



Goldington Green Academy Information for Staff The Child and the Law on Child Protection



This leaflet is designed to give you information on what the law on Child Protection is and where you need to go to get information. It covers

- **Introduction**
- **Why you need to know**
- **What you need to know**
- **Where to find the information**

Introduction

All staff at Goldington Green Academy take responsibility for children's welfare and it is therefore important to know the legal implications of any actions taken as well as knowing county procedures set up to safeguard children. For example:

- You may be asked for a written report for a Child in Need (CIN) meeting or a Child Protection (CP) conference.
- You may be asked to complete a CP concern form.
- You may be asked to attend a multi-professionals meeting.
- A pupil may claim to have been sexually assaulted by a member of staff.
- A child might come into school with unexplained bruising to the arms.
- A parent might complain that their child is being bullied at school.

Would you know what to do or where to find out what to do and the legal implications of your actions? It is important that you do.

This leaflet will give you a starting point.

Information on the law and new guidance:

www.bedfordshire.gov.uk – Bedfordshire Borough Council website, Local Authority Circulars giving guidance –

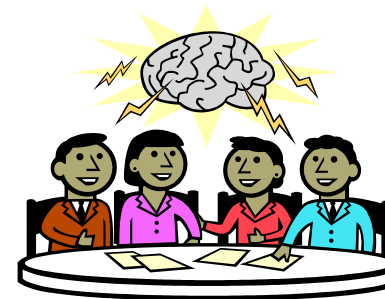
www.dfe.gov.uk
www.hmsso.gov.uk
information

DfE website giving guidance for statute information

Training:

Child Protection training for all staff must be updated every three years, but we have annual updates at Goldington Green Academy. Whole school training is arranged as part of INSET or staff can join another school's training session.

The Child Protection Officer (Headteacher) and Child Protection Governors attend training at least every 2 years and attend twilight training regularly through the year.



What You Need To Know

Acts of Parliament are all Statutory Law. From statutory law guidance documents are usually produced. These do not carry the full force of the statute but if the guidance is followed then the law is being followed. It is expected that guidance will be followed in schools unless there is a very good reason not to. This guidance has been used as evidence in court to settle disputes. Guidance is produced by the DfE and Local Authorities.

Some recent laws of which you should be aware are:

Children's Act 2004 – this gives the legal framework for developing services focused around the needs of children, young people and their families. It aims to make services more effective and accessible.

Anti Social Behaviour Act 2003 – this provides the framework for parenting orders and contracts. These can be used in school for children with low attendance.

Education Act 2002 – part of this act relates to the duty of Local Authorities and Governors to safeguard children.

The Adoption and Children Act 2002 – this is related to the needs of looked after children.

Children Act 1989 – this act says that the welfare of the child is paramount.

Disability discrimination Act 2004 – Harassment on the grounds of disability is defined here. UK discrimination laws prohibit harassment on the grounds of race, sex, religion and disability. The EU Race discrimination directive prohibits harassment on the grounds of race or ethnicity.

The Education (Pupil Registration) (England) regulations 2006 – this relates to when absence from school should be authorised, particularly in relation to term time holidays.

Recent Guidance Documents have included:

- **Working together to Safeguard Children**
- **Guidance on the Duty to Safeguard and Promote the Welfare of Children**
- **Every Child Matters Document** – staying safe
- **Good Practice in Contenance** (from the Disability Discrimination Act)
- **Keeping Children safe in Education 2016**
- **Safer Recruitment** - (www.teachernet.gov.uk/saferrecruitment)
- **The Manuel of Child Protection Procedures**

You are not expected to know in detail the contents of these documents but it is important to know of their existence and where to go to find the information you need. These documents are available on the internet.

Where to Find Information

Key People:

There are key people in school who are available to discuss child protection concerns. They have regular contact with outside agencies and may be more experienced in matters to do with children and the law.

They are:

The Headteacher

The Deputy Head/Inclusion Manager

Senior Leadership Team

Our child protection governor is, Mr Francis who is another point of contact.

Key Resources:

There are a number of documents within school which give information on school procedures and protocols.

- Staff Handbook – given to all staff, master in the school office.
- School Policies – on the 'T' drive.
- Manual of Child Protection Procedures – Head's office



Why You Need to Know

One of the 5 strands of Every Child Matters is Staying Safe. Everyone should feel safe in school. We have a number of policies in school to ensure the children's safety. These include our Safeguarding Children, Behaviour, Health and Safety, Equality and PSHE policies.

Following safeguarding procedures will ensure that the law is being followed and that we are taking account of our responsibilities. These responsibilities come from:

- **Common Law** – from court decisions, eg who has parental responsibility for a child or who is allowed access. We need to ensure that only those people with the right have access to information about a child.
- **Statutory Law** – this is determined by parliament, eg The Children's Bill 2004
- **Contract of Employment** – from the Governors which states your responsibilities as an employee
- **Job Description** – from the school which defines your responsibilities in supporting children's learning and supporting staff in school.

Where there are Child Protection concerns it is important that information is handled sensitively on a need to know basis. All information should be treated confidentially. The current legal situation should be shared with those who need to know.