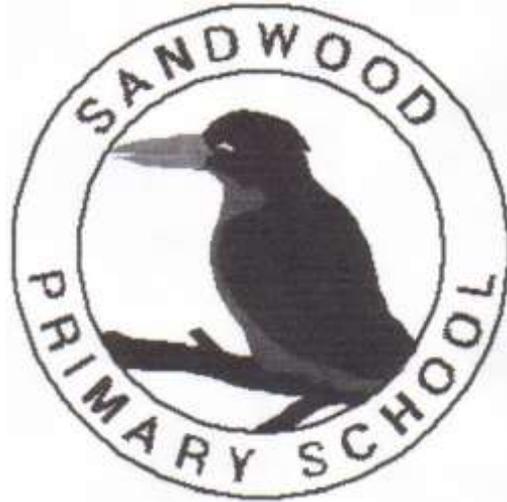


Sandwood Primary School



CALM Policy



SANDWOOD PRIMARY SCHOOL CHILD WELFARE AND SAFETY POLICY

Rationale:

Crisis and Aggression Limitation Management (CALM) is a process of de-escalation where staff are trained to apply this model of behavioural management leading up to and during moments of crisis. In critical incidents staff should follow the CALM response Sequence utilising the specific tactics and recommended communication model and then where essential and where deemed by trained staff to be necessary and practicable; physical intervention in the safe moving and handling of pupils will take place by trained individuals. This would be conducted as a necessary measure solely to reduce the risk of distress or possibly physical risk of pupils or, staff.

Working in partnership with parents and carers is very important to us and this policy will be written and shared with our parents as partners in their child's education. Children and their carers can expect honesty, explanations for actions or decisions taken and an opportunity, whenever possible, to express their views.

Further information and guidance will be taken from the following documents:

- CALM Training Documents
- Children Scotland Act (1995)
- It's Everyone's job (2002)
- Every Child is included and Supported (2016)
- Happy, Safe and Achieving their potential (2005)
- Hidden Harm
- Child Welfare & Safety (Aug 2007)
- Getting it Right for every Child (2007)
- National Guidance for Child protection in Scotland 2010
- Social Media: Guidance on the expected standards of conduct (Glasgow City Council).

Our Aim:

We intend to create, in our school, an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. All suspicions or disclosure of abuse to anyone within school will be reported immediately to the Child Protection coordinator (Mrs Fiona Donnelly). In order to achieve this we will:

Guidelines:

Definitions:

Refer to section 3 of GCC interagency child protection guidelines (Copy attached)

Professional Commitment

All staff must ensure that they:

- Share information on an inter-agency basis which is of benefit to the child's wellbeing.
- Focus on preventative, early intervention strategies.
- Contribute to a proactive establishment ethos which seeks to minimise the risk of harm.
- Respond effectively and timeously to any concerns, especially of imminent risk to a child.
- Ensure they are fully conversant with Management Circular 57 (2007).

At Sandwood Primary, we aim to operate within a good practice framework which reflects:

- A high profile of inclusion, equality, fairness, openness and respect.
- A clear understanding amongst all staff of the commitment to fostering the general wellbeing of all children and young people and ensuring that all of our children are safe, healthy, achieving, nurtured, active, respected, responsible and included. (See also "Health & Wellbeing" policy)
- The active involvement of the child and parent/carers as appropriate when arrangements relating to care and support are being considered. (See "Additional Support for Learning" policy)
- The children's voices, particularly in relation to their right to be protected.
- Strong pastoral care systems which are alert and responsive to early signs of need. (See pastoral Care Policy)
- Robust internal referral systems from staff to senior management, supported by consistent recording and monitoring systems.
- The proactive role of the Head of Establishment in ensuring the robust case management of those children and young people whose presenting profile requires a higher level of response from Education and Social Work Services and Health – as relevant to the agreed responsibilities of Education and Social Work Services within the support plan.
- The proactive role of the Child Protection co-ordinator in ensuring appropriate CPD opportunities are undertaken by all staff.

Staff/Manager/Volunteers (including students) Responsibilities

Engagement with Partner Providers

The Head of Establishment will ensure that any organisation/service engaged directly by the nursery and external Education and Social Work Services is

- (a) Fully briefed on Management Circular 57
- (b) Has clear procedures and training in place to ensure the care and safety of children with whom they are working.
- The Head of Establishment will ensure that there are clear and unequivocal lines of communication between the establishment and partner providers where concerns are raised in respect of Management Circular 57

Engagement with Parents / Carers

- We aim to maintain best practice through working in partnership with parents / carers
- The Head of Establishment will collaborate with parents / carers and advise them of the intention to refer any ongoing welfare issues e.g. physical neglect to social work staff.
- However, in the context of concerns about significant risk or safety in the home setting, the Head of Establishment will make a direct referral without reference to the parent / carer.
- Staff will respect the views of the child in relation to confidentiality insofar as they will not compromise the safety of the child.

Confidentiality

All of our children are entitled to have matters treated in confidence **where there is no risk to their health and wellbeing**. Children will be advised, however, that there is no guarantee to confidentiality where we assess them to be at risk.

Continuous Professional development

- It is the responsibility of all staff to ensure that they are fully conversant with Management Circular 57 and associated CPD materials. The relevant materials can be found on Glasgow online.
- The Child Protection Coordinator will play a key role in facilitating access to appropriate complimentary documentation and literature for all staff, including children (e.g. Children's Charter) and supply staff.

Monitoring Procedures

Policy Updated: January 2019 Signed *F. Donnelly*

Policy to be updated: