

*Slough and Eton Church of England
Business and Enterprise College*



**Child Protection and Safeguarding
Policy**

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Ratified by Governing Body:	Signed by Chair, Roy Evans.
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1 Background

Slough and Eton Church of England Business and Enterprise College is committed to safeguarding and promoting the welfare of children within the school as stated in the 'Statutory guidance on making arrangements to safeguard and promote the welfare of children' under section 11 of the Children Act 2004 (revised March 2007). We believe it is everyone's responsibility to protect and care for children and to put their needs and welfare first.

Slough and Eton Church of England Business and Enterprise College, in line with the recommendation of Slough Borough Council, follows the Berkshire Local Safeguarding Children Board's Child Protection Procedures which can be found online at <http://proceduresonline.com/berks>, and also the Government publications: 'Working Together to Safeguard Children (2006)' and 'What To Do If You're Worried a Child is Being Abused (2006)'. Detailed information on how to recognise abuse and what to do if you are concerned can be found in Section 10 of this policy.

2 The Role of all Adults

The role for all adults at Slough and Eton (whether employed or working on a voluntary basis in safeguarding children who may be in need of child protection services) is in identifying children or young people who may be at risk (see Section 10) and alerting the appropriate service.

- It is the responsibility of all staff to ensure that they know the child protection procedures that are in force within Slough and Eton Church of England Business and Enterprise College and which staff member is responsible for child protection issues.
- Advice can be sought from the staff member responsible for child protection, Mrs A Hockings (Assistant Headteacher) or, in her absence, Mrs J Smith (Deputy Headteacher). However, this should not preclude a direct referral to Children's Social Care particularly if there is any element of immediate risk.

Referrals must always be made to Children's Social Care (01753 690898 or 875591; out of hours 01344 786543) if there are signs that a child under the age of 18 years, or an unborn baby (in the case of a teenage parent):

- Is suffering or has suffered abuse and/or neglect
- Is likely to suffer abuse and/or neglect
- (With agreement of a person with parental responsibility) would be likely to benefit from family support services.

3 Principles

The following Principles are key for all staff:

- The interests of the child are paramount.
- In cases of suspected child abuse all staff have a responsibility to take action in the ways set out in this procedure.
- Immediate action, to refer or consult, is required where there is suspicion of abuse.
- Investigation is the responsibility of the relevant Children's Social Care Department and the Police. These agencies have to balance the necessity for action to protect the child with the potential adverse effects of an investigation on the family and/or others.
- Record keeping is essential at each stage and all documents should be kept to the standards outlined in Slough and Eton Church of England Business and Enterprise College's recording procedures.
- This procedure also covers disclosures made in electronic communications (e-mail or text messaging).



4 Procedure

4.1 Responding to a Disclosure

If a child tells you that they are, or someone they know is, being abused:

- Believe what the child is saying and take it seriously.
- Reassure the child who has made the disclosure to you that they have done the right thing.
- Give the child time to talk and do not probe, ask leading questions or ask the child to write a statement. Investigation is not your responsibility.
- Do not promise to keep secrets. All allegations of harm or potential harm must be acted upon.
- Explain to the child that you will share this information with a senior member of staff who will ensure the appropriate procedures will be followed.
- E-mails or text messages received detailing details of suspected abuse should be immediately responded to within 24 hours by contacting the young person by phone or face-to-face to obtain further information.
- Record the event in accordance with procedure in writing as soon as possible after the disclosure has been made to you with the date, time and your signature.
- The designated child protection officer, Mrs A Hockings (or Mrs J Smith) will support you in contacting Children's Social Care (01753 690898 or 875591) to make a referral. They will be familiar with the procedure and will be able to advise you.
- The timing of referrals must reflect the perceived risk, and should normally be within one working day of recognition. If, for any reason, you cannot contact the designated child protection officer, Mrs A Hockings (or Mrs J Smith), you should go ahead and contact Children's Social Care.
- When making a referral, make sure that you speak to directly to a member of the Children's Social Care team. Do not just leave messages. Always speak to someone. You must confirm verbal and telephone referrals in writing, within 48 hours (sometimes you will be asked to use a multi-agency referral form). Any Common Assessment Framework (CAF) that has been undertaken should be attached to the referral. Children's Social Care should acknowledge your written referral within one working day of receiving it. Should you not have had a response within 3 working days, contact them again.
- When a referral is made to Children's Social Care, you must agree with them what the young person and parents will be told, by whom and when. Ensure that this is carried out.
- The Designated Child Protection Officer, Mrs A Hockings (or Mrs J Smith), must be informed of any disclosures, concerns and/or referrals at the earliest opportunity.
- Under no circumstances should you speak to or confront the abuser. Do not share suspicions or information with any other person other than the designated child protection officer (Mrs A Hockings), your line manager, Children's Social Care and/or the Police. Information given to Children's Social Care or the Police will be taken seriously, handled sensitively and shared only on a 'need to know' basis, wholly to protect the child. However, in order to ensure that children are safeguarded on the basis of proper evidence, the source of the referral cannot be kept anonymous.

