing truant
- A sudden change in school/work habits
- Being withdrawn, isolated/becoming excessively worried
- Wariness of being approached by anyone
- Having a friend who has 'a problem'
- Being fearful of undressing for PE
- Acquisition of money, mobile phones, etc. without plausible explanation
- Association with older people, particularly men, outside the usual range of contacts
- Phone calls/messages from adults outside the usual range of contacts
- Chronic running away

Signs and Symptoms of Emotional Abuse

- Physical, mental and emotional development delay
- Attention seeking behaviour
- Inappropriate emotional responses to painful situations
- Over-reaction to mistakes
- Disclosure of punishment which appears excessive
- Fear of parents being contacted
- Continual self-deprecation
- Neurotic behaviour
- Sudden speech disorders
- Fear of change/new situations
- Self-mutilation
- Wetting or soiling
- Frequent vomiting
- Extremes of passivity or aggression
- Drug/solvent abuse
- Poor peer relationships
- Chronic running away

Signs and Symptoms of Exploitation (Barnados)

- Going missing for periods of time
- Regularly returning home late
- Regularly missing school or not taking part in education
- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Having older boyfriends or girlfriends
- Suffering from sexually transmitted infections
- Mood swings or changes in emotional wellbeing
- Drug and alcohol misuse
- Displaying inappropriate sexualised behaviour

Signs and Symptoms of Neglect

- Constant hunger
- Emaciation
- Compulsive stealing, scavenging or begging
- Poor personal hygiene
- Persistent tiredness/listlessness
- Inadequate/inappropriate clothing
- Frequent lateness or non-attendance at school
- Untreated medical problems/illnesses
- Exposure to danger/lack of supervision
- Low self-esteem
- Destructive tendencies
- Lack of peer relationships
- Chronic running away

For a fuller, more detailed list of signs and symptoms of abuse please consult Appendix II of the Area Child Protection Committees' Regional Policy and Procedures 2005. (Copy available from Miss D McLaughlin or Mrs N McCarry).

8. Domestic Violence

Domestic violence and abuse is "threatening behaviour, violence or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on one person by another where they are or have been intimate partners or family members, irrespective of gender or sexual orientation." (DHSSPS/NIO Tackling Violence at Home, 2005)

Domestic violence represents a particularly serious risk because the child may be affected by a number of forms of abuse. "Children in violent homes face three risks: the risk of observing traumatic events, the risk of being abused themselves, and the risk of being neglected." (Mullender et al. 2003)

Any reports of domestic violence and/or abuse will be referred to Social Services/PSNI.

9. Bullying and Cyberbullying

The Northern Ireland Anti-Bullying Forum (NIABF) defines bullying as 'the repeated use of power by one or more persons intentionally to hurt, harm or adversely affect the rights and needs of another or others'.

Bullying is a form of unacceptable behaviour, but not all unacceptable behaviour can be considered bullying. Bullying usually has three key elements.

- It is repeated behaviour that happens over a period of time
- It involves an imbalance of power
- It is intentionally hurtful behaviour

The following is an extract from the College's Anti-Bullying Policy:

Bullying is a complex, multi-faceted problem which can be found, in varying degrees, in almost every school. It can have a negative impact upon the physical and mental health of both the target of bullying behaviour and the person displaying bullying behaviour. Any form of bullying, including cyberbullying, is contrary to the College's Mission Statement and Aims, and will not be tolerated in the College. Everyone in the College has a responsibility to contribute to an atmosphere of tolerance and mutual respect for all.

All members of staff, teaching and non-teaching, have a responsibility to create and maintain a safe and caring environment within the College. They must listen to and take seriously any report of bullying. They must deal with any bullying incident in the appropriate manner or refer the matter to the relevant Tutor, Head of Year or Head of School.

Students have a responsibility to respect the rights of every other individual in the College. Students must treat all others with respect and must not engage in bullying behaviour. They should report bullying of which they are aware to a member of staff.

Parents have the right to expect that the College is a safe and caring environment for their children. They have a responsibility to ensure that their children respect all others in the College. Parents should monitor their child's use of the Internet and mobile devices. Parents should report any alleged bullying of which they are aware to the relevant Tutor, Head of Year, Head of School or Vice Principal (Pastoral).

10. Information for Parents and Students

The College's Child Protection/Safeguarding Policy, together with arrangements for reporting a child protection issue, are available on the College's website: www.knock.co.uk

A summary of these arrangements is included in the College Prospectus and is circulated to parents once a year.

Posters giving information to students on how to report concerns, and to whom, are displayed throughout the College.

The full Child Protection/Safeguarding Policy is available to parents and students on request.

11. How a Parent Can Make a Complaint About a Possible Child Protection Issue

If a parent has a concern about the safety of his/her own child or any other child, the parent should contact the Designated Teacher for Child Protection or the Deputy Designated Teacher without delay.

Designated Teacher for Child Protection	Miss Deborah McLaughlin
Deputy Designated Teacher for Child Protection	Mrs Nicola McCarry

The Designated Teacher(s) will inform the Principal and will clarify the facts of the allegation (Discreet Preliminary Clarification). The Designated Teacher(s) will refer the matter to Social Services if it is deemed necessary and will report back to the parent on the progress and outcome of the complaint as soon as possible.

If a parent is still concerned he/she may contact the Principal directly.

If the parent is dissatisfied with the outcome he/she may refer the complaint to the Chairperson of the Board of Governors.

12. Dealing with a Disclosure - The 5Rs

Receive

- Stay calm
- Listen actively with open body language
- Accept what the student is saying
- Be supportive and non-judgemental

Reassure

- Reassure the child that he/she has done the right thing
- Tell him/her that help is coming
- Do not give the student any undertaking of confidentiality
- Reassure him/her that only those who need to know will be informed
- Do not make promises that you cannot keep

Respond

- Use open phrases (Tell me what has happened)
- Do not ask leading questions (Did they do X to you?)
- Explain what you are going to do next (speak to Designated Teacher)
- Ensure the child is OK before leaving

