Child protection and safeguarding policy

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| Signed by: |
|  | Headteacher | Date: |  |
|  | Chair of governors | Date: |  |

**To be reviewed annually**

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# Policy statement and principals

This policy is one of a series in the school’s integrated safeguarding portfolio*.* This includes Staff Code of Conduct, Recruitment, Allegations against staff, Complaints, Pupil Behaviour, Whistleblowing, Offsite visits and E-Safety.

The school’s safeguarding arrangements are inspected by Ofstedunder the judgements for behaviour and safety, and leadership and management.

This policy is available on the school website and is included in the staff handbook, and volunteers’ handbook.

Our core safeguarding principles are:

* the school’s responsibility to safeguard and promote the welfare of children and young people is of paramount importance
* safer children make more successful learners
* policies will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review.

## Child protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

The procedures contained in this policy apply to all staff and governors and are consistent with those of the local safeguarding children board (LSCB).]

### Policy principles

* The welfare of the child is paramount
* All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
* All staff and volunteers have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm
* Pupils and staff involved in child protection issues will receive appropriate support
* All staff will receive appropriate training

### Policy aims

* To provide all staff with the necessary information to enable them to meet their child protection responsibilities
* To ensure consistent good practice
* To demonstrate the school’s commitment with regard to child protection to pupils, parents and other partners
* To contribute to the school’s safeguarding portfolio

**Terminology**

**Safeguarding** and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes.

**Child protection** refers to the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

**Staff** refers to all those working for or on behalf of the school, full time or part time, temporary or permanent, in either a paid or voluntary capacity.

**Child** includes everyone under the age of 18 and our pupils aged 19.

**Parent** refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

# Safeguarding legislation and guidance

Section 157 of the Education Act 2002 and the Education (Independent Schools Standards) (England) Regulations 20014 require proprietors of independent schools (including academies and city technology colleges) to have arrangements to safeguard and promote the welfare of children who are pupils at the school.

* The **Teacher Standards 2012** state that teachers, including headteachers must have regard for the need to safeguard pupil's wellbeing and maintain public trust in the teaching profession as part of their professional duties.
* The DfE statutory guidance **Working Together to Safeguarding Children 2018** covers the legislative requirements and expectations on individual services (including schools and colleges) to safeguard and promote the welfare of children. It also provides the framework for LSCBs to monitor the effectiveness of local services, working together to safeguard children.
* The statutory guidance **Keeping Children Safe in Education Sept 2018** is issued under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014 and the Education (Non-Maintained Special Schools) (England) Regulations 2011. Schools and colleges must have regard to this guidance when carrying out their duties to safeguard and promote the welfare of children.
* Barnet Safeguarding Children Partnership BSCP. They provide safeguarding procedures and guidance.
* School leaders will ensure that mechanisms are in place to assist staff to understand and discharge their role and responsibilities as set out in Part One of this guidance. Staff can find a copy on the school shared document drive, and in their Staff Handbook. In addition it can be found on the school website. The school will ensure that mechanisms are in place to assist staff to understand and discharge their roles and responsibilities.
* **What to do if you’re worried a child is being abused 2015 - Advice for practitioners** is non statutory advice which helps practitioners (everyone who works with children) to identify abuse and neglect and take appropriate action . This is available on the staff shared documents.

In the UK, more than 50,000 children are annually subject to a child protection plan. Research suggests that one child a week dies from abuse and one child in six is exposed to violence in the home. The prevalence of neglect continues to be a major concern and online abuse is increasing. The sexual exploitation of children is a growing problem and ***disabled children are three times more likely to be abused and neglected.***

Due to their day-to-day contact with pupils, school staff are uniquely placed to observe changes in children’s behaviour and the outward signs of abuse. Children may also turn to a trusted adult in school when they are in distress or at risk. It is vital that all school staff are alert to the signs of abuse and understand the procedures for reporting their concerns. The school will always act on identified concerns

# Roles and responsibilities

**Key personnel**

**The designated safeguarding lead (DSL) for child protection is** Sora Kopfstein

Contact details: email: sorak@kisharonschool.org.uk tel: 020 8455 7483

**The deputy designated lead (s) is/ Lyna Panas**

Contact details: email: lpanas@kisharon.org.uk tel: 020 8455 7483

**The nominated child protection governor is** Nahva Rose

Contact email: nahva.rose@kisharonschool.org.uk

**The headteacher is** Sora Kopfstein

Contact details: email: sorak@kisharonschool.org.uk tel: 020 8455 7483

## The Designated Safeguarding Lead (DSL)

* has the status and authority within the school to carry out the duties of the post, including committing resources and supporting and directing other staff
* is appropriately trained, with training every two years, but will receive some form of update training at least yearly. This should include updates to legislation and guidance such as:

Peer-on-peer abuse

So-called Honour based violence and

Understanding the additional safeguarding vulnerabilities of learners with SEN and disabilities and how these barriers can be overcome.