4.2 Acting on Concerns Regarding an Adult's Behaviour

If you have any concerns about the behaviour of an adult, who is not an employee or volunteer working for Slough and Eton Church of England Business and Enterprise College, towards a child or young person:



- Do not ignore it – Slough and Eton Church of England Business and Enterprise College and Children’s Social Care will take any concerns very seriously.
- You must discuss your concerns with the designated child protection officer, Mrs A Hockings (or Mrs J Smith), who will support you in liaising with the statutory agencies should any child protection matter arise.
- Do not confront the adult but seek the advice of Mrs Hockings (or Mrs J Smith), the designated child protection officer. If they are not available seek advice from your line manager or direct from Children’s Social Care.

4.3 Acting on a Disclosure from an Adult that they are involved in the abuse of a child or young person

If someone not employed by Slough and Eton Church of England Business and Enterprise College discloses that they are involved in the abuse of a child or young person, you must take action:

- Believe what they are saying and take the allegation seriously.
- Record details of what you have been told as soon as possible in writing with the date, time and your signature.
- Report it to Mrs A Hockings (or Mrs J Smith), the designated child protection officer, who will ensure the appropriate actions are taken, also explaining the limits of confidentiality.
- If for any reason you cannot immediately contact the designated child protection officer, then you must directly contact either Children’s Social Care or the Police. Inform Mrs Hockings or Mrs Smith of what you have done as soon as possible.

4.4 Acting on Allegations against any Employee or Volunteer Working for Slough and Eton Church of England Business and Enterprise College

- If you believe there to be a Child Protection issue directly relating to an employee or volunteer working for Slough and Eton Church of England Business and Enterprise College, you must tell Mrs Hockings (or Mrs Smith) immediately. They will refer on to the Children’s Social Care Duty Team. In most cases, a child protection strategy meeting will be called to discuss how to proceed with regard to police investigation, child protection enquiries and/or disciplinary investigation.
- You should record your concerns in writing as soon as possible with the date, time and your signature.
- All allegations, even those that appear less serious, need to be followed up and examined objectively by someone independent of the organisation concerned. All allegations will be considered by the Local Authority Designated Officer, who acts for the LSCB agencies to monitor allegations and ensure that the actions in response to the allegation are in accordance with the Berkshire Child Protection Procedures.
- Any concerns about the conduct of an employee or volunteer at Slough and Eton Church of England Business and Enterprise College should be discussed in the first instance with Mrs Hockings (or Mrs Smith), the designated child protection officer.
- Advice on the storage of all documentation must be sought from Mrs Hockings, the designated child protection officer, or, in the case of employee records and the general central record, Mrs L Bovington (Head’s PA). They must ensure that access is strictly limited to relevant staff and external professionals on a need to know basis.



5 Staff Conduct

The following guidelines apply to all employees and volunteers whether acting in a paid or unpaid capacity:

- Always avoid unnecessary physical contact.
- Wherever possible avoid taking a child alone in a car, however short the journey. If it is unavoidable, gain parental permission (preferably in writing) if possible and/or inform your line-manager or Mrs Hockings of the reasons for your decision.
- If you find you are in a situation where you are alone with a child make sure that others can clearly observe you.
- Maintain appropriate relationships with a child or vulnerable adult.
- Do not divulge personal contact details such as an email address or telephone number. A school mobile is available for staff use for trips and visits and email contact with pupils and parents should only be made via your school email address. Take care that any emails, especially to pupils, maintain an appropriately professional tone.
- Do not make suggestive or inappropriate remarks to or about a child, even in fun, as this could be misinterpreted.
- If a child or vulnerable adult makes any kind of accusation regarding a member of staff, you should report this immediately to Mrs A Hockings (or Mrs J Smith), the designated child protection officer.
- Participate in any training which is available to you to support you in your work with children. (see Section 7)
- Remember that those who abuse children and vulnerable adults can be of any age (including other children and vulnerable adults), gender, ethnic background or class, and it is important not to allow personal preconceptions about people to prevent appropriate action taking place.
- Good practice includes valuing and respecting children and vulnerable adults as individuals, and the adult modelling of appropriate conduct - which would exclude bullying, aggressive behaviour, racism, sectarianism or sexism.