Report

- Report as soon as possible to the Designated Teacher

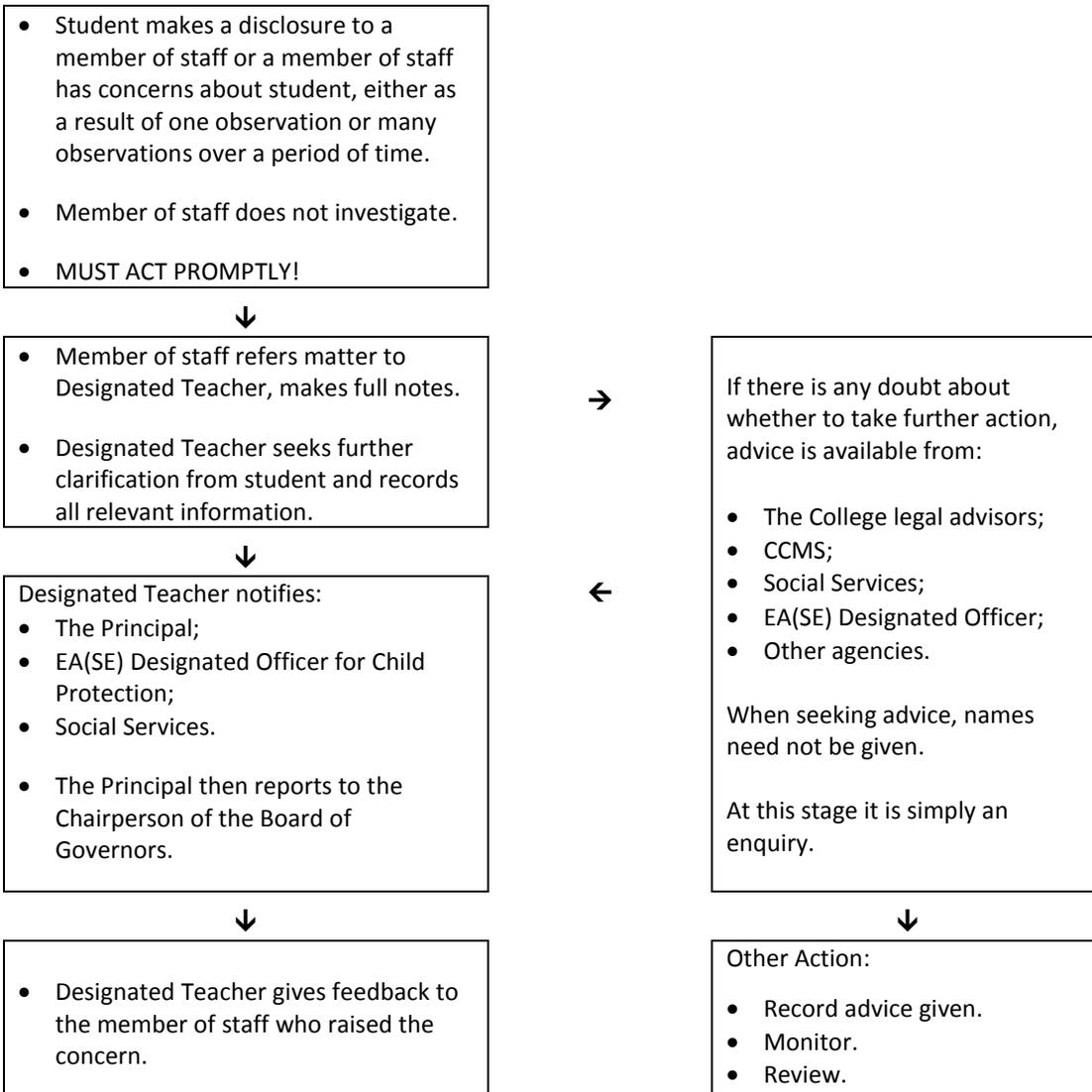
Record

- Make objective, detailed, handwritten notes of the discussion (see CP1 - Page 30)
- Record facts (When? Where? Who? What?)
- Use the child's exact words as much as possible
- Sign and date the notes
- Pass the notes on to the Designated Teacher
- Notes will be filed by the Designated Teacher and could be used in court

Child abuse is a criminal offence and any case of suspected child abuse **must** be reported, irrespective of the source of information. Staff have a professional responsibility to share relevant information about the protection of children with other professionals, particularly the investigative agencies and, where physical or sexual abuse is suspected, a legal duty to report this.

If a student reveals an allegation of abuse, the information must be treated seriously. Staff should be aware that the way in which they talk to a child can have an effect on the evidence which is put forward if there are subsequent criminal proceedings, and the extent of questioning should, therefore, be kept to a minimum.

13. Procedure for Reporting an Incident of Child Abuse



The College has a legal duty to contact external agencies if necessary in order to safeguard the child.

Where the Designated Teacher has concerns about possible child abuse, even if he/she remains unsure that abuse has taken place or might take place, referral should be immediate. In discussion with Social Services, an early consideration should be to agree how, when and by whom, the parent(s) (other than the complainant) will be informed. Where the Designated Teacher decides not to make a referral, the parent(s) and the complainant (if different) should be informed as soon as possible of this decision, of the information which the school was given, and that it has been decided that a referral is not warranted; they should also be advised that, if they still have concerns, they may raise the matter directly with Social Services. The Principal is kept informed by the Designated Teacher. The Principal then reports to the Chairperson of the Board of Governors.

14. Allegation of Peer on Peer Sexual Abuse

For the purpose of this policy a peer is defined as another student of the College.

In a situation where child sexual abuse is alleged to have been carried out by a peer, the College's Child Protection Procedures will be followed for **both** the victim and the alleged perpetrator. Depending on the nature of the allegation and circumstances, the College may implement an Action Plan to ensure the safety of both students or the alleged perpetrator may be suspended from the College while the allegation is being investigated.

The Designated Teacher will follow the Procedure for Reporting an Incident of Child Abuse (Page 13).

The College has a legal duty to notify Social Services as it is a child protection issue for both children.

15. Students Who Display Harmful Sexualised Behaviour

Issues of concern, including inappropriate sexual behaviour, should be notified to the Designated Teacher for Child Protection. Problematic sexual behaviour requires some level of intervention, depending on the activity and level of concern. For example, a one-off incident may simply require liaising with parents on setting clear direction that the behaviour is unacceptable, explaining boundaries and providing information and education. However, if the behaviour is considered to be more serious, the Designated Teacher will contact the Education Authority's Child Protection Support Service for Schools (CPSSS) for support and advice on the appropriate action to take. The CPSSS will advise if additional advice from PSNI or Social Services is required.

16. Vetting Procedures

The College acknowledges that pre-employment vetting remains a key preventative measure in denying an unsuitable individual access to children through the education system. Vetting is only one of a number of important elements in the recruitment process and will be considered with other key aspects such as a candidate's application form, interview, proof of identity and qualifications, references and knowledge of his/her employment history and experience.

Paid Staff

The Principal and College Bursar will ensure that newly appointed paid staff such as teachers and non-teaching staff including classroom assistants, technicians, language assistants, librarians, nurse, office, catering, cleaning and caretaking staff are appropriately vetted according to the practice and procedures outlined by their employing authority and outlined in DE Circulars 2006/06 and 2013/01. Paid staff work in Regulated Activity* and therefore an Enhanced Disclosure Certificate from AccessNI is required. These checks through AccessNI will include a check of the barred lists.

*Regulated Activity is defined as unsupervised activities including: teaching; training; instructing; caring for or supervising children; providing advice/guidance on well being; driving a vehicle only for children.

