

Signed by:	Msus
Head Teacher	Mr N Pullan
Chair of Governors	Mr N Jeacock
Date Adopted	June 2018
Date of Review	June 2019

### P0027 Safeguarding Children version2



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## P0027 Safeguarding Children version2



Governor Lead:Nick JeacockNominated Lead Member of Staff:Carolyn GordonStatus & Review Cycle:Statutory AnnualNext Review Date:September 2019

#### Safeguarding Statement

St Egwin's Church of England Middle School 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. Child protection forms part of the school's safeguarding responsibilities.

### **Key Personnel**

The Designated Safeguarding Lead (DSL) is: Carolyn Gordon

Contact details: email: cgordon@st-egwins.worcs.sch.uk Telephone:

01386 446924

The deputy DSL(s) is/are: Xanthe Sliwinska/ Nick Pullan

Contact details: email: xsliwinska@st-egwins.worcs.sch.uk

Telephone: 01386 446924

Email <a href="mailto:ndp8@st-egwins.worcs.sch.uk">ndp8@st-egwins.worcs.sch.uk</a>

Telephone: 01386 446924

The nominated child protection governor is: Nick Jeacock

Contact details: <a href="mailto:njeacock@st-egwins.worcs.sch.uk">njeacock@st-egwins.worcs.sch.uk</a> Telephone:

01386 446924

The Headteacher is: Mr Nicholas Pullan

Contact details: <a href="mailto:ndp8@st-egwins.worcs.sch.uk">ndp8@st-egwins.worcs.sch.uk</a> Telephone:

01386 446924

The Chair of Governors is: Nicholas Jeacock

Contact details: email: njeacock@st-egwins.worcs.sch.uk Telephone:

01386 446924

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#### Other named staff and contacts:

- Prevent Single Point of Contact (SPOC) Nick Pullan
- Designated Teacher for Children in Care Carolyn Gordon
- Nominated Anti Bullying Governor: Nick Jeacock
- Online safety Co-ordinator Amanda Higgins
- Safeguarding in Education Adviser, WCC: Denise Hannibal: 01905 844436
- Local Authority Designated Officer/Position of Trust Jon Hancock: 01905 843311
- Safeguarding Training Provider: Babcock/ WSB
- Family Front Door: 01905 822666 (core working hours)
   Out of hours or at weekends: 01905 768020

To submit an online Cause for Concern notification log onto: <a href="https://www.worcestershire.gov.uk/">www.worcestershire.gov.uk/</a> info/20383/are\_you\_a\_professional\_worried\_about\_a\_child

#### **Channel/Prevent contacts:**

Local Authority – James Wheeliker (jwheeliker@worcestershire.gov.uk)

West Mercia Police – DS Phil Colley 01386 591835 / 07736 084701

DC Gary Shepheard 01386 591816 / 07772 904013

T/DC Jemma Greenhow 01386 591825 / 07890 746662

prevent@warwickshireandwestmercia.pnn.police.uk



### **Terminology**

**Safeguarding** and promoting the welfare of children is defined as:

- protecting children from maltreatment;
- preventing impairment of children's 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** is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

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

**Child** includes everyone under the age of 18.

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



### **Safeguarding Children Policy**

#### 1. Introduction

1.1 St Egwin's Church of England Middle School fully recognises the contribution it can make to protect and support pupils in School. The aim of this policy is to safeguard and promote our pupils' welfare, safety, health and well-being by creating an honest, open, caring and supportive environment. The pupils' welfare is of paramount importance in our school.

This policy is consistent with

1.2 The legal duty to safeguard and promote the welfare of children as described in section 175 of the Education Act 2002 and the statutory guidance:

'Working Together to Safeguard Children' 2018

'Keeping Children Safe in Education' September 2018.

<u>West Mercia Consortium inter-agency procedures</u> and the <u>WSCB Levels of Need</u> Guidance.

- 1.3 There are 5 main elements to this policy:
  - Prevention (e.g. positive school atmosphere, teaching and pastoral support to pupils, safer recruitment procedures).
  - Protection (by following agreed procedures, ensuring that staff are trained and supported to respond appropriately and sensitively to child protection concerns).
  - Support (to pupils and school staff and to children who may have been abused).
  - Working with parents/carers (to ensure appropriate communications and actions are taken).
  - Establishing a safe environment in which children can learn and develop.
- 1.4 This Policy applies to all staff, governors, volunteers and visitors to the school. Child protection is the responsibility of all staff. We ensure that all parents and working partners are aware of this policy by mentioning it in our school prospectus, displaying appropriate information in our reception and on the school website.

