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**The Hayfield School : Policy Statement: CHILDREN PROTECTION AND CHILD ABUSE FROM ADULTS ON SITE**  
**Reviewed: DECEMBER 2007**

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**RATIONALE AND PURPOSE:**

All adults on site must be aware of the law relating to Child Abuse of a Physical or Sexual nature to avoid any allegation of abuse. Were such an allegation to be made the Children's Act lays down formal procedures for the investigation of any such abuse by Headteacher, Governors, and Social Services and Police.

This applies to teachers, ancillary staff, LTS's, Site staff, supply teacher, Special Needs Assistants etc, and relates to school day and out-of-school hours situations involving students.

[All staff should be aware of the contents of DMBC (LEA) Circular 02/01 March 2002, which also applies to Foundation Schools.]

**BROAD GUIDELINES:**

- It is not permissible for any adult on site to physically abuse a child (unless acting in self-defence, and even then with minimum use of controlling force). Thus no child should be:-
  - a) slapped
  - b) hit by hand
  - c) subject to being hit by gym shoe, ruler, or any other object.
  - d) pushed in an aggressive manner to cause potential injury.
  - e) have hair pulled.

[Uncontrolled loss of temper by the adult is not a sustainable position especially if it causes injury (i.e. bruising etc) to a pupil - in provocative situations staff should try hard to remain calm.)

- Whilst it is, of course, perfectly reasonable in certain circumstances to shout at, or speak very sternly, to a child this should not involve verbal abuse which uses:
  - foul language
  - unpleasant references to family or social background
  - accusations, not sustainable by evidence
  - emotional language liable to be misconstrued.
- All staff should be careful to avoid situations where an accusation of sexual abuse could be made, however unjustified:-
  - e.g.
    - fondling a pupil
    - arm around shoulders of a pupil, unless in obvious distress
    - dialogue with a pupil with a possible sexual innuendo which could be misconstrued.
    - individual intimate discussions in a closed room with a pupil except in a 'formal' counselling situation (i.e. in ones role as a Pastoral Tutor).
    - not inviting a child home without his/her parent's knowledge or in a situation which could be construed as compromising
    - entering bedrooms (i.e. male to female bedroom) on a residential course unless in an emergency or others present.
- Staff should consider carefully situations whereby they may be in a closed room with certain pupils, or give a lift to a single pupil, in unusual circumstances. Lifts are a fact of life, but do consider the pupil involved (and check your car insurance). Be sensitive to situations.