Volunteers Who Work Unsupervised

Volunteers who are unsupervised are regarded as working in Regulated Activity and therefore an Enhanced Disclosure Certificate from AccessNI is required. These checks through AccessNI will include a check of the barred lists.

Volunteers Who Work Under Supervision

If a volunteer is supervised he/she is not regarded as working in Regulated Activity and therefore the College is not required to obtain an Enhanced Disclosure Certificate. However, the College is still entitled to obtain an Enhanced Disclosure Certificate if it so wishes. It is unlawful for a school to seek a check of the barred list in these circumstances.

Supervision

- The volunteer will be supervised by a person who is in Regulated Activity, e.g., teacher.
- The supervision must be regular and day to day.
- The supervision must be “reasonable in all the circumstances to ensure the protection of children”.

The precise nature and level of supervision will vary from case to case. The Designated Teacher will ensure that the supervision in place is sufficient, in her judgement, to provide reasonable assurance for the protection of the children concerned through completion of a Risk Assessment for a Volunteer Working in the College (CP2 - Page 31). Supervision will take place on an ongoing basis, whether the volunteer has just started or has been doing the activity for some time.

17. Visitors to the College

All visitors to the College are required to report to Reception.

Visitors passing beyond the Reception area will have their details recorded at Reception. This includes their name, organisation (if relevant), arrival time, departure time and the name of the supervising member of staff.

A visitor badge will be issued to be worn for the duration of the visit.

18. Managing Information on Persons Who Pose a Risk to Students

In accordance with the Public Protection Arrangements Northern Ireland (PPANI), the Principal will liaise with the local Public Protection Unit when informed about a person in the neighbourhood of the school who may pose a risk to students. The information and advice on how to proceed must be recorded and stored with the College’s child protection records.

19. Code of Conduct for All Staff and Volunteers

A duty to safeguard and promote the welfare of the students in their charge rests with all members of staff, teaching and support, and volunteers. The conduct of school staff /volunteers towards students must be above reproach. The following guidelines for conduct are recommended:

- Teachers should avoid teaching materials the choice of which might be misinterpreted and reflect upon the motives for the choice.
- Staff/volunteers should ensure that their relationships with students are appropriate to the age and gender of the students, taking care that their conduct does not give rise to comment or speculation.
- Staff/volunteers are not to socialise with students who currently attend the College. They should be aware of the potential for actions or speech to be misconstrued in a social setting and, therefore, should avoid such contact e.g. Year 14 leavers party, Years 13 and 14 formals and pre-formals.

- Staff/volunteers who have to administer first aid to a student should ensure wherever possible that this is done in the presence of other students or another adult. **However, no member of staff/volunteer should hesitate to provide first aid in an emergency simply because another person is not present.**
- Staff must be aware of the dangers which arise from private interviews with individual students. There are occasions when confidential interviews must take place, but such interviews should be conducted in a room with visual access, or with the door opened, or in a room or area which is frequented by other people. Vision panels should not be obstructed.
- Staff/volunteers are advised not to make unnecessary physical contact with students, as even perfectly innocent actions can be misconstrued. If, on occasion, a teacher/volunteer must physically restrain a student to protect the student him/her self, or another student, no more than minimum force should be used.
- Staff/volunteers need to reflect on the risk of allegations of emotional abuse from persistent negative comments, constant sarcasm or verbal bullying particularly when directed at a single student or a small number of students in a class.
- Staff/volunteers should be particularly careful when supervising children in a residential setting, such as a ski-trip, outdoor education camp, or external visit away from home, where more informal relationships tend to be usual and where staff may be in proximity to students in circumstances very different from the normal environment.
- Following any incident where a member of staff/volunteer feels that his/her actions have been or may be misconstrued, a written report of the incident should be submitted immediately to the Principal. This would apply especially in a case where a member of staff had been obliged to restrain a student physically to prevent him/her inflicting injury on others or on him/herself.
- Staff/volunteers should not correspond with students through personal social networking sites or add them as 'friends'. They should also take care as to the information they display about themselves and their personal lives on social media and are strongly advised to use appropriate privacy settings.
- Staff/volunteers should be aware of the rules governing photographs and video of students as permitted by parents. Staff must consult the Designated Teacher/Deputy Designated Teacher if they wish to take photographs or video of students for any use which is not outlined in these rules.
- All allegations against a member of staff should be reported immediately, normally to the Principal or Designated Teacher for Child Protection.

20. Dealing with Allegations of Abuse Against a Member of Staff

20.1 The Purpose of this Guidance

In all child related decisions the child's welfare is the paramount consideration (The Children (Northern Ireland) Order 1995). It must inform the handling of all cases, and this is the primary reason for taking precautionary measures. The child must be listened to and his/her concerns taken seriously. The possible risk of harm to children posed by the member of staff named in an allegation needs to be effectively evaluated and managed, including the child involved in the allegation, and any other children in that member of staff's home, work or community life. In some cases this will require consideration being given to suspending that person as a precautionary measure.

However, it is also recognised that in applying precautionary measures (including suspension), the welfare of the member of staff is also important. The Principal and the Board of Governors have a continuing duty of care to any member of staff who is subject to an allegation. Therefore, it is essential that any allegation of abuse made against any member of staff in the College is dealt with thoroughly, fairly, efficiently, consistently and timely, in a way that provides effective protection for the child and at the same time takes account of the rights and needs of the person who is the subject of an investigation.

Precautionary suspension can have far reaching implications, not only for the member of staff involved, but also for his/her family, for other children at the College, their parents and for other members of staff. All concerned will wish to be reassured that the responsible agencies will act in a constructive and measured way when allegations of abuse are brought to their attention, whilst ensuring that the needs of the child are of paramount consideration.

20.2 Allegations

Allegations can be made in a number of different ways and from a variety of sources such as:

- In person, by correspondence, by phone, by electronic means such as social media, e-mail, twitter, etc.
- From students, their parents/relative/guardian, a member of staff, a witness, social services, the police, the media, the Board of Governors, Child Protection Support Service for Schools (CPSSS) or anonymously.

Allegations against a member of staff can include their alleged behaviour outside of their job/role, including in their own home or community, relating to children.

Allegations can also be historical, for example: where the person making the allegation has left the educational establishment or where the member of staff may have worked in another educational establishment.