#### 1.5 Extended school activities

Where the Governing Body provides services or activities directly under the supervision or management of school staff, the school's arrangements for child protection will apply. Where services or activities are provided separately by another body, we will seek assurance in writing that the body concerned has appropriate policies and procedures in place to safeguard and protect children and there are arrangements to liaise with the school on these matters where appropriate.



### 2. Safeguarding Commitment

2.1 St Egwins Church of England Middle school adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff encourage children and parents/carers to feel free to talk about any concerns and to see school as a safe place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from members of staff.

#### 2.2 Our school will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to;
- Ensure that children know that there are adults in the school whom they can approach if they are worried or are in difficulty.
- Include in the curriculum activities and opportunities (specifically through PHSE/ ICT) which equip children with the skills they need to stay safe from abuse (including online) and to know where to get help.
- Aim to establish effective working relationships with parents/carers and colleagues from other agencies.
- Operate safer recruitment procedures and make sure that all appropriate checks are carried out on new staff and volunteers who will work with children including identity, right to work, enhanced DBS criminal record and barred list (and overseas where needed), references, and prohibition from teaching or managing in schools (s. 128).
  - 2.3 Safeguarding in the Curriculum

Children are taught about safeguarding in schools. The following areas are among those addressed through the curriculum.

- Bullying/Cyber Bullying
- Drugs, Alcohol and Substance Abuse
- Online Safety / Mobile technologies
- Stranger Danger
- Fire and Water Safety
- Peer to Peer Abuse
- Road Safety
- Healthy Relationships / Consent
- Sexual Exploitation of Children (CSE)
- Extremism and Radicalisation (in line with the DfE advice Promoting Fundamental British Values as part of SMSC (spiritual, moral, social and cultural education) in Schools (2014)



### 2.4 Support

#### Children

St Egwin's Church of England Middle School recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and view the world in a positive way. For such children school may be one of the few stable, secure and predictable components of their lives. Other children may be vulnerable because, for instance, they have a disability, are in care, or are experiencing some form of neglect. St Egwin's seeks to remove any barriers that may exist in being able to recognize abuse or neglect in pupils with Special Educational Needs or Disability. We will seek to provide such children with the necessary support and to build their self-esteem and confidence.

#### Staff

We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting.

We will support such staff by providing an opportunity to talk through their anxieties with the DSL and to seek further support such as counselling or regular supervision, as appropriate.

We will enable supervision for the DSL through network meetings, direct consultation with the Senior Adviser or advanced social work practitioners in order to promote best practice and challenge unsatisfactory or poor practice.

We will further enable effective supervision for the DSL by ensuring there are adequate DSL-level trained staff to allow the Headteacher to take a more strategic (and supervisory) role in safeguarding matters.

In order to reduce the risk of allegations being made against staff, and ensure that staff are competent, confident and safe to work with children, they will be made aware of safer working practice guidance and will be given opportunities in training to develop their understanding of what constitutes safe and unsafe behaviour.

#### 2.5 Raising concerns/complaints

We endeavour to respond to concerns, complaints (from children, adults including parent/carers) as we recognise that this promotes a safer environment and we seek to learn from complaints and comments. The school will seek to resolve / address the concerns in a timely way, keeping people informed as to progress wherever possible. The school's complaints procedures are available on the school website in the policies section and from the school office.



### 3. Roles and Responsibilities

#### 3.1 General

All adults working with or on behalf of children have a responsibility to safeguard and promote their welfare. This includes a responsibility to be alert to possible abuse and to record and report concerns to staff identified with child protection responsibilities within the school (currently called Designated Safeguarding Leads). Staff should be aware that they may need to work with other services as needed and assist in making decisions about individual children.

The Teachers' Standards 2012 state that teachers, including head teachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their duties.

Every member of staff, including volunteers working with children at our school, is advised to maintain an attitude of 'it could happen here' where safeguarding is concerned and 'think beyond the obvious'. When concerned about the welfare of a child, staff members should always act in the interests of the child and have a responsibility to take action as outlined in this policy. They take account of the 'one chance rule' in relation to honour violence based issues, that an adult may have only one opportunity to save a potential victim.