* during term time the DSL and/or deputy will always be available during school hours to discuss safeguarding concerns
* acts as a source of support and expertise to the school community
* encourages a culture of listening to children and taking account of their wishes and feelings
* is alert to the specific needs of children in need, those with special educational needs and young carers
* has a working knowledge of Barnet Local Authority procedures
* makes staff aware of training courses and the latest policies on safeguarding
* has an understanding of locally agreed processes for providing early help and intervention
* keeps detailed written records of all concerns, ensuring that such records are stored securely and flagged on, but kept separate from, the pupil’s general file
* refers cases of suspected abuse to children’s social care or police as appropriate
* notifies children’s social care if a child with a child protection plan is absent for more than two days without explanation
* ensures that when a pupil leaves the school, their child protection file is passed to the new school (separately from the main pupil file and ensuring secure transit) and confirmation of receipt is obtained. The pupil’s social worker is also informed
* attends and/or contributes to child protection conferences
* coordinates the school’s contribution to child protection plans
* develops effective links with relevant statutory and voluntary agencies including the BSCP
* ensures that all staff sign to indicate that they have read and understood the child protection policy
* ensures that the child protection policy and procedures are regularly reviewed and updated annually, working with governors
* liaises with the nominated governor as appropriate
* keeps a record of staff attendance at child protection training
* makes the child protection policy available publicly, on the school’s website or copies on request
* ensures parents are aware of the school’s role in safeguarding and that referrals about suspected abuse and neglect may be made.
* ensures that anyone who has harmed or may pose a risk to a child is referred to the Disclosure and Barring Service
* ensures that pupils are provided with opportunities throughout the curriculum to learn about safeguarding, including keeping themselves safe online

The above will be included in their job description.

The deputy designated lead(s):

Is appropriately trained and, in the absence of the designated lead, carries out those functions necessary to ensure the ongoing safety and protection of pupils. In the event of the long-term absence of the designated person, the deputy will assume all of the functions above.

These additional responsibilities will be included in their job description as well as details of cover arrangements.

The governing body:

Ensures that the school:

* appoints a DSL for child protection who is a member of the senior leadership team and who has undertaken additional training including inter-agency working, in addition to basic child protection training
* ensures that the DSL role is explicit in the role holder’s job description
* The governing body will utilise the experience and expertise of the staff when shaping safeguarding policies and therefore opportunities will be provided for staff to contribute to and shape safeguarding arrangements and this policy.
* has a child protection policy and procedures, including a staff code of conduct, that are consistent with statutory requirements, reviewed annually and made available publicly on the school’s website or by other means
* has procedures for dealing with allegations of abuse made against members of staff including allegations made against the headteacher and allegations against other children
* follows safer recruitment procedures that include statutory checks on staff suitability to work with children
* develops a training strategy that ensures all staff, receive information about the school’s safeguarding arrangements, staff behaviour policy or code of conduct and the role of the DSL on induction, and appropriate child protection training, which is regularly updated in line with updated guidance. The DSL receives refresher training at least at two year intervals or when their are significant changes to legislation or guidance.
* ensures that all staff, including temporary staff and volunteers are provided with the school’s child protection policy and staff behaviour policy
* ensures that the school contributes to early help arrangements and inter agency working and plans
* provides a coordinated offer of early help when additional needs of children are identified
* considers how pupils may be taught about safeguarding, including online as part of a broad and balanced curriculum.
* Ensure that more than one emergency contact number is held for each pupil.
* Ensure that there are appropriate safeguarding responses to children who go missing from education.

The governing body nominates a member (the chair) to be responsible for liaising with the local authority and other agencies in the event of an allegation being made against the headteacher.

It is the responsibility of the governing body to ensure that the school’s safeguarding, recruitment and managing allegations procedures take into account the procedures and practice of the local authority and national guidance.

All members of the governing body will have enhanced DBS checks.

Concerns about the independent school proprietor will be made directly to Barnet LADO.

# Good practice guidelines and staff code of conduct

To meet and maintain our responsibilities towards pupils we need to agree standards of good practice which form a code of conduct for all staff. Good practice includes:

* treating all pupils with respect
* setting a good example by conducting ourselves appropriately
* involving pupils in decisions that affect them whenever appropriate
* encouraging positive, respectful and safe behaviour among pupils
* being a good listener
* being alert to changes in pupils’ behaviour and to signs of abuse, neglect and exploitation
* recognising that challenging behaviour may be an indicator of abuse
* reading and understanding the school’s child protection policy, staff behaviour policy and guidance documents on wider safeguarding issues, for example bullying, behaviour, physical contact, sexual exploitation, extremism, e-safety and information-sharing
* asking the pupil’s permission before initiating physical contact, such as assisting with dressing, physical support during PE or administering first aid
* maintaining appropriate standards of conversation and interaction with and between pupils and avoiding the use of sexualised or derogatory language
* being aware that the personal and family circumstances and lifestyles of some pupils lead to an increased risk of abuse
* applying the use of reasonable force only as a last resort and in compliance with school procedures
* referring all concerns about a pupil’s safety and welfare to the DSL, or, if necessary directly to police or children’s social care
* following the school’s rules with regard to relationships with pupils and communication with pupils, including on social media.