20.3 Key Points

- It is extremely important that when an allegation is made the College makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. Allegations should not be shared with other staff and students.
- If an allegation is made against a member of staff, the resolution of that allegation should be a clear priority to the benefit of all concerned. Any unnecessary delays should be avoided.
- **All allegations against a member of staff should be reported immediately**, normally to the Principal or Designated Teacher for Child Protection.
- A Lead Individual to manage the handling of an allegation should be identified from the outset. This would normally be the Principal or the Designated Teacher for Child Protection. If the Principal is the subject of concern, the allegation should be reported immediately to the Chairperson of the Board of Governors, the Vice-Chairperson, the Designated Governor for Child Protection and the person appointed to be the Lead Individual.
- Where the Principal is not the subject of the allegation, he should advise the Chairperson or the Vice-Chairperson in his absence as soon as is practicable.
- In accordance with agreed disciplinary procedures **the Board of Governors, the Chairperson or the Principal can impose a precautionary suspension on a member of staff** and should only do so following full consideration of an individual case in conjunction with the Lead Individual.
- A precautionary suspension should be kept under regular review and can only be ended by the Board of Governors.
- In response to an allegation, other options should be considered before suspending a member of staff. Suspension should not be the default option. An individual should be suspended **only** if there is no reasonable alternative. If suspension is deemed appropriate, the reasons and justification should be recorded by the employer and the individual notified of the reasons. The precautionary suspension should be reviewed monthly. The requirement to maintain confidentiality must be emphasised.
- All allegations **must** be recorded in the Record of Child Abuse Complaints book, which must be retained securely. However, these should not be referred to in employer references. It should be noted that, if

involved, CPSSS, Social Services and the PSNI may retain their own records of any investigation, subject to their record and disposal policies.

- Students who are found to have made malicious or unfounded allegations may have breached the College's Positive Behaviour Policy. This matter may be considered under the College's discipline process. In the event of a malicious or unfounded allegation being made by a person from outside the school, consideration should be given to reporting that person to the PSNI, if appropriate.
- In advising parents and/or the person who made the allegation regarding the outcome, assurance should be provided that the matter has been dealt with under the relevant procedures. However, details of the outcome of HR procedures, such as Disciplinary Procedures, should be dealt with in confidence and should not be shared.

20.4 Duties of the Employer

Employers have a duty of care to their staff and should ensure they provide effective support for anyone facing an allegation. The Principal will act as the named contact in the College for a member of staff who is suspended. The individual should be advised to contact his/her trade union regularly if he/she is a member and wishes to do so.

The guidance below will be used when managing cases of allegations that might indicate a person would pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity. It should be used in respect of **all** cases in which an allegation has been made against a member of staff that relates to one or more of the following:

- Behaved in a way that has harmed a child/student, or may have harmed a child/student.
- Possibly committed a criminal offence against, or related to, a child/student.
- Behaved towards a child/student in a way that indicates he/she would pose a risk of harm if he/she works regularly or closely with children.
- Behaved in a way that creates a safeguarding concern.
- Abused his/her position of trust.
- Acted outside the Code of Conduct relating to Child Protection.

20.5 Guidance on Next Steps

The procedure when dealing with allegations of abuse against a member of staff should be applied with expediency, sensitivity, common sense and judgement. All actions taken should comply with the inter-agency arrangements outlined in the Area Child Protection Committees (ACPC) Regional Policy and Procedures.

20.5.1 Establish the Facts

While it is necessary for the Lead Individual to establish the facts of the allegation, he/she **must not** investigate the incident by interviewing either those directly involved or any witnesses. It is the role of Social Services/PSNI to conduct any investigations. Interviews undertaken by untrained staff are likely to jeopardise any subsequent criminal/disciplinary investigation, and may lead to unjust outcomes for the child/student or the member of staff who is the subject of investigation.

Where possible the Lead Individual should establish the following:

- The general nature of the allegation.
- That the allegation is of a child abuse nature.
- When and where the incident is alleged to have occurred?

- Who was involved?
- Whether any other persons were present?
- If the records of the educational establishment are likely to be able to support or contradict the allegation.
- Any history of similar allegations being made about the member of staff or by the person making the allegation.

20.5.2 Seek Advice from Key Agencies

The Lead Individual should not unduly delay seeking advice, even if all information is not immediately available to them. A discussion with key agencies may be the most appropriate mechanism to do this. The Lead Individual should seek advice in the first instance from CPSSS. This discussion can be an organised meeting or more likely a series of phone calls that provide the Lead Individual with the opportunity to seek advice from and hear the views of the other key agencies involved in safeguarding children. These can include:

- The Chairperson of the Board of Governors.
- The Designated/Deputy Designated Teacher for Child Protection.
- CPSSS.
- Social Services.
- PSNI.

The outcome of the discussion with key agencies should be used to inform what action, if any, is appropriate and/or necessary.

In this discussion the agencies involved should share all relevant information pertaining to the allegation.

Where the police is investigating, the employer should ask them to obtain consent from the individuals involved to share their statements and evidence for use in the employer disciplinary process, if appropriate.

Social Services should adopt a similar procedure when making enquiries to determine whether the child/student named in the allegation is in need of protection or other services, so that any information obtained in the course of those enquiries, which is relevant to a disciplinary case, can be passed to the employer without delay.

A discussion with key agencies may include:

i. When is precautionary suspension likely to be appropriate?

Precautionary suspension is most likely to be considered in any case where:

- A child/student is at risk of significant harm.
- The allegation is so serious that, if proven, there may be grounds for dismissal.
- It is necessary to allow the conduct of the investigation to proceed unimpeded e.g. there is a possibility of the member of staff named in the allegation exercising an influence over the child/student and other witnesses, or tampering with potential evidence.
- Following the discussion with the key agencies it is decided that any of the above apply.

Precautionary suspension can be considered at any stage of an investigation. However, Lead Individuals should also consider whether the result that would be achieved by suspension, could be obtained by alternative arrangements.

ii. **Alternatives to precautionary suspension**

Alternatives to precautionary suspension can include, where available and appropriate:

- Moving the member of staff to other duties that do not involve direct contact with a specific child or children identified as being at risk.
- Moving the member of staff to other duties that do not involve direct contact with children.
- Providing an assistant to be present when the individual has contact with children.

20.6 Who Decides to Suspend?

The Board of Governors, the Chairperson or the Principal can impose a precautionary suspension on a member of staff. If the case has been referred to Social Services and/or requires an investigation by the PSNI, the Lead Individual will be aware of the views of the other agencies. The Lead Individual can request a statement in writing from Social Services and/or PSNI that will support the outcome of the discussion from their agency perspective. Social Services or PSNI **cannot** require that a member of staff is placed on precautionary suspension.

20.6.1 Is a precautionary suspension appropriate/necessary?

Following the discussion between the key agencies, the Lead Individual should consider what action is appropriate and advise the Board of Governors, the Chairperson or the Principal accordingly.

There may be exceptional circumstances where the Lead Individual may still be undecided as to whether to invoke a precautionary suspension following the outcome of the discussion with the key agencies. In such circumstances the Lead Individual should discuss their views with the Board of Governors, the Chairperson or the Principal and consider if any alternative action is appropriate.

If the Board of Governors, the Chairperson or the Principal decides not to proceed with the precautionary suspension, there should be clear documented evidence of the reason(s), in particular where the decision is different from the outcome of the discussion with the key agencies.