All staff are encouraged to report any concerns that they have and not see these as insignificant. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over a period of time and are evidenced by building up a picture of harm over time; this is particularly true in cases of emotional abuse and neglect. In these circumstances, it is crucial that staff record on CPOMS (or F1 if appropriate) and pass on concerns in accordance with this policy to allow the DSL to build up a picture and access support for the child at the earliest opportunity. A reliance on memory without accurate and contemporaneous records of concern could lead to a failure to protect.

The names of the Designated Safeguarding Leads for the current year are listed on **page 3** of this document.

All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues using the school's confidential reporting (whistleblowing) policy.

Whistleblowing concerns about the Headteacher should be raised with the Chair of Governors.

Staff will be made aware that if they feel unable to raise a child protection failure internally, they can contact the <a href="NSPCC whistleblowing helpline">NSPCC whistleblowing helpline</a>.



When staff join our school they will be informed of the safeguarding children arrangements in place. They will be given a copy of this policy, the school's code of conduct, and the leaflet 'Safer Working Practice for Staff in Education Settings' and told who the DSL is and who else has specific responsibility in this area (DDSL's).

All staff will receive induction in safeguarding children. The induction programme will include basic child protection information relating to signs and symptoms of abuse, how to manage a disclosure from a child, when and how to record a concern about the welfare of a child and advice on safe working practice.

All volunteers, supply staff and regular visitors to our school will be told where our policy is kept, given the name of the DSL and informed of the school's procedures in reporting concerns.

All staff will receive training in child protection and safe working practice, updated **annually**, in line with WSCB guidance.

Staff with specific responsibility for safeguarding children will undertake both single and inter-agency training at a level suitable to their role and responsibilities, updated every two years ( where appropriate ).

### 3.1 Governing Body

In accordance with the Statutory Guidance "Keeping Children Safe in Education" September 2018, the Governing Body will ensure that:

- St Egwin's Church of England Middle School has a child protection/safeguarding policy, procedures and training in place which are effective and comply with the law at all times. The policy is made available publicly.
- The policy should be reviewed at least annually or more often, for example in the event of new guidance or a significant incident.
- The school operates safer recruitment practices, including appropriate use of references and checks on new staff and volunteers. Furthermore, the Head Teacher, a nominated Governor and other staff involved in the recruitment process have undertaken Safer Recruitment Training.
- There are procedures for dealing with allegations of abuse against members of staff and volunteers/ people in a position of trust. (See appendix 2).
- There is a senior member of the school's leadership team who is designated to take lead responsibility for dealing with child protection (the "Designated Safeguarding Lead") and there is always cover for this role with appropriate arrangements for before/after school and out of term activities.
- The Designated Safeguarding Lead undertakes effective Local authority training (in addition to basic child protection training) and this is refreshed every two years. In addition to this formal training, their knowledge and skills are updated at regular intervals (at least annually) via safeguarding e-briefings, network meetings.
- The Head Teacher, and all other staff and volunteers who work with children undertake appropriate training which is regularly updated (at least every three years in compliance with the WSCB protocol); and that new staff and volunteers who work with children are



made aware of the school's arrangements for child protection and their responsibilities (including this policy and Part 1 of Keeping Children Safe in Education 2018). Training should include indicators of FGM; early signs of radicalisation and extremism; indicators of vulnerability to radicalisation.

- Any deficiencies or weaknesses in these arrangements brought to the attention of the Governing Body will be rectified without delay.
- The Chair of Governors (or, in the absence of a Chair, the Vice Chair) deals with any allegations of abuse made against the Head Teacher, with advice and guidance from the Local Authority Designated Officer (LADO).
- Effective policies and procedures are in place and updated annually including a behaviour "code of conduct" for staff and volunteers "Guidance for Safer Working Practice for those who work with children in education settings October 2015".
- Information is provided to the Local Authority when requested, for example through the Annual Safeguarding Return (e.g section 175 audit and CSE audit).
- There is an individual member of the Governing Body who will champion issues to do with safeguarding children and child protection within the school, liaise with the Designated Safeguarding Lead, and provide information and reports to the Governing Body.
- The school contributes to inter-agency working in line with statutory guidance "Working Together to Safeguard Children" 2018 including providing a co-ordinated offer of Early Help for children who require this. This Early Help may be offered directly through school provision or via referral to an external support agency. Safeguarding arrangements take into account the procedures and practice of the local authority and the Worcestershire Safeguarding Children Board (WCSB).
- The school complies with all legislative safeguarding duties, including the duty to report suspected or known cases of FGM and the duty to prevent young people from being drawn into terrorism. In conjunction with the Head and DSL they should assess the level of risk within the school and put actions in place to reduce that risk