# Abuse of position of trust

All school staff are aware that inappropriate behaviour towards pupils is unacceptable and that their conduct towards pupils must be beyond reproach.

In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of the school staff and a pupil under 18 may be a criminal offence, even if that pupil is over the age of consent. However it should be noted that the majority of our pupils are unable to give consent due to their learning difficulties. This includes our pupils aged over 19 years who are to be considered as vulnerable adults.

# Children/young people who may be particularly vulnerable

Most of our pupils have an increased risk of abuse. It is important to understand that this increase in risk is due more to societal attitudes and assumptions or child protection procedures that fail to acknowledge children’s diverse circumstances, rather than the individual child’s personality, impairment or circumstances. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and a reluctance on the part of some adults to accept that abuse can occur.

To ensure that all of our pupils receive equal protection, we will give special consideration to children who are:

* disabled or have special educational needs
* affected by parental substance misuse, domestic violence or parental mental heath needs
* asylum seekers
* living away from home
* vulnerable to being bullied, or engaging in bullying
* living in temporary accommodation
* live transient lifestyles
* living in chaotic and unsupportive home situations
* vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion, disability or sexuality
* at risk of sexual exploitation
* do not have English as a first language
* at risk of female genital mutilation (FGM)
* at risk of forced marriage
* at risk of being drawn into extremism.

This list provides examples of additionally vulnerable groups and is not exhaustive. Special consideration includes the provision of safeguarding information and resources in community languages and accessible formats for children with communication needs.

# Missing children

Attendance, absence and exclusions are closely monitored. A child/young person going missing from education is a potential indicator of abuse and neglect, including sexual abuse and sexual exploitation. The DSL will monitor unauthorised absence and take appropriate action including notifying the local authority, particularly where children go missing on repeated occasions.. Staff must be alert to signs of children at risk of travelling to conflict zones, female genital mutilation and forced marriage.

# Helping children to keep themselves safe

Children are taught where possible to understand and manage risk through our personal, social, health and economic (PSHE) education and sex and relationships lessons and through all aspects of school life. Our approach is designed to help children to think about risks they may encounter and with the support of staff work out how those risks might be reduced or managed. Discussions about risk are empowering and enabling for all children and promote sensible behaviour rather than fear or anxiety. Pupils where appropriate are taught how to conduct themselves and how to behave in a responsible manner. Pupils are also reminded regularly about e-safety, the risks of sharing content and images online and tackling bullying, including cyber bullying procedures. The school continually promotes an ethos of respect for children, and pupils are encouraged to speak to a member of staff of their choosing about any worries they may have.

# Support for those involved in a child protection issue

Child abuse is devastating for the child and can also result in distress and anxiety for staff who become involved.

We will support pupils, their families, and staff by:

* taking all suspicions and disclosures seriously
* nominating a link person who will keep all parties informed and be the central point of contact
* Where a member of staff is the subject of an allegation made by a pupil, separate link people will be nominated to avoid any conflict of interest
* responding sympathetically to any request from pupils or staff for time out to deal with distress or anxiety
* maintaining confidentiality and sharing information on a need-to-know basis only with relevant individuals and agencies
* storing records securely
* offering details of helplines, counselling or other avenues of external support
* following the procedures laid down in our child protection, whistleblowing, complaints and disciplinary procedures
* cooperating fully with relevant statutory agencies.

# Complaints procedure

Our complaints procedure will be followed where a pupil or parent raises a concern about poor practice towards a pupil that initially does not reach the threshold for child protection action. Poor practice examples include unfairly singling out a pupil or attempting to humiliate them, bullying or belittling a pupil or discriminating against them in some way. Complaints are managed by senior staff, the headteacher and governors.

Complaints from staff are dealt with under the school’s complaints and disciplinary and grievance procedures.

Complaints which escalate into a child protection concern will automatically be managed under the school’s child protection procedures.

# Whistle blowing if you have concerns about a colleague

Staff who are concerned about the conduct of a colleague towards a pupil are undoubtedly placed in a very difficult situation. They may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague’s career. All staff must remember that the welfare of the child is paramount. The school’s whistle blowing policy enables staff to raise concerns or allegations, initially in confidence and for a sensitive enquiry to take place.

All concerns of poor practice or possible child abuse by colleagues should be reported to the headteacher. Complaints about the headteacher should be reported to the chair of governors.

Staff may also report their concerns directly to children’s social care or the police if they believe direct reporting is necessary to secure action.

# Allegations against staff

When an allegation is made against a member of staff, set procedures must be followed. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

A child may also make an allegation against an innocent party because they are too afraid to name the real perpetrator. Even so, we must accept that some professionals do pose a serious risk to pupils and we must act on every allegation.

Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress. Suspension is not the default option and alternatives to suspension will always be considered. In some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected. In the event of suspension the school will provide support and a named contact for the member of staff.

The full procedures for dealing with allegations against staff can be found in *Keeping Children Safe in Education (DfE, 2018)* and in the school’s Managing Allegations policy and procedures.

Staff, parents and governors are reminded that publication of material that may lead to the identification of a teacher who is the subject of an allegation is prohibited by law. Publication includes verbal conversations or writing, including content placed on social media sites.

All allegations concerning, including those staff who no longer work at the school, or historical allegations will be reported to the Barnet Lado who will advise on further steps to be taken.

# Staff training

It is important that all staff receive training to enable them to recognise the possible signs of abuse, neglect and exploitation and to know what to do if they have a concern. All staff will receive at least some form of annual training, either on-line or during staff development sessions/INSETs.

New staff and governors will receive a briefing during their induction, which includes the school’s child protection policy and staff behaviour policy, reporting and recording arrangements, and details of the DSL. All staff,and governors will receive training that is regularly updated and the DSL will receive training updated at least every two years, with addition of training annually including training in inter-agency procedures.

Supply staff and other visiting staff will be given the school’s **Visiting Staff Leaflet**

All staff will be made aware of the increased risk to abuse of certain groups, including disabled and SEN children, and looked after children .

# Safer recruitment

Our school endeavours to ensure that we do our utmost to employ safe staff by following the**guidance in Keeping Children Safe in Education (2018) together with the BSCP and** the school’s Staff Recruitment policy and procedures which can be found on the staff shared documents.

Safer recruitment means that applicants will:

* complete an application form which includes their employment history and explains any gaps in that history
* provide two referees, including at least one who can comment on the applicant’s suitability to work with children
* provide evidence of identity and qualifications
* if offered employment, be checked in accordance with the Disclosure and Barring Service (DBS) regulations as appropriate to their role. This will include an enhanced DBS check and a barred list check for those engaged in Regulated Activity
* if offered employment, provide evidence of their right to work in the UK
* be interviewed, if shortlisted.

The school will also:

* verify the preferred candidate’s mental and physical fitness to carry out their work responsibilities
* obtain references for all shortlisted candidates, including internal candidates
* carry out additional or alternative checks for applicants who have lived or worked outside the UK
* ensure that applicants for teaching posts are not subject to a prohibition order issued by the Secretary of State.
* Make further checks when necessary to ensure that an applicant is not prohibited from engaging in a ‘management role’.
* Prohibition checks will be undertaken for everyone in ‘teaching work’ not just those with QTS
* Checks will be made with the NCTL Teacher Services system for any restrictions imposed by countries in the European Economic Area (EEA)

At least one member of each recruitment panel will have attended safer recruitment training.

All new members of staff will undergo an induction that includes familiarisation with the school’s child protection policy and staff behaviour policy and identification of their child protection training needs.

All staff sign to confirm they have received a copy of the child protection policy and staff behaviour policy and a copy of Part 1 of Keeping Children Safe In Education (2018).

The school obtains written confirmation from supply agencies or third party organisations that agency staff or other individuals who may work in the school have been appropriately checked and the school will check that an agency worker presenting at the school is the same person on whom the agency provided checks for.

Trainee teachers will be checked either by the school or by the training provider, from whom written confirmation will be obtained.

The school maintains a single central record of recruitment checks undertaken.

## Regulated Activity

Schools are ‘specified places’ which means that the majority of staff and volunteers will be engaged in regulated activity. A fuller explanation of regulated activity can be found in Keeping Children Safe in Education (2018) part three.

## Volunteers

Volunteers, including governors will undergo checks commensurate with their work in the school and contact with pupils. Under no circumstances will a volunteer who has not been appropriately checked be left unsupervised or be allowed to engage in regulated activity.

## Supervised volunteers

Volunteers who work only in a supervised capacity and are not in regulated activity will undergo the safe recruitment checks appropriate to their role, in accordance with the school’s risk assessment process and statutory guidance.

## Contractors

The school checks the identity of all contractors working on site and requests DBS checks and barred list checks where required by statutory guidance. Contractors who have not undergone checks will not be allowed to work unsupervised or engage in regulated activity.

# Site security

Visitors to the school, including contractors, are asked to sign in and are given a badge, which confirms they have permission to be on site. Parents who are simply delivering or collecting their children do not need to sign in. All visitors are expected to observe the school’s safeguarding and health and safety regulations to ensure children in school are kept safe. The headteacher will exercise professional judgement in determining whether any visitor should be escorted or supervised while on site.

# Extended school and off-site arrangements

All extended and off site activities are subject to a risk assessment to satisfy health and safety and safeguarding requirements. Where extended school activities are provided by and managed by the school, our own child protection policy and procedures apply. If other organisations provide services or activities on our site we will check that they have appropriate procedures in place, including safer recruitment procedures.

When our pupils attend off-site activities, including day and residential visits and work related activities, we will check that effective child protection arrangements are in place.

# Photography and images

The vast majority of people who take or view photographs or videos of children do so for entirely innocent and legitimate reasons. Sadly, some people abuse children through taking or distributing images, so we must ensure that we have some safeguards in place.

To protect pupils we will:

* seek parental consent for photographs to be taken or published (for example, on our website or in newspapers or publications)
* use only the pupil’s first name with an image
* ensure pupils are appropriately dressed
* encourage pupils to tell us if they are worried about any photographs that are taken of them.
* Staff may never use personal phones or other electronic devices to take photos of pupils or forward any images to their personal devices.

# e-Safety

Our pupils increasingly use electronic equipment on a daily basis to access the internet and may share content and images via social networking sites such as facebook, twitter, MSN, tumblr, snapchat and instagram.

Unfortunately some adults and young people will use these technologies to harm children. The harm might range from sending hurtful or abusive texts and emails, to grooming and enticing children to engage in sexually harmful conversations, webcam photography or face-to-face meetings.

Pupils may also be distressed or harmed by accessing inappropriate websites that promote unhealthy lifestyles, extremist behaviour and criminal activity.

The school therefore has a filtering system in place which is regularly monitored and problems are reported to the Deputy Head. We will ensure that these are not over blocking and are only placing reasonable restrictions on what pupils may access.

The school’s **e-safety policy** explains how we try to keep pupils safe in school and protect and educate pupils in the safe use of technology. Cyberbullying and sexting by pupils will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures. Serious incidents may be managed in line with our child protection procedures.

Many pupils own or have access to hand held devices and parents are encouraged to consider measures to keep their children safe when using the internet and social media at home and in the community. Training will be provided for parents.

All staff receive e-safety training.

**Staff/pupil relationships**

The school provides advice to staff regarding their personal online activity and has strict rules regarding online contact and electronic communication with pupils. Staff found to be in breach of these rules may be subject to disciplinary action or child protection investigation.

# Child protection procedures

## Recognising abuse

To ensure that our pupils are protected from harm, we need to understand what types of behaviour constitute abuse and neglect.

Abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm, for example by hitting them, or by failing to act to prevent harm, for example by leaving a small child home alone, or leaving knives or matches within reach of an unattended toddler.

Abuse may be committed by adult men or women and by other children and young people.

Early Help

Within any school there will be children who are more vulnerable to different types of abuse. Staff need to be able to identify pupils potentially at risk of abuse and to provide after discussion with the DSL a level of support known as Early Help. Part of this process will be monitoring these pupils. At this stage it is a safeguarding concern as the pupil is not in immediate danger or at risk of harm. Staff should be aware that multiple issues may occur and overlap.

## Four categories of abuse

Physical abuse

Physical abuse is a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. (this used to be called Munchausen’s Syndrome by Proxy, but is now more usually referred to as fabricated or induced illness).

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child’s emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

* provide adequate food, clothing and shelter (including exclusion from home or abandonment);
* protect a child from physical and emotional harm or danger;
* ensure adequate supervision (including the use of inadequate care-givers); or
* ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.

Definitions taken from *Keeping Children Safe in Education* 2018.

## Indicators of abuse

Physical signs define some types of abuse, for example, bruising, bleeding or broken bones resulting from physical or sexual abuse, or injuries sustained while a child has been inadequately supervised. The identification of physical signs is complicated, as children may go to great lengths to hide injuries, often because they are ashamed or embarrassed, or their abuser has threatened further violence or trauma if they ‘tell’. It is also quite difficult for anyone without medical training to categorise injuries into accidental or deliberate with any degree of certainty. For these reasons it is vital that staff are also aware of the range of behavioural indicators of abuse and report any concerns to the designated senior person.

**It is the responsibility of staff to report their concerns. It is not their responsibility to investigate or decide whether a child has been abused.**

A child who is being abused, neglected or exploited may:

* have bruises, bleeding, burns, fractures or other injuries
* show signs of pain or discomfort
* keep arms and legs covered, even in warm weather
* be concerned about changing for PE or swimming
* look unkempt and uncared for
* change their eating habits
* have difficulty in making or sustaining friendships
* appear fearful
* be reckless with regard to their own or other’s safety
* self-harm
* frequently miss school, arrive late or leave the school for part of the day
* show signs of not wanting to go home
* display a change in behaviour – from quiet to aggressive, or happy-go-lucky to withdrawn
* challenge authority
* become disinterested in their school work
* be constantly tired or preoccupied
* be wary of physical contact
* be involved in, or particularly knowledgeable about drugs or alcohol
* display sexual knowledge or behaviour beyond that normally expected for their age
* acquire gifts such as money or a mobile phone from new ‘friends’

Individual indicators will rarely, in isolation, provide conclusive evidence of abuse. They should be viewed as part of a jigsaw, and each small piece of information will help the DSP to decide how to proceed.

**It is very important that staff report their concerns – they do not need ‘absolute proof’ that the child is at risk.**

## Impact of abuse

The impact of child abuse, neglect and exploitation should not be underestimated. Many children do recover well and go on to lead healthy, happy and productive lives, although most adult survivors agree that the emotional scars remain, however well buried. For some children, full recovery is beyond their reach, and the rest of their childhood and their adulthood may be characterised by anxiety or depression, self-harm, eating disorders, alcohol and substance misuse, unequal and destructive relationships and long-term medical or psychiatric difficulties.

## Taking action

**Any child, in any family in any school could become a victim of abuse. Staff should always maintain an attitude of “it could happen here”.**

Key points for staff to remember for taking action are:

* in an emergency take the action necessary to help the child, if necessary call 999
* report your concern as soon as possible to the DSL, definitely by the end of the day
* do not start your own investigation
* share information on a need-to-know basis only – do not discuss the issue with colleagues, friends or family
* complete a record of concern
* seek support for yourself if you are distressed.

## If you are concerned about a pupil’s welfare

There will be occasions when staff may suspect that a pupil may be at risk, but have no ‘real’ evidence. The pupil’s behaviour may have changed, their artwork could be bizarre, they may write stories or poetry that reveal confusion or distress, or physical but inconclusive signs may have been noticed. In these circumstances, staff will try to give the pupil the opportunity to talk. The signs they have noticed may be due to a variety of factors, for example, a parent has moved out, a pet has died, a grandparent is very ill or an accident has occurred. It is fine for staff to ask the pupil if they are OK or if they can help in any way.

Staff should use the **welfare concern form** to record these early concerns. If the pupil does begin to reveal that they are being harmed, staff should follow the advice below. Following an initial conversation with the pupil, if the member of staff remains concerned, they should discuss their concerns with the DSL.

Concerns which do not meet the threshold for child protection intervention will be managed through the Early Help/CAF process.

## If a pupil discloses to you

It takes a lot of courage for a child to disclose that they are being abused. They may feel ashamed, particularly if the abuse is sexual; their abuser may have threatened what will happen if they tell; they may have lost all trust in adults; or they may believe, or have been told, that the abuse is their own fault. Sometimes they may not be aware that what is happening is abusive.

If a pupil talks to a member of staff about any risks to their safety or wellbeing, **the staff member will need to let the pupil know that they must pass the information on** – staff are not allowed to keep secrets. The point at which they tell the pupil this is a matter for professional judgement. If they jump in immediately the pupil may think that they do not want to listen, if left until the very end of the conversation, the pupil may feel that they have been misled into revealing more than they would have otherwise.

During their conversations with the pupils staff will:

* allow them to speak freely
* remain calm and not overreact – the pupil may stop talking if they feel they are upsetting their listener
* give reassuring nods or words of comfort – ‘I’m so sorry this has happened’, ‘I want to help’, ‘This isn’t your fault’, ‘You are doing the right thing in talking to me’
* not be afraid of silences – staff must remember how hard this must be for the pupil
* **under no circumstances** ask investigative questions – such as how many times this has happened, whether it happens to siblings too, or what does the pupil’s mother think about all this
* at an appropriate time tell the pupil that in order to help them, the member of staff must pass the information on and explain to whom and why
* not automatically offer any physical touch as comfort. It may be anything but comforting to a child who has been abused
* avoid admonishing the child for not disclosing earlier. Saying things such as ‘I do wish you had told me about this when it started’ or ‘I can’t believe what I’m hearing’ may be the staff member’s way of being supportive but may be interpreted by the child to mean that they have done something wrong
* tell the pupil what will happen next. The pupil may agree to go to see the designated senior person. Otherwise let them know that someone will come to see them before the end of the day.
* report verbally to the DSlL even if the child has promised to do it by themselves
* write up their conversation as soon as possible on the **record of concern form** and hand it to the designated person
* seek support if they feel distressed.

## Notifying parents

The school will normally seek to discuss any concerns about a pupil with their parents. This must be handled sensitively and the DSL will make contact with the parent in the event of a concern, suspicion or disclosure.

However, if the school believes that notifying parents could increase the risk to the child or exacerbate the problem, advice will first be sought from children’s social care.

# Referral to children’s social care

The DSL will make a referral to children’s social care if it is believed that a pupil is suffering or is at risk of suffering significant harm. The pupil (subject to their age and understanding) and the parents will be told that a referral is being made, unless to do so would increase the risk to the child.

Any member of staff may make a direct referral to children’s social care if they genuinely believe independent action is necessary to protect a child.

# Specific Safeguarding Issues

All Staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to issues such as drug taking, alcohol abuse, deliberately missing education and sexting (also known as youth produced sexual imagery) put children in danger.

# Children with sexually harmful behaviour /peer-on-peer abuse

Children may be harmed by other children or young people. Staff will be aware of the harm caused by bullying and will use the school’s **anti-bullying procedures** where necessary. However, there will be occasions when a pupil’s behaviour warrants a response under child protection rather than anti-bullying procedures. In particular, research suggests that up to 30 per cent of child sexual abuse is committed by someone under the age of 18.