20.7 Possible Outcomes

Following discussion with the key agencies there are four possible outcomes:

1. Precautionary suspension under child protection is not appropriate and the matter is concluded.
2. Allegation to be addressed through the use of the appropriate Disciplinary Procedures where consideration may be given to the requirement for a precautionary suspension under those procedures.
3. Precautionary suspension under child protection to be imposed.
4. Alternatives to precautionary suspension to be imposed.

The action to be taken on each of the above outcomes is set out below.

1) Precautionary suspension under child protection is not appropriate and the matter is concluded

The Lead Individual should advise the Board of Governors, the Chairperson and the Principal, if appropriate, and action should be taken to:

- Advise the member of staff that an allegation has been made, the nature of it, and that no further action will be taken.
- Advise the member of staff of available counselling/welfare services such as Carecall.
- If the outcome of the discussion with key agencies concluded that the allegation may have been made in an attempt to draw attention to abuse emanating from another source (this is known as displacement), the Lead Individual should refer the matter to Social Services to determine whether the child concerned is in need of any specialist services.

2) Allegation to be addressed through the use of the Disciplinary Procedures

- Appropriate Disciplinary Procedures for teaching and non-teaching staff apply.

3) Precautionary suspension under child protection is to be imposed

Following the internal process as stated in section 20.5:

- Advise the member of staff that an allegation has been made, the nature of it, and the action to be taken. (See section 20.8).
- Advise the member of staff of available counselling/welfare services such as Carecall.
- A referral to Social Services/PSNI for investigation, if not already done so. A decision to be taken by the Board of Governors, Chairperson or Principal to place the member of staff on precautionary suspension. (See section 20.5.2(i) for details of when precautionary suspension is likely to be appropriate).
- Any further action under the Disciplinary Procedures should be held in abeyance pending the outcome of the external investigation.
- Following notification of the outcome of the external investigation, the status of the precautionary suspension should be reviewed and consideration given to action under the relevant Disciplinary Procedures.

4) Alternatives to precautionary suspension to be imposed

Following the internal process as stated in section 20.5:

- Advise the member of staff that an allegation has been made, the nature of it, and the action to be taken.
- Advise the member of staff of available counselling/welfare services such as Carecall.
- A referral to Social Services/PSNI for investigation, if not already done so. A decision to be taken by the Board of Governors, Chairperson or Principal to consider and implement alternatives to precautionary suspension. (See section 20.5.2(ii) for list of alternatives).
- Any further action under the Disciplinary Procedures should be held in abeyance pending the outcome of the external investigation.
- Following notification of the outcome of the external investigation, the status of the precautionary suspension should be reviewed and consideration given to action under the relevant Disciplinary Procedures.

20.8 Informing a Member of Staff of a Precautionary Suspension

When it has been decided that a precautionary suspension is necessary while a full investigation of the allegation is undertaken, the member of staff should be notified that he/she is suspended from work/duty.

In the majority of cases, informing a member of staff that he/she is suspended from work/duty will take place at a meeting convened for that purpose. This should be arranged at the earliest opportunity.

The individual should be informed of the following:

- The nature of the allegation and in particular that it is a child protection allegation.
- The reason for the precautionary suspension.
- What is likely to happen next (insofar as you know and are at liberty to say).
- Reassure the member of staff that a precautionary suspension is a neutral act intended to protect all concerned.
- Advise the member of staff of the College's Welfare Support contact details and of the availability of confidential and independent staff care services, such as Carecall as appropriate.
- Advise the member of staff who their appointed contact person in the educational establishment will be during the period of suspension.
- Advise the member of staff of his/her right to be accompanied or represented at any future meetings.

Written confirmation of the precautionary suspension should be issued within **one working day**, including the details as discussed above.

20.9 After a Member of Staff is Placed on Precautionary Suspension

Due consideration should be given to the initiation of the period of suspension, taking into account the need for dignity.

The suspended member of staff should also be given the name of an agreed person from the College. The main role of this person is to provide information as to the progress of the Social Services/PSNI investigation.

The Principal should provide the member of staff with general information about developments at their educational establishment, according to the wishes of that member of staff.

Social contact with the member of staff's colleagues and friends at the educational establishment should not be precluded, except where likely to be prejudicial to the gathering and presentation of evidence.

Although it is the aim that all investigations should be conducted as efficiently as possible, consistent with establishing the full facts, arrangements should be made for the member of staff or his/her representative to be contacted regularly (4-6 weekly or more often as decisions are taken), with information on progress and developments on the case.

These arrangements do not preclude the member of staff, or his/her representative, contacting those conducting the investigation at any time.

The member of staff should be offered access to the staff Welfare Services and Staff Care Services such as Carecall, which is a confidential service and is independent of the Employing Authority's Human Resources function.

A precautionary suspension should be kept under regular review and can only be ended by the Board of Governors.

20.9.1 Support for Others Concerned

Support will be needed for the child involved in the allegations, any siblings and their parents. Consideration should be given to the form such support should take. Advice on the type of appropriate support available can be discussed with the CPSSS.

Consideration should also be given to what support may be needed for others at the educational establishment, both staff and children, according to the circumstances of the alleged abuse.

It is extremely important that when an allegation is made the College makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. This allegation should not be shared with other staff and children.

20.10 Actions Following an Investigation

20.10.1 Resignations and "Compromise Agreements"

The fact that a member of staff tenders his/her resignation, or ceases to provide their services, must not prevent an allegation being followed up.

Under no circumstances should "compromise agreements" be used to avoid an investigation, e.g. where a person agrees to resign and the Principal/Board of Governors agrees not to pursue disciplinary action. Such practice fails to protect children and brings the education service into disrepute. In any event, such an agreement will not prevent a thorough police investigation where that is appropriate, nor must it override the statutory duty to make a referral to the Disclosure and Barring Service (DBS) where circumstances require that.

It is important that every effort is made to reach a conclusion in all cases of allegations about the safety or welfare of children, including any in which the member of staff concerned refuses to co-operate with the process. Wherever possible, the member of staff should be given a full opportunity to answer the allegation and make representations about it to the Board of Governors, in accordance with the relevant Disciplinary

Procedures. However, the process of recording the allegation along with any supporting evidence, and reaching a conclusion about whether it can be regarded as substantiated should be completed. While it may be difficult to reach a conclusion in such circumstances, and it may not be possible to apply any disciplinary sanctions if a member of staff's period of notice expires before the process is complete, the investigation should continue to its conclusion.

20.10.2 Return to Work after Suspension

In cases where it is decided on the conclusion of the investigation that a member of staff who has been suspended can return to work, the Principal, in consultation with the member of staff and those who supported him/her during suspension, should consider how best to facilitate that. Most people will benefit from some help and support to return to work after a very stressful experience.

Depending on the circumstances of the member of staff, a phased return and/or the provision of a mentor to provide assistance and support in the short term may be appropriate. The Principal should also consider how the member of staff's contact with the child/student who made the allegation can be best managed if they are still attending the College.