#### 3.2 Head Teacher

The Head Teacher of the school will ensure that:

- The Safeguarding policies and procedures adopted by the Governing Body are effectively implemented, and followed by all staff.
- Sufficient resources and time are allocated to enable the Designated Safeguarding Lead and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children.
- Allegations of abuse or concerns that a member of staff or adult working at school may pose a risk of harm to a child or young person are notified to the Local Authority Designated Officer in a timely manner.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner. The NSPCC whistle blowing helpline number is also available (0800 028 0285).
- All staff are made aware that they have an individual responsibility to pass on safeguarding concerns and that if all else fails to report these directly to Children's Social Care (Children's Services) or the Police.



### 3.3. Designated Safeguarding Lead

The responsibilities of the Designated Safeguarding Lead are found in Annex B of "Keeping Children Safe in Education" 2018 and include:

- Provision of information to the WSCB/Local Authority on safeguarding and child protection in compliance with section 14B of the Children Act 2004.
- Liaison with the Governing Body and the Local Authority on any deficiencies brought to the attention of the Governing Body and how these should be rectified without delay.
- Management and Referral of cases of suspected abuse to Family Front Door FFD (and/or Police where a crime may have been committed) and Disclosure and Barring Service (cases where a person is dismissed or left due to presenting risk / harm to a child).
- Liaise with the Head Teacher to inform him of issues.
- Understand the assessment process for providing early help and make use of the Levels of Need guidance when making a decision about whether or not the threshold for Early Help or Social Care intervention is met;
- Act as a source of support, advice and expertise within the school.
- To attend and contribute to child protection conferences and other key partnership risk management meetings when required (Signs of Safety model).
- Be alert to the specific needs of children in need, those with educational needs and young carers.
- Ensure each member of staff has access to and understands the school's child protection policy especially new or part-time staff who may work with different educational establishments;
- Ensure all staff have induction training covering child protection and staff behaviour and are able to recognise and report any concerns immediately they arise.
- Ensure that all staff have access to Part 1 of "Keeping children safe in education".
- Keeping detailed, accurate and secure written and electronic records of concerns and referrals
- Ensure that there are resources and effective training for all staff.
- Keep up to date with new developments in safeguarding by accessing briefings and journals. Attend refresher training every 2 years and face to face CSE training.
- Ensure compliance with relevant procedures and policies, for example in relation to safe record keeping and transfer.
- Carrying out, in conjunction with the Head teacher and Safeguarding Governor, an annual audit of safeguarding procedures, using the County safeguarding checklist or similar.
- Ensure that the school provides appropriate support for staff who may feel distressed when dealing with safeguarding concerns.

### 4. Records, Monitoring and Transfer

4.1Well-kept records are essential to good child protection practice. All staff are clear about the need to record and report concerns about a child or children within the school. The record should include the child's words as far as possible and should be timed, dated and signed ( if appropriate on an F1 ). The record should be done via CPOMS ( or an F1 in certain circumstances). The Designated Safeguarding Lead is responsible for such records and for deciding at what point these records should be passed over to other agencies.



- 4.2 Records relating to actual or alleged abuse or neglect are stored apart from normal pupil or staff records. Normal records sometimes have markers to show that there is sensitive material stored elsewhere. This is to protect individuals from accidental access to sensitive material by those who do not need to know.
- 4.3 Child protection records are stored securely, with access confined to specific staff Designated Safeguarding Lead, Deputy Safeguarding Lead, Headteacher and Deputy Headteacher.
- 4.4 Child protection records are reviewed regularly to check whether any action or updating is needed. This includes monitoring patterns of complaints or concerns about any individuals (eg child who repeatedly goes missing) and ensuring these are acted upon. Each stand alone electronic file should have a chronology of significant events.
- 4.5 When children transfer school their safeguarding records are also transferred. Safeguarding records will be transferred separately from other records and best practice is to pass these directly to a Designated Safeguarding Lead in the receiving education setting (or electronically if the receiveing school is using CPOMS). A face to face discussion or explanation should happen with feeder schools and if appropriate a signed and dated record of the transfer. In the event of a child moving out of area and a physical handover not being possible then the most secure method should be found to send the confidential records to a named Designated Safeguarding Lead or via CPOMS. Files requested by other agencies e.g. Police, should be copied.
- 4.5 A record of any allegations (proven) made against staff is kept in a confidential file by the Head teacher.