Peer-on-peer abuse can take various forms however staff will be aware that abuse is abuse and will never be tolerated or passed off as ‘banter ‘or ‘part of growing up.’ Pupils will be taught about appropriate relationships and actions.

The management of children and young people with sexually harmful behaviour is complex and the school will work with other relevant agencies to maintain the safety of the whole school community. Young people who display such behaviour may be victims of abuse themselves and the child protection procedures will be followed for both victim and perpetrator. Staff who become concerned about a pupil’s sexual behaviour, including any known online sexual behaviour, should speak to the DSL as soon as possible.

# Sexual exploitation of children

Sexual exploitation involves an individual or group of adults taking advantage of the vulnerability of an individual or groups of children or young people, and victims can be boys or girls. Children and young people are often unwittingly drawn into sexual exploitation through the offer of friendship and care, gifts, drugs and alcohol, and sometimes accommodation. Sexual exploitation is a serious crime and can have a long-lasting adverse impact on a child’s physical and emotional health. It may also be linked to child trafficking.

The school includes the risks of sexual exploitation in the PSHE and SRE curriculum. A common feature of sexual exploitation is that the child often doesn’t recognise the coercive nature of the relationship and doesn’t see themselves as a victim. The child may initially resent what they perceive as interference by staff, but staff must act on their concerns, as they would for any other type of abuse.

All staff are made aware of the indicators of sexual exploitation and all concerns are reported immediately to the DSl.

**Homelessness**

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The DSL should be aware of contact details and referral routes in the Local Housing Authority.

**So-called Honour-based violence – HBV**

This encompasses crimes which have been committed to protect and defend the honour of a family/community and includes FGM, forced marriages, and practices such as breast ironing. All forms of so called HBV are abuse regardless of the motivation. Staff need to be alert to a child being at risk of HBV or already having suffered HBV and should speak to the DSL about their concerns.

# Female Genital Mutilation

FGM is the collective name given to a range of procedures involving the partial or total removal of external female genitalia for non-medical reasons. It has no health benefits and harms girls and women in many ways. The practice, which is most commonly carried out without anaesthetic, can cause intense pain and distress and long-term health consequences, including difficulties in childbirth.

FGM is carried out on girls of any age, from young babies to older teenagers and adult women, so school staff are trained to be aware of risk indicators. Many such procedures are carried out abroad and staff should be particularly alert to suspicions or concerns expressed by female pupil about going on a long holiday during the summer vacation period.

In England, Wales and Northern Ireland, the practice is illegal under the Female Genital Mutilation Act 2003. Any person found guilty of an offence under the Female Genital Mutilation Act 2003 is liable to a maximum penalty of 14 years imprisonment or a fine, or both. For further information.

[*www.gov.uk/government/uploads/system/uploads/attachment\_data/file/300167/FGM\_leaflet\_v4.pdf*](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/300167/FGM_leaflet_v4.pdf)

***Mandatory Reporting Duty***

Since 31 October 2015 there is a mandatory reporting duty placed on teachers who must personally report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18 years.

# Forced Marriage

A forced marriage is a marriage in which a female (and sometimes a male) does not consent to the marriage but is coerced into it. Coercion may include physical, psychological, financial, sexual and emotional pressure. It may also involve physical or sexual violence and abuse.

A forced marriage is not the same as an arranged marriage. In an arranged marriage, which is common in several cultures, the families of both spouses take a leading role in arranging the marriage but the choice of whether or not to accept the arrangement remains with the prospective spouses.

Children may be married at a very young age, and well below the age of consent in England. School staff receive training and should be particularly alert to suspicions or concerns raised by a pupil about being taken abroad and not be allowed to return to England.

Since June 2014 forcing someone to marry has become a criminal offence in England and Wales under the Anti-Social Behaviour, Crime and Policing Act 2014*. For further information:*

[*www.gov.uk/stop-forced-marriage*](http://www.gov.uk/stop-forced-marriage)

So-called Honour-based violence

Radicalisation and Extremism

The government defines extremism as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Some children are at risk of being radicalised: adopting beliefs and engaging in activities which are harmful, criminal or dangerous. Islamic extremism is the most widely publicised form and schools should also remain alert to the risk of radicalisation into white supremacy extremism.

School staff receive training to help to identify signs of extremism. Opportunities are provided in the curriculum to enable pupils to discuss issues of religion, ethnicity and culture and the school follows the DfE advice Promoting fundamental British Values as part of SMCS (spiritual, moral, social and cultural education) in Schools (2014).

**Prevent Duty**

Since July 2015 all schools have a duty under section 26 of the Counter Terrorism and Security Act 2015 to have ‘due regard’ to the need to prevent people from being drawn into terrorism.

The school will undertake the risk of our pupils being drawn into terrorism and regularly review this.