20.10.3 Member of Staff's Employment is Terminated

If, on conclusion of the investigation the Board of Governors terminates the person's services, or, at any time the person resigns or leaves their employment, the Principal or Lead Individual should consider whether a referral to the Disclosure and Barring Service (DBS) is required.

The Safeguarding Vulnerable Groups (Northern Ireland) Order 2007 places a legal duty on regulated activity providers such as, schools and employers of school staff to make a referral to the DBS where they have dismissed or removed a person from working with children or vulnerable adults (or would/may have if the person had not left or resigned, etc) because they have:

- Been cautioned or convicted for a relevant offence.
- Engaged in relevant conduct in relation to children and/or vulnerable adults (i.e. an action or inaction (neglect) that has harmed a child or vulnerable adult or put them at risk of harm).
- Satisfied the Harm Test in relation to children and/or vulnerable adults. (i.e. there has been no relevant conduct (no action or inaction), but a risk of harm to a child or vulnerable adult still exists).

The DBS will consider all the evidence provided and decide whether to bar the person from working in regulated activity, which will include most work in educational establishments.

The College has a statutory duty to make reports, and to provide relevant information to the DBS. Referrals should be made as soon as possible after the resignation or removal of the member of staff involved and within one month of ceasing to use the person's services.

Consideration should also be given to DE Circular 2015/12 General Teaching Council for Northern Ireland (Registration of Teachers) (Amendment) Regulations (Northern Ireland) 2015, which confirms that from 1 April 2015 the Department conferred powers on the General Teaching Council for Northern Ireland to enable it to consider cases of serious teacher misconduct and to remove a teacher from its register.

20.11 Confidentiality

When an allegation of abuse is made against a member of staff the College will make every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

Restrictions outlined in Part 3 of the Education Act 2011, “School Workforce - Reporting Restrictions”, should be applied as best practice in Northern Ireland.

The Act makes clear that “publication” of material that may lead to the identification of the individual who is the subject of the allegation is prohibited.

“Publication” includes “any speech, writing, relevant programme or other communication in whatever form, which is addressed to the public at large or any section of the public”.

This means that a parent who, for example, published details of the allegation on a social networking site would be in breach of the reporting restrictions if what was published could lead to the identification of the individual by members of the public.

21. Historical Allegations

Historical allegations of abuse may include the following types of scenarios:

Member of staff currently employed in an educational establishment.

- In this case the current policy will be applied and the Board of Governors, the Chairperson or the Principal will manage the response like any other case, in co-operation with the CPSSS officer and other key agencies as appropriate.

Member of staff no longer employed by the educational establishment and the Principal is aware of the current employer.

- In this case the Principal will record the incoming information and inform the Chairperson of the Board of Governors. Decisions will be taken regarding the process of managing the allegation, communicating with the other key agencies as appropriate and forwarding the information to the current employer for action.

Member of staff is retired AND no longer working.

- In this case the Principal will advise the person making the initial contact with the College to contact the police directly. The Principal will cooperate with any further action deemed appropriate by any subsequent investigation.

Member of staff is retired, no longer working in an educational establishment, but thought to be working in an environment with children.

- In this case the Principal will inform the Chairperson of the Board of Governors, and discuss with the CPSSS officer and other key agencies as appropriate in decision making about passing the information to the current employer/manager of place of work.

Member of staff is deceased.

- The Principal will inform the Chairperson of the Board of Governors and the CPSSS officer of the allegation. The person making the initial contact with the educational establishment will be informed of the status of the alleged individual and advised of their right to approach the police to pursue their allegation. The Principal would assure this person of their co-operation in any future investigation.

22. Record Keeping: The Record of Child Abuse Complaints

Where an allegation is made about a member of staff, and is pursued either as a referral to Social Services or under the relevant disciplinary procedures, a short summary of the record must also be entered by the Designated Teacher for Child Protection or Principal on the Record of Child Abuse Complaints. A copy should be held on the child's file which is maintained for this purpose and kept in a secure place and not circulated.

The summary should include:

- A unique entry number.
- The date and brief details of the nature of the allegation.
- By whom and against whom it was made.
- If the allegation was referred to Social Services, to whom it was referred.
- The date of referral.
- If the allegation was dealt with under the relevant disciplinary procedures, a brief note of the outcome.
- A copy should be provided to the person concerned.

The Record of Child Abuse Complaints should be made available to the Board of Governors at least annually. The Education and Training Inspectorate (ETI) will ask to see the Record during inspections.

The purpose of the record is to enable accurate information to be given in response to any future request for information, where appropriate. It will provide clarification in cases where future DBS Disclosures reveal information from the police about an allegation that did not result in a criminal conviction and it will help to prevent unnecessary re-investigation if, as sometimes happens, an allegation re-surfaces after a period of time.

If, on foot of a subsequent investigation by one of the investigating agencies, the member of staff concerned is totally exonerated, the record on the file of the member of staff concerned must be expunged, and the entry in the College's Record of Child Abuse Complaints deleted or struck through. The record on the student's file should be noted accordingly, and should stand until the student's twenty-first birthday in case there should be subsequent complaints.

Given the number of recent historical allegations, in all other cases, the record on both the student's file and the staff member's file should be maintained indefinitely. All documentation retained should comply with Data Protection Guidance and be retained in line with the DE Schools Disposal Schedule.

References – Although **all** allegations must be recorded in the Record of Child Abuse Complaints book, they should not be referred to in employer references. It is extremely important that when an allegation is made the educational establishment makes every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

23. Staff Liability

Any member of staff who follows this policy and procedures in making a report of suspected child abuse is acting within his/her employment. The Board of Governors of Our Lady and St Patrick's College, Knock indemnifies any teacher who acts in accordance with these procedures in reporting any incident of child abuse or suspected child abuse.

24. The Preventative Curriculum

Students are informed of the arrangements for Child Protection during their initial Induction and subsequent Induction each academic year. The Designated Teacher and Deputy Designated Teacher also attend an assembly for each year group every September where they explain their roles.

Safeguarding messages are actively promoted through:

- Personal Development lessons;
- Relationship and Sexuality Education/EFL lessons;
- Mentor lessons;
- Careers lessons in preparation for Work Experience;
- Learning for Life and Work;
- Assembly;
- Safer Internet Week;
- Anti-Bullying Week;
- Child protection posters and information leaflets;
- Talks by PSNI/SHAHRP;
- The College homework diary;
- Focus of the Week;
- The College website.

Specific Child Protection training is given to Senior Prefects (Year 14), Mentors (Year 13), Peer Mentors (Year 13) and students who undertake community service.

25. Incident Involving Sexual Activity by an Underage Student

In accordance with the ethos of the College if a disclosure is made to a member of staff of underage sexual activity parents will be informed and a referral made to Social Services.

