

1 Procedure where the college has concerns, or has been given information about possible abuse by someone other than a member of staff

Member of staff completes the Note of Concern on what has been observed or shared and must ACT PROMPTLY.

Source of concern is notified that the college will follow up appropriately on the issues raised.



Staff member discusses concerns with the Designated Teacher or Deputy Designated Co-Ordinator and provides the Note of Concern.



Designated staff should consult with the Principal or other relevant staff before deciding upon action to be taken, always taking care to avoid undue delay. If required, advice may be sought from a CPSS officer.



Child Protection referral is required
Designated Teacher seeks consent of the parent/carer and/or the child (if they are competent to give this) unless this would place the child at risk of significant harm. The DT should phone Children's Services Gateway Team and/or PSNI if a child is at immediate risk. He/she submits a completed UNOCINI referral form within 24 hours.

Designated staff clarifies/discusses concern with child/parent/carers and decides if a child protection referral is or is not required.

Child Protection referral is not required
School may consider other options including monitoring the situation within an agreed timescale; signposting or referring the child/parent/carer to appropriate support services such as Children's Services Gateway Team or local Family Support Hub with parental consent, and child/young person's consent (where appropriate.)



Designated staff should consult with the Principal or other relevant staff before deciding upon action to be taken, always taking care to avoid undue delay. If required, advice may be sought from a CPSS officer.

2 Procedure for dealing with allegations of abuse against a member of staff.

Key Points

Lead individual learns of an allegation against a member of staff and informs the Chair/Vice Chair of Board of Governors as appropriate.



Guidance and the Next Steps

Lead individuals then establish the facts, seeks advice from the Key Agencies as appropriate, usually through informal discussion.



Possible Outcomes

Following on from establishing the facts, seeking advice from Key Agencies and discussion with the Chair/and or Board of Governors to agree a way forward from the options below.



Precautionary suspension is not appropriate and the matter is concluded.



Allegation addresses through relevant disciplinary procedures.



Precautionary suspension under Child Protection procedures imposed.



Alternatives to precautionary suspension imposed.

SAFEGUARDING:

Visitors to the College

Visitors to the college (employees of support organisations, EA and DENI representatives, parents/ carers, suppliers of goods and services, maintenance services) should be aware of the following:

- All visitors must enter by the main entrance and report to staff in the main office on arrival at the college.
- If appropriate, visitors will be given restricted access to only specific areas of the school whilst accompanied by school staff.
- Visitors must be clearly identified with a visitor/ contractor pass provided by the college.
- Visitors (except those whose sole purpose is a meeting with a member of staff) must sign in and sign out at the main office in the book provided.

If you suspect someone is suffering
BREAK THE SILENCE



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Safeguarding & Child Protection

@ULIDIA

POLICY SUMMARY

DESIGNATED STAFF

Mrs D. Ward

DESIGNATED TEACHER

Mrs B. Howe, Mrs M. McColgan

DEPUTY DESIGNATED STAFF

Mr M. Houston

PRINCIPAL

Mrs A. Thompson

DESIGNATED GOVERNOR FOR SAFEGUARDING & CHILD PROTECTION

ULIDIA
INTEGRATED COLLEGE

Policy Rationale

Ulidia Integrated College has a safeguarding responsibility and a duty of care to protect the children and young people in our care.

Safeguarding is more than child protection. Safeguarding begins with promotion and preventative activity which enables children and young people to grow up safely and securely in circumstances where their development and wellbeing is not adversely affected. It includes support to families and early intervention to meet the needs of children and continues through to child protection.

Safeguarding and Child Protection Responsibility

All staff in the college, both teaching and non-teaching, have a responsibility to ensure the protection and welfare of children is paramount. This also extends to any volunteers accepted to work in the school during school hours when pupils are on the premises.

A parent or other carer may also give information to the designated staff of the college about possible abuse or safeguarding issues by someone outside the college, or by someone working in the college in a volunteer capacity. The person making the complaint should be advised of their responsibility to refer to the local Health and Social Care Trust Gateway Team.

CHILD PROTECTION

Types of Abuse

Neglect

Neglect is the failure to provide for a child's basic needs, whether it be adequate food, clothing, hygiene, supervision or shelter that is likely to result in the serious impairment of a child's health or development.

Physical Abuse

Physical abuse is deliberately physically hurting a child. It might take a variety of different forms, including hitting, biting, pinching, shaking, throwing, poisoning, burning or scalding, drowning or suffocating a child.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child. Emotional abuse may involve deliberately telling a child that they are worthless or unloved or inadequate. It may include not giving a child opportunities to express their views, deliberately silencing them, or making fun of what they say or how they communicate. Emotional abuse may also involve bullying, including online bullying through social networks, online games or other mobile devices.

Exploitation

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, engagement in criminal activity, begging or other financial fraud 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.

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Sexual Abuse

Sexual abuse occurs when others use and exploit children sexually for their own gratification or gain or the gratification of others. Sexual abuse may involve physical contact. It may include non-contact activities such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via e-technology). Sexual abuse is not solely perpetrated by adult males. Women can commit acts of sexual abuse as can children.

Where there is an indication that the child may indeed be at immediate risk, then the Principal and designated staff may need to seek discreet, preliminary clarification from the person making the complaint. While such clarification will often help to confirm or allay concerns, it is not the responsibility of the college's designated staff to carry out investigations into cases of alleged abuse.