### 5. Procedures for Managing Concerns

- 5.1St Egwin's Church of England Middle School adheres to child protection procedures that have been agreed locally through the Worcestershire Safeguarding Children Board (WSCB). Where we identify children and families in need of support, we will carry out our responsibilities in accordance with the <a href="West Mercia Consortium inter-agency procedures">West Mercia Consortium inter-agency procedures</a> and the <a href="WSCB Levels of Need Guidance">WSCB Levels of Need Guidance</a>.
- 5.2The Designated Safeguarding Lead (DSL) should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our school. Any member of staff or visitor to the school who receives a disclosure of abuse or suspects that a child is at risk of harm must report it immediately to the DSL or, if unavailable, to the deputy designated lead. In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff.
- 5.3All concerns about a child or young person should be reported without delay and recorded in writing using CPOMS (or an F1 if appropriate see Appendix 1 for pro-forma).
- 5.4The DSL will consider what action to take and have appropriate discussions with parents/carers prior to referral to children's social care or another agency unless, to do so would place the child at risk of harm or compromise an investigation.



5.5 All referrals will be made in line with <u>local procedures</u> as detailed on the <u>Worcestershire</u> website.

5.6 If, at any point, there is a risk of immediate serious harm to a child a referral should be made to Children's Services immediately via Family Front Door (FFD). Anybody can make a referral. If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration by raising concerns again with the DSL and/or the Head teacher. Concerns should always lead to help for the child at some point.

5.7 Staff should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with Children's Services, or the police if:

- the situation is an emergency and the designated senior person, their deputy and the Head teacher are all unavailable;
- they are convinced that a direct report is the only way to ensure the pupil's safety.

5.8 Any member of staff who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy should raise their concerns with the Head teacher or the Chair of Governors. If any member of staff does not feel the situation has been addressed appropriately at this point they should contact Children's Services directly with their concerns.

### 5.9 Peer on peer abuse

We recognise that children are vulnerable to physical, sexual and emotional abuse by their peers or siblings. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting. Abuse perpetrated by children can be just as harmful as that perpetrated by an adult, so it is important to remember the impact on the victim of the abuse as well as to focus on the support for the child or young person exhibiting the harmful behaviour. Such abuse will not be tolerated or passed off as 'part of growing up' at St Egwin's Church of England Middle School.

There is a separate anti-bullying policy and child protection procedures are relevant when the bullying is particularly serious.

Where a child discloses safeguarding allegations against another pupil at St Egwin's Church of England Middle School , the DSL will refer to the local procedures on the WSCB website (section 2.12) and seek advice from the Family Front Door or Community Social Worker before commencing its own investigation or contacting parents.

#### 5.10 Children with additional vulnerabilities

There are many children who have additional needs or whose living arrangements may mean that they are more vulnerable to harm, for example children with special educational needs, disabled children, children in public care or privately fostered children. It is essential that the school knows who shares parental responsibility for children and has effective relationships with partner agencies in relation to these children (for example, Virtual School for Children in Care).



St Egwin's Church of England Middle School will ensure that staff have sufficient knowledge and guidance so that they are aware of the additional challenges faced by these children and the impact of their additional vulnerabilities. These can include: assumptions that indicators of possible abuse such as behaviour, mood and injury relate to a child's disability without further exploration; no single point of contact for the school as a child has a number of care-givers and involved professionals; assumptions that state approved care-givers are providing safe care for the child; communication needs of a child which can lead to over reliance on parental accounts and interpretations.

### 5.11 Child Sexual Exploitation (CSE)

All staff are made aware of the indicators of sexual exploitation. It is sexual abuse involving criminal behaviours against children and young people which can have a long-lasting adverse impact on a child's physical and emotional health. Sexual exploitation involves an individual or group of adults taking advantage of the vulnerability of an individual or groups of children or young people. 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. It may also be linked to child trafficking. A common feature of sexual exploitation is that the child often does not recognise the coercive nature of the relationship and does not 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.