In the event of such a disclosure a member of staff must always report the matter immediately to the Designated Teacher or Deputy Designated Teacher.

26. Monitoring and Supporting Students on the Child Protection Register

The College will monitor students whose names are on the Child Protection Register in line with what has been agreed in each child's protection plan. The plan sets out the role of the child's parents and various agencies in protecting the child. For schools, this would include alerting the child's Case Coordinator from Social Services, or the Education Welfare Officer, when a student on the Child Protection Register is absent for more than a few days, or on a regular basis, or to any signs which suggest a deterioration in the student's home circumstances.

27. Child Protection Conferences

When a referral has been made of a case of suspected or alleged abuse, a member of staff, either the Designated Teacher or the member of staff who knows the child best, may be asked to contribute the College's knowledge of the child to the Child Protection Conference convened by Social Services to assess the child's circumstances and decide on further action. The College may also be asked to prepare a report. Reports prepared for Child Protection Conferences should focus on the child's educational progress and achievements, attendance, behaviour, participation, relationships with other children and adults within the school and, where

appropriate, the child's appearance. If relevant, reports should include what is known about the child's relations with his/her family and the family structure. Reports should be objective and based on evidence. They should contain only fact, observations and reasons for concern. Reports will be made available to the child's parents at the Child Protection Conference, and may be used in court. All reports should be checked and signed by the Designated Teacher.

28. Maintaining records

In accordance with DE advice on the Disposal of Child Protection Records, all child protection records for a child will be held in a separate locked cabinet until the child is 30 years old. When a child whose name is on the Child Protection Register changes school, the College will inform the receiving school immediately that his/her name is on the Register and advise the Designated Teacher to contact the child's social worker.

29. The Selection and Use of Volunteers and Sports Coaches to Support School Activities

Volunteers can have an important and beneficial role in supporting the work of teachers and other paid staff in schools and in contributing to the life of the school. Ensuring that schools obtain the maximum benefit from the involvement of volunteers requires careful preliminary planning to ensure that the volunteer has appropriate and worthwhile duties, understands and is equipped to carry out his/her role and can complement and support the activities of the teacher or other member of staff. It is also essential that appropriate steps are taken, through vetting and selection arrangements, to ensure that children are not placed at risk through allowing the unsupervised and unmanaged access of unsuitable adults to the school. Vetting Procedures will be carried out as outlined on Page 14-15.

The engagement of volunteers will only be undertaken with the knowledge and agreement of the Principal. Acceptance of any individual's offer of help should not be automatic. Appropriate areas of work and the duties attached to these, the supervisory arrangements, the implications for Child Protection and the conditions attached to the volunteer's role will be clearly established before any volunteer is accepted by the school.

All potential volunteers will be asked to provide the following information:

- Personal details such as name (including any previous names) and address, date of birth and any relationship with the school e.g. parent, relative or member of staff;
- Details of any qualifications and of any previous work with children;
- A declaration that they have never been convicted of a criminal offence or been the subject of a Caution or of a Bound-over Order;
- A declaration as to whether they have been investigated by Social Services for child protection (and the outcome of the investigation) or had a child removed from their care;
- A current qualification through a national governing body coaching award (if relevant);
- The names of two referees who are not family members or members of the staff of the College.

The volunteer must attend an interview with the Principal or his nominee.

Sport Northern Ireland has produced a Code of Conduct for Coaches which is outlined in Appendix 3 - Page 34.

Further Guidelines for the Use of Volunteers to Support School Activities are outlined in Appendix 4 - Page 35.

30. Procedures After School Hours

Staff who need to pass on information after school is closed can contact the Designated Teacher by telephone.

Signed: **Mr Leo O'Reilly**
(Chairperson of Board of Governors)

Date: **6th June 2016**

Signed: **Mr Dermot G Mullan**
(Principal)

Date: **6th June 2016**



Our Lady and St Patrick's College, Knock

Child Protection Referral Form

Please complete and sign this form and pass it immediately to the Designated Teacher for Child Protection.

Student Details			
Student Name		Tutor Group	
Date of Birth		Staff Name	

Record

- Make objective, detailed, handwritten notes of the discussion
- Record facts (When? Where? Who? What?)
- Use the child's exact words as much as possible

Details of Concern:
Action Taken:

Staff Signature: _____

Date: _____

The form will be locked in a secure cabinet by the Designated Teacher for Child Protection.



Our Lady and St Patrick's College, Knock

Risk Assessment for a Volunteer Working in the College

The proposed supervisor (paid member of staff) should complete and sign this form and pass it to the Designated Teacher for Child Protection. A volunteer may only begin work if supervision is approved by the Designated Teacher for Child Protection.

Volunteer Details			
Name of Volunteer		Name of Supervisor	
Date of Birth		Activity	
Address		Ages of Students	
Home Number Mobile Number		Number of Students	

Risk Assessment (Please tick Yes or No)	Yes	No
The worker will be doing work that, if unsupervised, would be Regulated Activity.		
The supervised worker will be a volunteer.		
The supervisor is in Regulated Activity.		
The supervisor will be in close proximity to the volunteer for most of the time.		
The supervisor will usually be able to see the volunteer.		
The supervision will be 'day to day' and ongoing.		
The supervision will be reasonable in all circumstances to ensure the protection of students.		

Reasonable Supervision (Please state the following:)	
Ages of the students.	
Number of students that the volunteer will work with.	
Are other volunteers helping to look after the children?	
The nature of the volunteer's work.	
How vulnerable are the children?	
How many volunteers would be supervised by each supervisor?	

Supervisor's Signature: _____

Date: _____

Designated Teacher's Signature: _____

Date: _____

Supervision Approved: Yes / No (delete as appropriate)

Date: _____

Contacts

- **Child Protection Support Service for Schools (CPSSS)**
 - Education Authority (South Eastern Region)
 - Tel: 028 9056 6434 - Colum Boal
 - Tel: 028 9056 6274 - Alison Casey
- **Social Services - Gateway Services/Child Protection**
- **South Eastern Health and Social Care Trust**
 - Tel: 0300 1000 300
 - Tel: 028 9504 9999 (out of hours)
 - South Eastern Health and Social Care Trust, Stewartstown Road Health Centre, 212 Stewartstown Road, Dunmurry, BT17 0FB
- **Belfast Health and Social Care Trust**
 - Tel: 028 9050 7000 (Gateway Team)
 - Tel: 028 9504 9999 (out of hours)
 - Social Services Gateway Team, 110 Saintfield Road, Belfast, BT8 6HD
- **North Down Gateway Team**
 - James Street
 - Newtownards, BT23 4EP
 - Tel: 028 9181 8518
 - Tel: 028 9056 5444 (out of hours)
 - Fax: 028 9056 4830
- **PSNI**
 - Tel: 028 9025 9299 - Central Referral Unit (CRU)
- **Disclosure and Barring Service (DBS)**
 - <https://www.gov.uk/government/organisations/disclosure-and-barring-service>
 - Tel: 03000 200 190
- **Safeguarding Board for NI**
 - www.safeguardingni.org
- **Childline 0800 1111**
 - www.childline.org.uk
- **NSPCC 0808 800 5000**
 - www.nspcc.org.uk
- www.thinkuknow.co.uk
- www.ceop.police.uk
- www.safenetwork.org.uk

Safeguarding and Child Protection: DE Circulars and Letters

DE Circular 1999/10 - Pastoral Care in Schools: Child Protection

DE Circular 2003/13 (18/06/03) - Welfare and Protection of Pupils Education and Libraries (Northern Ireland) Order 2003

DE Circular 2006/06 (03/03/06) - Child Protection: Recruitment of People to Work with Children and Young People in Educational Settings

DE Circular 2006/07 (03/03/06) - Child Protection: Employment of Substitute Teachers

DE Circular 2006/08 (03/03/06) - Child Protection: Training Requirement for School Governors on Staff Recruitment and Selection Panels

DE Circular 2006/09 (03/03/06) - Child Protection: Criminal Background Checking of Staff in Schools – Programme to Extend Coverage

DE Circular 2006/25 (06/12/06) - Child Protection: Vetting of School Governors

DE Circular 2007/01 (18/06/07) - Acceptable Use of the Internet/Digital Technologies in Schools

DE Circular 2008/03 (13/03/08) Child Protection: Pre-employment Checking of Persons to Work in Schools - New Arrangements

DE Circular 2008/10 (14/05/08) Employment of Substitute Teachers – Northern Ireland Substitute Teachers Register (NISTR)

DE Letter (02/02/09) - Child Protection: Legislation Changes to Age of Consent

DE Circular 2010/01 (13/01/10) - Guidance on Relationships & Sexuality Education (RSE)

DE Circular 2011/22 (27/09/11) - Internet Safety

DE Letter (03/05/12) - Provision of Free School Meals on Humanitarian Grounds

DE Circular 2012/19 (10/09/12) - Disclosure and Barring Arrangements: Changes for Pre-employment Vetting Checks for Volunteers Working in Schools from 10 September 2012

DE Circular 2013/01 (January 2013) - Disclosure and Barring Arrangements: Vetting Requirements for Paid Staff Working In or Providing a Service for Schools

DE Circular 2013/16 (25/06/13) - Relationship and Sexuality Education Policy in Schools

DE Circular 2013/25 (06/12/13) - eSafety Guidance

DE Circular 2014/14 (02/06/14) - Pupil Participation

DE Letter (22/07/14) - Multi-Agency Practice Guidelines on Female Genital Mutilation

DE Letter (September 2014) - Disposal of Child Protection Records

DE Letter (October 2014) - Child Sexual Exploitation

DE Circular 2014/27 (26/11/14) - Managing Information on Persons Who Pose a Risk to Pupils

DE Circular 2015/02 (February 2015) - Attendance Guidance & Absence Recording by Schools

DE Circular 2015/13 (30/04/15) - Dealing with Allegations of Abuse Against a Member of Staff

DE Letter (12/06/15) - eSafety: General Advice to Everyone/General Advice to Parents

DE Letter (September 2015) - SBNI Leaflet about ‘Sexting and the Law’

DE Circular 2015/22 (26/08/15) - Relationship and Sexuality Education (RSE) Guidance

DE Circular 2015/23 (26/08/15) - Drugs Guidance

CPSSS School Governors Handbook Safeguarding and Child Protection (Revised October 2015)

DE Circular 2016/05 (20/04/16) - Children Who Display Harmful Sexualised Behaviour

Code of Conduct for Coaches

Sport Northern Ireland

Coaches/Volunteers are expected to:

- Ensure the safety of all children by careful supervision, proper pre-planning of coaching sessions, using safe methods at all times.
- Actively encourage all children and not to discriminate on the grounds of religious beliefs, race, gender, social classes or lack of ability.
- Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- Always be positive and to promote the objectives of the club at all times.
- Not let any allegations of abuse of any kind to go unchallenged or unrecorded if appropriate. Incidents and accidents to be recorded in the club incident/accident book. Parents will be informed.
- Report accidents or incidents of alleged abuse to the designated person.
- Administer minor first aid in the presence of others and where required refer more serious incidents to the club "first aider".
- Have access to telephone for immediate contact to emergency services if required.
- Foster team work to ensure the safety of youth members in their care.
- Ensure the rights and responsibilities of youth members are enforced.
- Report suspected abuse to the appropriate designated officer.
- Not abuse members physically, emotionally or sexually.
- Maintain confidentiality about sensitive information.
- Be a role model (disciplined/committed/time keeping), remember children learn by example.
- Refrain from smoking and consumption of alcohol during club activities or coaching sessions.
- Protect themselves from false accusation by:
 - Not spending excessive amounts of time alone with children away from others;
 - Avoid taking children alone in a car on journeys, however short;
 - Never taking children to their home;
 - Not administering First Aid involving the removing of children's clothing unless in the presence of others.

Coaches/Volunteers have a right to:

- Access ongoing training and information on all aspects of leading/managing activities for youths, particularly on child protection.
- Support in the reporting of suspected abuse.
- Access to professional support services.
- Fair and equitable treatment by the Governing Body.
- Be protected from abuse by children/youths, other adult members and parents.
- Not to be left vulnerable when working with children.

Any misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person.

Persistent breach of the code will result in dismissal from the club.

Dismissals can be appealed by the coach/volunteer with final decisions taken by the club committee.

Guidelines for the Use of Volunteers to Support School Activities

The following fundamental principles are to be observed when using volunteers in the College:

- The purpose of the volunteer is to assist paid staff. They should not be used as substitutes either to cover activities normally undertaken by paid staff who are absent, or to release such staff to undertake other duties;
- Volunteers should only work under the supervision and guidance of paid staff in Regulated Activity and these arrangements should be such as to minimise the opportunities for direct, unsupervised, access to students;
- Volunteers should not be placed in a position of sole responsibility for the security of students, premises or equipment;
- Volunteers should understand the tasks which they are to undertake and receive appropriate training to enable them to perform these;
- Volunteers should only be allocated duties after consultation and agreement with the supervisor with whom the volunteer will be most closely involved;
- Volunteers should not be afforded access to records or other information relating to staff or students. An exception might be made where a student has a medical or other condition of which all those working with him/her should be made aware.
- Volunteers are owed a duty of care under the requirements of Health and Safety legislation. The College will therefore ensure that volunteers are treated no less favourably than paid employees in terms of the school's obligations under the legislation.

The volunteer will receive information on:

- The College's Positive Behaviour Policy and the extent of the volunteer's authority within it;
- The College's Child Protection Policy.

The volunteer should report any issue of concern relating to the welfare of students to the Designated Teacher for Child Protection.