

ATS CHILD PROTECTION POLICY

The Association of Trust Schools (ATS) recognises and respects its responsibility and commitment to ensure all member schools protect the children entrusted to them. ATS therefore requires all member schools to have a Child Protection Policy that is known and accepted by the Governing Body, Head, staff, pupils and parents.

A Child Protection Policy is an organisation's commitment to protect children from abuse, exploitation and organisational negligence.

Each school's Child Protection Policy should include:

- A clarification of the different types of abuse
- A clear reporting system for any alleged abuse and an appropriate investigation and assessment process:
 - A regular commitment to explanations of appropriate and inappropriate behaviour for pupils, staff, parents and visitors
 - A staff Code of Conduct, signed by each member of staff
 - An active designated Child Protection Officer within the school
 - Avenues of pastoral care / counselling available to anyone affected 34
 - A Health and Safety procedure, covering the following:
 - i. Classrooms
 - ii. Boarding facilities
 - iii. Play areas
 - iv. Sports fields
 - v. Vehicles
- Security procedures regarding access to school grounds
- Appropriate disciplinary procedures for staff and other pupils
- An explanation of treatment of unsubstantiated allegations
- A statement of policy regarding the potential abuse through social media
- Policies related to this issue (should include):
 - i. E-Safety
 - ii. Sexting
 - iii. Bullying (including cyber bullying)

- iv. Mobile Phone Policy
- v. Internet Use Policy
- vi. Safe Recruitment Policy

ATS considers the following to be acts of Child Abuse: any form of Physical, Emotional, Sexual or Verbal abuse, as well as Neglect or Exploitation. Equally, it can include aiding or abetting, condoning or participating in behaviour which is illegal, unsafe or abusive.

ATS requires all member schools to have some suitable form of annual Child Protection Training, covering:

- Possible signs of abuse
- Reporting systems and investigative process to follow

ATS requires all member schools to ensure thorough background checks are undertaken on all who work (paid or unpaid) in some capacity at the school.

ATS requires all member school authorities to take seriously and investigate fully

- any allegation of child abuse raised by any child, parent or interested party
- any suspicious behaviour by an adult towards a child or a child towards another child

ATS requires all member schools to conduct a full and proper disciplinary hearing of any employee accused of any form of child abuse, even if the employee tenders his/her resignation prior to the hearing.

ATS requires all member schools to report any alleged cases of child abuse at the school to the Executive Director of ATS and the Chairperson of ATS, with a follow-up report of any and all action taken in respect thereof.

No teacher or person convicted of any crime related to any form of Child Abuse may be employed in an ATS school