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf>

# Modern Slavery

The Modern Slavery Act 2015 places a new statutory duty on public authorities, including schools, to notify the National Crime Agency (NCA) (section 52 of the Act) on observing signs or receiving intelligence relating to modern slavery. The public authority (including schools) bears this obligation where it has 'reasonable grounds to believe that a person may be a victim of slavery or human trafficking'.

Staff must be aware of the above and contact the DSL should they suspect or receive information that either parents or their children may be victims of modern slavery. The DSL should then contact the NCA.

# Private fostering arrangements

A private fostering arrangement occurs when someone other than a parent or a close relative cares for a child for a period of 28 days or more, with the agreement of the child’s parents. It applies to children under the age of 16, or aged under 18 if the child is disabled. Children looked after by the local authority or who are placed in a residential school, children’s home or hospital are not considered to be privately fostered.

Private fostering occurs in all cultures, including British culture and children may be privately fostered at any age.

Most privately fostered children remain safe and well but safeguarding concerns have been raised in some cases so it is important that schools are alert to possible safeguarding issues, including the possibility that a child has been trafficked into the country.

By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify children’s services as soon as possible.

[*http://www.privatefostering.org.uk/*](http://www.privatefostering.org.uk/)

Where a member of staff becomes aware that a pupil may be in a private fostering arrangement they will raise this with the DSL and the school should notify the local authority of the circumstances.

Confidentiality and sharing information

All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the pupil and staff involved but also to ensure that information being released into the public domain does not compromise evidence.

Staff should only discuss concerns with the designated senior person, headteacher or chair of governors (depending on who is the subject of the concern). That person will then decide who else needs to have the information and they will disseminate it on a ‘need-to-­know’ basis.

However, following a number of cases where senior leaders in school had failed to act upon concerns raised by staff, *Keeping Children Safe in Education (2018)* emphasises that **any** member of staff can contact children’s social care if they are concerned about a child.

Child protection information will be stored and handled in line with the Data Protection Act 2018.

Information sharing is guided by the following principles. The information is:

* necessary and proportionate
* relevant
* adequate
* accurate
* timely
* secure

Information sharing decisions will be recorded, whether or not the decision is taken to share.

Record of concern forms and other written information will be stored in a locked facility and any electronic information will be password protected and only made available to relevant individuals.

Every effort will be made to prevent unauthorised access, and sensitive information should not routinely be stored on laptop computers, which, by the nature of their portability, could be lost or stolen. Child protection information will be stored separately from the pupil’s school file and the school file will be ‘tagged’ to indicate that separate information is held.

The DSL will normally obtain consent from the pupil and/or parents to share sensitive information within the school or with outside agencies. Where there is good reason to do so, the DSL may share information *without* consent, and will record the reason for not obtaining consent.

 Child protection records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them. If any member of staff receives a request from a pupil or parent to see child protection records, they will refer the request to the headteacher.

The Data Protection Act does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child.

The school’s confidentiality and information-sharing policy is available to parents and pupils on request.

**Information Sharing**

Information sharing is vital in identifying and tackling forms of abuse and neglect. The Data Protection Act 2018 and GDPR do not prevent or limit the sharing of information for the purposes of keeping children safe. Fears about sharing information **must not** be allowed to stand in the way of the need to promote the welfare and protect the safety of children.

# Reporting directly to child protection agencies

Staff should follow the reporting procedures outlined in this policy. However, they may also share information directly with children’s social care, police or the NSPCC if:

* the situation is an emergency and the DSL, their deputy and the chair of governors are all unavailable
* they are convinced that a direct report is the only way to ensure the pupil’s safety
* for any other reason they make a judgement that direct referral is in the best interests of the child.

# Related safeguarding portfolio policies

 Staff behaviour/code of conduct

* Health and Safety Policy
* Physical intervention and the use of reasonable force
* Positive Behaviour Policy
* Personal and intimate care
* Complaints procedure
* Tackling bullying
* Physical contact
* Safe working practice
* Whistleblowing
* Promoting pupil wellbeing
* SEN
* Missing children
* Recruitment and selection
* Managing allegations
* Grievance and disciplinary
* Mobile phones
* Confidentiality and information sharing
* Sexual exploitation
* FGM
* Forced marriage
* Medical needs
* First Aid
* Educational visits and risk assessments
* Intimate care and wellbeing
* On-line safety

# Special Circumstances

## Looked after children

The most common reason for children becoming looked after is as a result of abuse or neglect. The school ensures that staff have the necessary skills and understanding to keep looked after children safe. Appropriate staff have information about a child’s looked after legal status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child. The designated teacher for looked after children and the DSL have details of the child’s social worker and the name and contact details of the local authority’s virtual head for children in care. The DSL will also have a record of previously looked after children as they are also a goup at higher risk of abuse and neglect.

## Work Experience

The school has detailed procedures to safeguard pupils undertaking work experience, including arrangements for checking people who provide placements and supervise pupils on work experience which are in accordance with the guidance in *Keeping Children Safe in Education (2018) part three*.