The DSL will use the Worcester Safeguarding Children's Board CSE Screening Tool<sup>1</sup> on all occasions when there is a concern that a child is being or is at risk of being sexually exploited or where indicators have been observed that are consistent with a child who is being or who is at risk of being sexually exploited.

In all cases if the tool identifies any level of concern the DSL should contact their local Missing and Child Sexual Exploitation Forum and email the completed CSE Screening Tool along with a **Family Front Door (FFD)** Cause for Concern form. If a child is in immediate danger the police should be called on 999.

### 5.12 Child Criminal Exploitation –County Lines

This is where children and young people are being exploited and drawn into drug related activity by criminal gangs, groups or individuals. Typically, the gang exploits young or vulnerable people to store and /or supply drugs, move cash and to secure the use of homes belonging to vulnerable adults. There is a cross over between CSE and County Lines and concerns about young people being possibly involved should be passed to the DSL who will refer to Police and the FFD.

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<sup>&</sup>lt;sup>1</sup> http://www.worcestershire.gov.uk/info/20054/safeguarding children/273/child sexual exploitation pathway



#### 5.13 Radicalisation and Extremism

The Prevent Duty for England and Wales (2015) under section 26 of the Counter-Terrorism and Security Act 2015 places a duty on education and other children's services to have due regard to the need to prevent people from being drawn into terrorism.

Extremism is defined as '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'. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Some children are at risk of being radicalised; adopting beliefs and engaging in activities which are harmful, criminal or dangerous.

St Egwin's Church of England Middle School is clear that exploitation of vulnerable children and radicalisation should be viewed as a safeguarding concern and follows the Department for

Education guidance for schools and childcare providers on preventing children and young people from being drawn into terrorism<sup>2</sup>.

St Egwin's Church of England Middle School seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the DSL. They should then follow normal safeguarding procedures. If the matter is urgent then Worcester Police must be contacted by dialling 999. In non-urgent cases where police advice is sought then dial 101. The Department of Education has also set up a dedicated telephone helpline for staff and governors to raise concerns around Prevent (020 7340 7264).

#### 5.14 Honour-based Violence

Honour based violence (HBV) can be described as a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. It is a violation of human rights and may constitute domestic and/or sexual abuse.

Honour based violence might be committed against people who

- become involved with a boyfriend or girlfriend from a different culture or religion;
- want to get out of an arranged marriage;
- want to get out of a forced marriage;
- wear clothes or take part in activities that might not be considered traditional within a particular culture

Adults at St Egwin's Church of England Middle School should report any concerns re Honour Based violence to the DSL.

<sup>&</sup>lt;sup>2</sup> https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty



### **5.15** Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act (2003). It is a form of child abuse and violence against women. A mandatory reporting duty requires staff to report 'known' cases of FGM in under 18s, which are identified in the course of their professional work, to the police.

The duty applies to all persons in St Egwin's Middle School who is employed or engaged to carry out work in the school, whether or not they have qualified teacher status. The duty applies to the individual who becomes aware of the case to make a report. It **should not** be transferred to the DSL, however the DSL should be informed and it should be recorded on CPOMS

If a member of staff is informed by a girl under 18 that an act of FGM has been carried out on her or observes physical signs which appear to show that an act of FGM has been carried out and they have no reason to believe the act was necessary for the girl's physical or mental health or for purposes connected to labour or birth, they should **personally** make a report to the police by calling 101. The report should be made by the close of the next working day. Where there is a risk to life or likelihood of serious immediate harm the staff member should report the case immediately to police, including dialling 999 if appropriate.

There are no circumstances where any member of staff should examine the girl.

https://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information

### 5.16 Forced Marriage

A forced marriage is a marriage in which one or both people do not (or in cases of people with learning disabilities cannot) consent to the marriage but are coerced into it. Coercion may include physical, psychological, financial, sexual and emotional pressure. It may also involve physical or sexual violence and abuse.

Forced marriage is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights. 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.

A forced marriage is not the same as a pre-introduced or arranged marriage which is common in several cultures, whereby 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.

School staff should never attempt to intervene directly as a school or through a third party. Contact should be made with Family Front Door.

For further guidance, read <u>Worcestershire's Forced Marriage, Honour-Based Violence and</u> Female Genital Mutilation Protocol – January 2016



### 5.16 Children Missing Education

Attendance, absence and exclusions are closely monitored by Key Stage Coordinators and EWO. A child going missing from education is a potential indicator of abuse and neglect, including sexual abuse and sexual exploitation or could be linked to trafficking.

The DSL will monitor unauthorised absences in conjunction with the EWO and take appropriate action including notifying the local authority particularly where children go missing on repeat occasions and/or are missing for periods during the school day in conjunction with 'Children Missing Education: Statutory Guidance for Local Authorities<sup>3</sup>. Staff are made aware of these procedures at induction.

Staff must be alert to signs of children at risk of travelling to conflict zones, female genital mutilation and forced marriage and the particular vulnerabilities of looked after children who go missing.

### [1] https://www.gov.uk/government/publications/children-missing-education

#### 5.17 Domestic Abuse

St Egwin's Church of England Middle School recognise that exposures to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur with n their personal relationships as well as in the context of their home.

We will ensure that our pupils are educated to ensure they understand what a healthy relationship looks like, for example by using the WSCB Healthy Relationships- a whole school approach and resources from WCC Domestic Abuse and Sexual Violence website-see links below:

http://www.worcestershire.gov.uk/downloads/file/7222/wscb healthy relationships a whole school approach

http://www.worcestershire.gov.uk/domesticabuse

### 5.18 Racist Incidents

Our policy on racist incidents is set out in the separate equalities policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We maintain a log of racist incidents in school through CPOMs.



### 5.19 Anti-Bullying

Our policy on anti-bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. All incidences of bullying, including cyber-bullying, racist, homophobic and gender related bullying will be dealt with in accordance with our anti-bullying policy. We recognise that children with special needs and/or disabilities are more susceptible to being bullied. We maintain a log of bullying incidents in school through CPOMS and analyse the data..

### 5.20 Online Safety/Sexting

There is a separate policy in relation to online safety and the school promotes safety through the curriculum. (E safety policy which is found on website and via school office). The practice of children sharing images and videos via text message, email, social media or mobile messaging apps has become commonplace. However, this online technology has also given children the opportunity to produce and distribute sexual imagery in the form of photos and videos. (sexting) Such imagery involving anyone under the age of 18 is illegal.

Youth produced sexual imagery refers to both images and videos where

- A person under the age of 18 creates and shares sexual imagery of themselves with a peer under the age of 18.
- A person under the age of 18 shares sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult.
- A person under the age if 18 is in possession of sexual imagery created by another person under the age of 18.

All incidents of this nature should be treated as a safeguarding concern and in line with the UKCCIS guidance 'Sexting in schools and colleges: responding to incidents and safeguarding young people'<sup>4</sup>.

Cases where sexual imagery of people under 18 has been shared by adults and where sexual imagery of a person of any age has been shared by an adult to a child is child sexual abuse and should be responded to accordingly.

If a member of staff becomes aware of an incident involving youth produced sexual imagery they should follow the child protection procedures and refer to the DSL as soon as possible. The member of staff should confiscate the device involved and set it to flight mode or, if this is not possible, turn it off. Staff should not view, copy or print the youth produced sexual imagery.



The DSL should hold an initial review meeting with appropriate school staff and subsequent interviews with the children involved (if appropriate). Parents should be informed at an early stage and involved in the process unless there is reason to believe that involving parents would put the child at risk of harm. Immediate referral at the initial review stage should be made to Family Front Door/Police if

- the incident involves an adult;
- There is good reason to believe that a young person has been coerced, blackmailed or groomed or if there are concerns about their capacity to consent (for example, owing to special education needs);
- What you know about the imagery suggests the content depicts sexual acts which are unusual for the child's development stage or are violent;
- The imagery involves sexual acts;
- The imagery involves anyone aged 12 or under;
- There is reason to believe a child is at immediate risk of harm owing to the sharing of the imagery, for example the child is presenting as suicidal or self-harming.

If these factors are not present, then the DSL will use their professional judgement to assess the risk to pupils involved and may decide, with input from the Headteacher, to respond to the incident without escalation to Family Front Door or the police.

In applying judgement as to management within school or referral in line with child protection procedures, the following factors may be relevant.

- there is a significant age difference between the sender/receiver;
- there is any coercion or encouragement beyond the sender/receiver;
- the imagery was shared and received with the knowledge of the child in the imagery;
- the child is more vulnerable than usual i.e. at risk;
- there is a significant impact on the children involved;
- the image is of a severe or extreme nature;
- capacity of child and understanding of consent;
- the situation is isolated or if the image been more widely distributed;
- there other circumstances relating to either the sender or recipient that may add cause for concern i.e. difficult home circumstances;
- there are previous similar incidents.