6 Unaccompanied Children in Public Settings

A good practice response on discovering an unaccompanied child on the school premises is to:

- Try to avoid being left alone with a child. Try to ensure colleagues are present when you are dealing with unaccompanied children.
- Try to establish whether the child is allowed by the parent / carer to come and go alone. If you are satisfied that the child is allowed to come and go alone, then allow the child to leave. If you gather this information only from the child then you will need to use your judgement to ascertain whether the child is competent to leave alone.

Relevant factors may be:

- Whether the child exhibits signs of nervousness
- Whether the child appears to clearly understand your questions
- Whether the child seems physically capable
- Whether the child appears to know clearly and readily where he or she lives
- How far the journey is
- Whether you know of any particular hazards on the journey
- The child's age and vulnerability



If you are in doubt, accompany the child immediately to reception where there are likely to be other members of staff and where parents/carers are likely to report. Encourage the child to remain on the premises until you have been able to contact a parent or carer.

Children under 10 years of age should not normally be allowed to leave alone unless you know that in the particular case the parent / carer allows it.

Ask the child if s/he is expecting to be collected by an adult. Try to contact the parent or carer. Ask the child for an address or telephone number.

7 Training

All staff must ensure that they attend child protection and safeguarding training when required to do so. For newly appointed member of staff, this will take the form of online Child Protection Level 1 training and, in addition, attendance at a Child Protection INSET lead by Mrs A Hockings to familiarise them with the Slough and Eton context. Staff with responsibility for child protection training within Slough and Eton Church of England Business and Enterprise College, Mrs L Morgan, Mrs L Bovington and Mrs A Hockings, will monitor attendance at relevant training to ensure all relevant staff are aware of the procedures and have received relevant training and appropriate updates.

To meet the requirements of the LSCB Partnership Agreement, Slough and Eton Church of England Business and Enterprise College will ensure that single agency and multi-agency training on safeguarding and promoting welfare is provided in order to meet local needs. This covers both the training provided by Slough and Eton Church of England Business and Enterprise College to their own staff, and multi-agency training where staff from different agencies train together. The LSCB will evaluate the quality of this training, ensuring that it is provided, and checking that training is reaching the relevant staff.

Training will be organised and delivered in accordance with the requirements of 'Working Together to Safeguard Children' and taking note of any other advice from both Slough Local Authority and the government.

8 Safer Workforce

8.1 Recruitment and Selection

Advertisement of posts and application packs for jobs in Slough and Eton Church of England Business and Enterprise College will follow the NCSL 'Safer Recruitment' procedures and will make explicit reference to the commitment of the organisation to Safeguarding, including:

- i. Intention to seek enhanced CRB disclosures;
- ii. Clear statements in the Job Description and Person Specification that explicitly reference the individual's safeguarding responsibilities;
- iii. Providing information about Safeguarding Policy and Practices to applicants.



Those involved in the selection process fulfil the following:

- seek an enhanced CRB disclosure.
- always use applications forms (CVs should not be accepted by themselves).
- a minimum of two people should check for any gaps in employment history and explore these gaps during interview and at least one member of the interviewing panel must have successfully completed the NCSL 'Safer Recruitment' training workshop.
- ensure at least one reference is from a previous employer and specifically asks if there have been any concerns or allegations about the applicant's behaviour towards children; any disciplinary action; and confirmation of the applicant's responsibilities. Compare this information with that provided by the applicant. Any inconsistencies or concerns regarding the information provided in a personal reference must be followed up directly with the referee.
- check at least one reference by a follow-up phone call to the referee.
- ensure that any concerns arising from the applicant's medical reference are followed up directly with the applicant and with Slough and Eton Church of England Business and Enterprise College Medical Officer if required.
- seek to explore the applicants' attitudes towards children and young people, their motivation for pursuing the role, and managing boundaries, at interview.
- always ensure that any other uncertainty or inconsistency about the information provided about the applicant is followed up and resolved.

