

Child Protection and Safeguarding Policy



POLISH SCHOOL GLASGOW CIC

Version: 1.2

Adoption date: 21 March 2026

Review date: 1 September 2027

1. Statement of Commitment

POLISH SCHOOL GLASGOW CIC is committed to creating a safe and supportive environment for children, young people, and adults. We recognise our moral and legal responsibilities to safeguard children and will take all reasonable steps to promote safe practices and protect children from harm, abuse, and exploitation.

2. Principles

This policy is based on the following principles:

1. The welfare of the child is always the paramount consideration.
2. All children have the right to protection from abuse, regardless of age, culture, disability, gender, language, racial origin, socio-economic status, religious belief, or sexual identity.
3. Safeguarding children is everyone's responsibility.
4. Children have the right to express their views on matters affecting them, and these views must be taken into account.

3. Our Commitments

We will:

- Treat everyone with dignity and respect.
- Respect and promote the rights, wishes, and feelings of children.
- Provide opportunities for children to speak and ensure they are listened to.
- Encourage children to respect and care for others.
- Maintain accurate records of all children, including relevant medical information and emergency contact details.

- Respect confidentiality and share information only when necessary to protect a child, in line with Data Protection legislation.
- Follow safe recruitment procedures for all staff and volunteers.
- Provide appropriate training, supervision, and support.
- Challenge and address inappropriate behaviour, including bullying.
- Take all concerns and allegations seriously and respond in accordance with Child Protection Procedures.
- Refer concerns to appropriate agencies rather than conducting investigations ourselves.
- Encourage parental involvement and provide access to policies and procedures when requested.

4. Review of Policy

This policy will be reviewed:

1. When there are changes in legislation or safeguarding guidance.
2. Following any safeguarding concerns or incidents.
3. At least annually.

5. Bullying

Bullying is a form of abuse and may involve repeated behaviour that is difficult for the victim to defend against. It can occur between children as well as involve adults.

Types of Bullying:

- Physical (e.g. hitting, kicking)
- Verbal (e.g. name-calling, threats)
- Emotional (e.g. exclusion)
- Harassment (e.g. abusive or distressing behaviour)

Signs of Bullying:

A child may:

- Be reluctant to attend activities
- Avoid certain individuals
- Be frequently excluded
- Have damaged or missing belongings
- Show signs of injury, anxiety, or behavioural changes

Supporting the Child:

- Take all concerns seriously
- Ensure the child is safe
- Encourage open communication
- Reassure the child appropriately
- Record details accurately
- Report concerns to the designated person

Responding to the Bully:

- Explain the impact of their behaviour
- Seek an apology where appropriate
- Inform parents/guardians
- Apply appropriate sanctions
- Support behaviour change

6. Child Protection Contacts

- **Child Protection Officer:**
Marta Arbat-Wozniak - 07454270022
Paweł Porański – 07539 023303
- **Social Work Services:** 0141 287 8700
- **Out of Hours Social Work:** 0800 811 505

7. Organisation Details

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