

Glebelands Primary School & Nursery Child Protection, Safeguarding and Wellbeing Policy



This policy applies to all staff, students and volunteers.

Within Glebelands Primary School and Nursery we aim to create an environment in which all pupils are safe and feel safe in school/nursery. There is a strong, robust and proactive response from adults that reduces the risk of harm to children. Adults working with them know and understand the indicators that may suggest that a child/young person is suffering or is at risk of suffering harm. (Ref: *How good is our school? 4th Edition and How good is our Early Learning and Childcare?*)

We are committed to practice in a way that protects all children and young people and fully adhere to the processes and procedures contained within 'Dundee Child Protection Committee, Inter-agency Operational Procedures' and in line with 'National Guidance for Child Protection in Scotland 2021'. Guidance can be found at: [Multi-Agency Guidance and Operational Instructions | OneDundee \(dundeecity.gov.uk\)](https://www.dundee.gov.uk/multi-agency-guidance-and-operational-instructions) . The Dundee Child Protection Committee can also be contacted at dunde1234protects@dundeecity.gov.uk .

This document states that:

- All education staff have important roles in protecting children from abuse and neglect and in identifying children who may be at risk of abuse.
- The protection and wellbeing of the child must remain at the heart of all considerations and decisions.

The purpose of this policy is:

- to protect children and young people attending Glebelands Primary School and Nursery.
- to provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

Staff at Glebelands Primary School and Nursery believe that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare and wellbeing of all children and young people and to keep them safe.

[Dundee Child Protection Committee | Dundee Child Protection Committee](https://www.dundee.gov.uk/multi-agency-guidance-and-operational-instructions)
([dundeeprotectschildren.co.uk](https://www.dundee.gov.uk/multi-agency-guidance-and-operational-instructions))

If risk is happening **NOW**, call 999.

What to do if you are concerned

If you think a child is being harmed, **tell us**



01382 307999



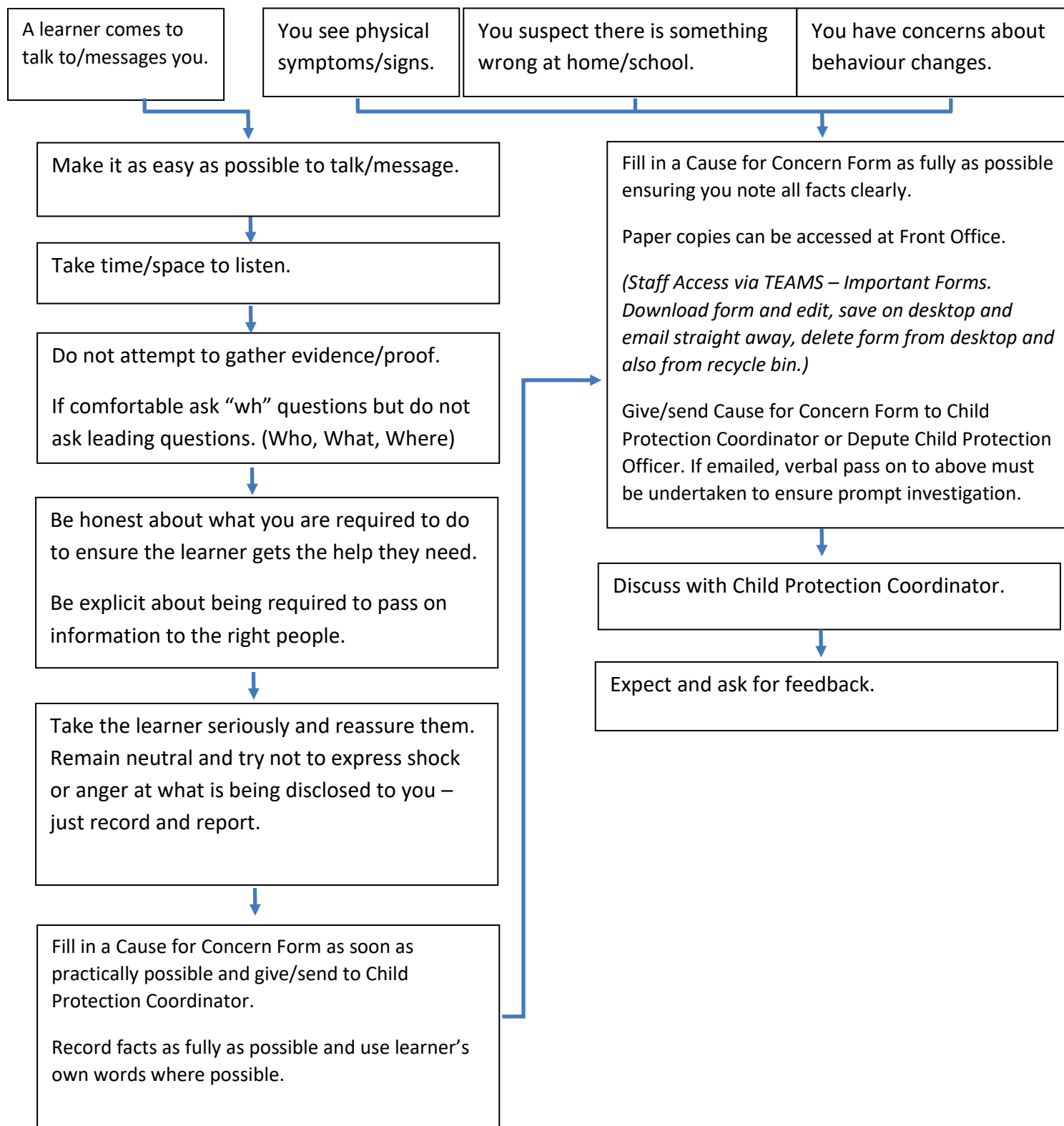
We recognise that:

- The welfare of the child is paramount, as enshrined in The Children (Scotland) Act 1995.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm and abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare and wellbeing.


We will seek to keep children and young people safe by:

- Valuing them, listening to and respecting them.
- Appointing a Child Protection Co-ordinator for Child Protection for the school and also a Depute Child Protection Coordinator.
- Adopting the processes and procedures contained within Dundee's Child Protection and Inter-Agency Child Procedures.
- Developing and implementing an effective e-safety policy and related procedures.
- Providing effective management for staff and volunteers through training, support and quality assurance measures.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely.
- Using our procedures to share concerns and relevant information with agency's who need to know, and involving children, young people, parents, families and carers appropriately.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints and whistle blowing measures in place.
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- Sharing information about safeguarding and good practice with children, their families, staff and volunteers via leaflets, posters, one to one discussions.


Glebelands Safeguarding Procedures Poster



Child Protection Coordinator	
Name:	Mrs Michelle MacLeod Head Teacher
Tel:	01382 438834
Email:	Staff to send to CPC or DCPC directly. Community to send FAO Head Teacher to: glebelandsprimary@dundeeschools.scot



Depute Child Protection Coordinator	
Name	Mrs Audrey Cox
VOIP	01382 438834
Email	Staff to send to CPC or DCPC directly. Community to send FAO Depute Head Teacher to: glebelandsprimary@dundeeschools.scot



Appendix

Cause for Concern Form:

Glebelands Primary School



Pupil Name: _____ Class: _____

Reported by: _____

Urgent Information

Non-Urgent Seeking Advice

Safe Nurtured Responsible

Healthy Active Included

Achieving Respected

Nature of Concern:

Action:

Signed (DCPO): _____

Date: _____

Feedback to Staff:

Date: _____

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed by Michelle MacLeod on 9th January 2023

Position: Headteacher

Signed:

Legal Framework

This policy has been drawn up based on overarching legislation and guidance that seeks to protect children, namely but not exclusively:

- National Guidance for Child Protection in Scotland, Scottish Government, 2021
[Child Protection Guidance 2021 \(theapsgroup.scot\)](https://www.theapsgroup.scot/)
- Getting it Right for Every Child Policy
<https://www.gov.scot/policies/girfec/latest/>
- General Data Protection Regulation/Data Protection Act 2018
<https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/>
- Children's Hearing (Scotland) Act 2011
<https://www.legislation.gov.uk/asp/2011/1/contents>
- Children and Young People (Scotland) Act 2014
<http://www.legislation.gov.uk/asp/2014/8/contents/enacted>
- Children (Scotland) Act 1995
<https://www.gov.scot/publications/scotlands-children-children-scotland-act-1995-regulations-guidance-volume-1-support-protection-children-families/documents/>
- Children Scotland Act (2020)
<https://www.legislation.gov.uk/asp/2020/16/body/enacted>
- Education (Additional Support for Learning) (Scotland) Act 2004
<https://education.gov.scot/improvement/research/education-additional-support-for-learning-scotland-act-2004/>
- National Framework for Child Protection Learning and Development in Scotland (2012)
<http://www.gov.scot/Topics/People/Young-People/protecting/child-protection/national-framework-cp-learning-2012>
- The Protection of Vulnerable Groups (Scotland) Act 2007
<http://www.gov.scot/Publications/2011/08/04111811/1>
- United Nations Convention on the Rights of the Child
<http://www.unicef.org.uk/UNICEFs-Work/Our-mission/UN-Convention/>

<https://www.dundeeprotectschildren.co.uk/>

<https://onedundee.dundee.gov.uk/protecting-people/multi>