If you need support with the process, seek advice on recruitment and selection from Mrs L Morgan (Senior HR Advisor).

8.2 Allegations

Concerns for the safety and well-being of children could arise in a number of different ways and in a range of settings. It is essential to act quickly and effectively if an allegation is made, or if there is suspicion or concern about a professional or volunteer's relationship with a child, young person or group of children/young people, particularly if they have:

- Behaved in a way that has harmed, or may have harmed, a child;
- Possibly committed a criminal offence against or related to, a child; or
- Behaved towards a child or children in a way that indicates she/he is unsuitable to work with children.

If an allegation is made, or a concern arises, about a member of staff or volunteer, ensure that Mrs A Hockings (or Mrs J Smith), the delegated child protection officer is informed immediately and Slough Social Care Duty Service (01753 690898 or 875591) are informed. The Local Authority Designated Officer (LADO) is available to provide advice or support in any allegations process, including advising whether or not immediate suspension of the person concerned should be initiated. Senior Managers must ensure that HR Advisors are made aware of concerns and advice is sought at the earliest opportunity.

If there is any concern about the immediate welfare of a child/young person or if the information suggests that a criminal offence may have been committed the Police and Social Care Duty/Out of Hours Services should be informed immediately.



Anyone involved in identifying or reporting such behaviour should make a written record of their concern with the date, time and their signature as soon as possible. Records should be secured and will be strictly limited to relevant staff and external professionals on a need to know basis.

The member of staff or volunteer should be treated fairly and honestly, helped to understand the concerns expressed, the process being followed and any outcomes of the process. Senior managers should seek advice from the LADO and Social Care/Police **before** informing the person who is subject to an allegation.

Detailed guidance is available in Chapter 31 (Allegations Against Staff, Carers and Volunteers) of the Berkshire Local Safeguarding Children Board's Procedures as found online at www.proceduresonline.com/berks

9 E-Safety

Children and young people can be vulnerable to exploitation or abuse through the medium of Information Technology. It is important that staff and volunteers are alert to potential risks children or young people may be exposed to, and that steps have been taken to mitigate the risk of this occurring, with specific reference to:

- **Content** – e.g. exposure to age inappropriate material, inaccurate or misleading information, socially unacceptable material (e.g. inciting violence, hate or intolerance) and illegal material (including images of child abuse);
- **Contact** – e.g. grooming using communication technologies leading to inappropriate behaviour or abuse;
- **Commerce** – e.g. exposure to inappropriate advertising, online gambling, identity theft and financial scams;
- **Culture** – e.g. bullying via websites, mobile phones or other communication technologies, or inappropriate downloading of copyright materials (i.e. music, films, images); exposure to inappropriate advertising, online gambling and financial scams.

Addressing these issues through training for staff and volunteers, and awareness raising with service users, or members of the community, will be undertaken by Slough and Eton Church of England Business and Enterprise College. If there is any indication that a child or young person is experiencing difficulties in this area (for instance if they are reported to be spending long periods of time using a PC on their own or if they appear unnecessarily defensive, secretive or anxious about their PC use), then this must be taken seriously.

Restrictions are placed on ICT access, an 'acceptable use policy' is in place, and pupil use of ICT can be monitored. Mrs J Smith (Deputy Headteacher with responsibility for IT across the school), the Head of IT, IT technical support and Mrs A Hockings, the designated child protection officer, work together to promote E-safety as set out in greater detail in Slough and Eton Church of England Business and Enterprise College's e-Safety Policy.



10 Detailed Child Protection and Safe-guarding Procedures

Child Protection and Safe-guarding Procedures Essential information for all working with children (2010)

Slough and Eton Church of England Business and Enterprise College is committed to safeguarding and promoting the welfare of children within the school as stated within the 'Statutory guidance on making arrangements to safeguard and promote the welfare of children' under section 11 of the Children Act 2004 (revised March 2007)'.

In line with guidance from Slough Borough Council, the school follows the Berkshire Child Protection Procedures which are available online at: <http://proceduresonline.com/berks>

Any concerns about the safety and well-being of a child or young person should be reported immediately to Mrs A Hockings (the designated child protection officer). In her absence from school, concerns should be reported to Mrs J Smith (Deputy Headteacher).

LISTENING TO THE CHILD

Where abuse is alleged, the initial response by professionals should be limited to **listening carefully** to what the child says so as to:

- Clarify the concerns
- Offer re-assurance about how s/he will be kept safe and
- Explain what action will be taken

The child **must not** be pressed for information, led, cross-examined or given false assurances of absolute confidentiality. Such well-intentioned actions could prejudice police investigations, especially in cases of sexual abuse. However, a written factual record of the conversation should be made by the professional at the earliest opportunity. If the child feels more comfortable writing down their own account, they may do so in their own words and should also write the date, the time and their name on the account.

Regardless of the child's view, it remains the responsibility of the professional to take whatever action is required to ensure the safety of that child and any other children.

WHAT YOU SHOULD DO

- **Explain** to the child that **you will share this information** with a senior member of staff in order to help them.
- **Listen carefully to and believe** what the child is saying and take it seriously.
- **Reassure** the child who has made the disclosure to you that they have done the right thing and assure them that you believe them.
- Give the child time to talk and **do not probe, ask leading questions or ask the child to write a statement**. Investigation is not your responsibility. Limiting yourself to TED questions (tell, explain, describe) is a useful way of avoiding leading questions.
- **Do not promise to keep secrets**. All allegations of harm or potential harm must be acted upon.
- **Record what has been said as soon as possible** after the conversation (with date, time and your signature) and give it to Mrs A Hockings (or Mrs J Smith) immediately. It is your responsibility to ensure that the Duty Team is notified within 24 hours. Slough Children's Social Care (Social Services) (Mon to Fri 9.00am-5.00pm) **01753 690898 or 875591**. Out of Hours Team (7 days a week, 5.00pm-9.00am) 01344 786543
- **Do not confront** the abuser.
- Ensure that information you have is **kept confidentially** and only shared with people who need to know, specifically, Mrs A Hockings and/or Mrs J Smith.



This is a guidance summary only. It is the responsibility of professionals to ensure that they are following the latest advice in the full 'procedures-online' document which is updated regularly on the website.

HOW TO RECOGNISE ABUSE & NEGLECT

The factors described below are frequently found in cases of child abuse. The list is not exhaustive. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of possible **Significant Harm**
- Justify the need for careful assessment and discussion with designated teacher for Child Protection (Mrs A Hockings or, in her absence, Mrs J Smith)

PHYSICAL ABUSE

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. It may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

The following may be indicators of concern in secondary aged children:

- An explanation which is inconsistent with an injury
- Several different explanations provided for an injury
- Unexplained delay in seeking treatment
- Parents / carers are uninterested or undisturbed by an accident or injury
- 2 simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive)
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally e.g. the back
- The outline of an object used e.g. belt marks, hand prints or a hair brush (a pinch causes small double bruises, a punch or kick causes an irregular bruise with a paler centre, gripping causes ovals from fingertips or lines between fingers)
- Linear pink marks, haemorrhages or pale scars may be caused by ligature, especially at wrists, ankles, neck, male genitalia
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting or slapping
- Bruising around the face
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse
- Human bite marks are oval or crescent shaped. Those over 3cm in diameter are more likely to have been caused by an adult or older child.
- Circular burns from cigarettes are characteristically punched out lesions 0.6 - 0.7 cm in diameter and healing usually leaves a scar
- Friction burns resulting from being dragged
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water of its own accord will struggle to get out and cause splash marks)
- Old scars indicating previous burns / scalds which did not have appropriate treatment or adequate explanation
- A large number of scars or scars of different sizes or ages, or on different parts of the body, may suggest abuse.



EMOTIONAL ABUSE

Some level of emotional abuse is involved in most types of ill treatment of children, though emotional abuse may occur alone. Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent effects on the child's emotional development. Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. Manifestations of emotional abuse may also indicate the presence of other kinds of abuse. The indicators of emotional abuse are often also associated with other forms of abuse. Recognition of emotional abuse is usually based on observations over time and the following offer some associated indicators:

Parent / carer & child relationship factors:

- Abnormal attachment between a child and parent / carer e.g. anxious, insecure or avoidant, indiscriminate or no attachment
- Indiscriminate attachment or failure to attach
- Conveying to children they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person e.g. persistent negative comments about the child or 'scapegoating' within the family
- Developmentally inappropriate or inconsistent expectations of the child which are outside what is considered reasonable and acceptable cultural / legal norms e.g. over-protection, limited exploration and learning, interactions beyond the child's developmental capability, prevention of normal social interaction
- Causing children to feel frightened or in danger e.g. witnessing domestic violence, seeing or hearing the ill treatment of another
- Exploitation or corruption of a child

Child presentation concerns:

- Behavioural problems e.g. aggression, attention seeking, hyperactivity, poor attention
- Frozen watchfulness, particularly in pre-school children
- Low self esteem, lack of confidence, fearful, distressed, anxious
- Poor peer relationships including withdrawn or isolated behaviour

Parent / carer related issues:

- Dysfunctional family relationships including domestic violence
- Parental problems that may lead to lack of awareness of child's needs e.g. mental illness, substance misuse, learning difficulties
- Parent or carer emotionally or psychologically distant from child

SEXUAL ABUSE

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative and non-penetrative acts or non-contact activities. Recognition of sexual abuse can be difficult, unless the child tells others of the abuse, their account is believed and the suspected abuse referred to Children's Social Care and/or the police.

There may be no physical signs and indications of sexual abuse are most likely to be emotional / behavioural and may include:

- Inappropriate, sexualized conduct
- Sexually explicit behaviour, play or conversation, inappropriate to the child's age
- Continual and inappropriate or excessive masturbation
- Self-harm (including eating disorder), self mutilation and suicide attempts
- Involvement in prostitution or indiscriminate choice of sexual partners



- An anxious unwillingness to remove clothes for sports events (but this may be related to cultural norms or physical difficulties)
- Running away

Physical indicators:

- Sexually transmitted diseases
- Vaginal soreness or bleeding
- Pregnancy

NEGLECT

Neglect involves the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health and development.

Neglect may involve failure to:

- Provide adequate food, clothing or shelter (including exclusion from home or abandonment)
- Protect from physical and emotional harm or danger
- Meet or respond to basic emotional needs
- Ensure adequate supervision including the use of adequate care-takers
- Ensure access to appropriate medical care or treatment

Child related indicators:

- Non -organic failure to thrive / faltering growth
- Delay in achieving developmental, cognitive and / or other educational milestones
- A child who is unkempt or inadequately clothed or dirty or smells
- A child who is frequently perceived to be hungry
- Behavioural signs may include a child seen to be listless, apathetic and unresponsive with no apparent medical cause, anxious attachment; aggression; indiscriminate friendliness
- Failure of child to grow or develop within normal expected pattern, with accompanying weight loss or speech / language delay
- Recurrent / untreated infections or skin conditions e.g. severe nappy rash, eczema or persistent
- head lice / scabies
- Unmanaged / untreated health / medical conditions including poor dental health
- Frequent accidents or injuries
- Child frequently absent or late at school
- Poor self esteem
- Child thrives away from home environment

Indicators in the care provided:

- Failure by parents or carers to meet the basic essential needs e.g. adequate food, clothes, warmth, hygiene
- Failure by parents or carers to meet the child's health and medical needs e.g. poor dental health; failure to attend or keep appointments with health visitor, GP or hospital; lack of GP registration; failure to seek or comply with appropriate medical treatment; failure to address parental substance misuse during pregnancy
- A dangerous or hazardous home environment including failure to use home safety equipment; risk from animals
- Poor state of home environment e.g. unhygienic facilities, lack of appropriate sleeping arrangements, inadequate ventilation (including passive smoking) and lack of adequate heating



- Lack of opportunities for child to play and learn
- Child left with adults who are intoxicated or violent
- Child abandoned or left alone for excessive periods

11 Monitoring Arrangements

The designated child protection officer will check that all agency procedures, including the use and storage of documentation, comply with the Berkshire Child Protection Procedures. Where inconsistencies or shortcomings are identified, remedial action will be taken.

Background Papers

www.proceduresonline.com/berks

‘What to do if you’re worried a child is being abused’, December 2006, HM Government
<http://www.everychildmatters.gov.uk/files/34C39F24E7EF47FBA9139FA01C7B0370.pdf>

‘Working Together to Safeguard Children’, April 2006, HM Government
<http://www.everychildmatters.gov.uk/files/AE53C8F9D7AEB1B23E403514A6C1B17D.pdf>

Useful Telephone Numbers

Slough Children’s Social Care (Social Services) (Mon to Fri 9.00am-5.00pm) 01753 690898 or 875591

Out of Hours Team (7 days a week, 5.00pm-9.00am) 01344 786543

Thames Valley Police 08458 505505

NSPCC Child Protection Helpline 0808 800 5000

Child-Line 0800 1111