Our Acceptable Use policy recognises that internet safety is a whole school responsibility (staff, pupils, parents).

Children and young people may expose themselves to danger, whether knowingly or unknowingly, when using the internet and other technologies. Additionally, some young people may find themselves involved in activities which are inappropriate or possibly illegal.

We therefore recognise our responsibility to educate our pupils, teaching them the appropriate behaviours and critical thinking skills to enable them to remain both safe and legal when using the internet and related technologies.



<sup>1</sup>https://www.gov.uk/government/uploads/system/uploads/attachment\_data/file/545997/S exting\_in\_schools\_and\_colleges\_UKCCIS\_\_4\_.pdf

### 5.21 Allegations against staff

All staff should be mindful of the position of trust that they are in when working within an education setting. They need to comply with guidance about conduct and safe practice, including safe use of mobile phones.

Pupils' allegations or concerns about staff conduct will be taken seriously and followed up in a transparent and timely way.

If an allegation is made which meets the criteria as identified in Part 4 of Keeping Children Safe in Education, the member of staff receiving the allegation will immediately inform the Headteacher, unless the allegation concerns the Headteacher, in which case the Chair of Governors will be informed immediately. Where the Headteacher is the sole proprietor, the allegation will be reported directly to the Local Authority Designated Officer (LADO).

The Headteacher (or Chair of Governors) on all such occasions will discuss the content of the allegation with LADO, prior to undertaking any investigation.

The school will follow the DfE and West Mercia procedures, LA procedures for managing allegations against staff, a copy of which is available in school.

The Head teacher (or Chair of Governors) will be guided by the LADO and an HR consultant when considering suspension or other neutral protective steps.

Publication of material that may lead to the identification of a teacher who is the subject of an allegation is prohibited by law; this includes verbal conversations or written material including content placed on social media sites.

#### 5.22 Managing Professional Disagreements

On occasions there will be disagreements between professionals as to how concerns are these can impact on effective working relationships. The school will support staff to promote positive partnerships within school and with other agencies and will ensure that **staff** are aware of how to escalate concerns and disagreements if appropriate and use the WSCB escalation procedures<sup>7</sup> if necessary. Advice should be sought from the DSL or Head teacher ( as appropriate) in such circumstances.

<sup>7</sup>http://westmidlands.procedures.org.uk/local-content/4gjN/escalation-policy-resolution-of-professional-disagreements

### 5.23 The use of 'reasonable force' in schools and colleges

There are circumstances when it is appropriate for staff in schools and colleges to use reasonable force to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury. 'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical



contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom.

https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools

### 5.24 Photography and Use of Images

The welfare and protection of our children is paramount and consideration should always be given to whether the use of photography will place our children at risk. Images may be used to harm children, for example as a preliminary to 'grooming' or by displaying them inappropriately on the internet, particularly social networking sites.

For this reason consent is always sought when photographing children and additional consideration given to photographing vulnerable children, particularly Looked After Children or those known to be fleeing domestic violence. Consent must be sought from those with parental responsibility (this may include the Local Authority in the case of Looked After Children).

### 5.25 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 modern slavery or human trafficking'. Staff need to be aware of this duty and inform the DSL should they suspect or receive information that either parents or their children may be victims of modern slavery. The DSL will then contact the NCA.

#### 5.26 Private Fostering

A private fostering arrangement occurs when <u>someone other than a parent or a close</u> relative cares for a child for a period of 28 days or more, with the agreement of the <u>child's parents</u>. 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 must notify Children's Services as soon as possible. If we become aware of a privately fostering arrangement, we will check that Children's Services have been informed.



### 6 Health & Safety

Our Health & Safety policy and Policy for managing off site visits, set out in separate documents, reflects the consideration we give to the safeguarding of our children both within the school environment and when away from the school, for example when undertaking school trips and visits.

#### **7** Safe Environment

The school undertakes appropriate risk assessments and checks in respect of all equipment and of the building and grounds in line with local and national guidance and regulations concerning health and safety.

The school has adequate security arrangements in place in respect of the use of its grounds and buildings by visitors both in and out of school hours.

#### 8 Safer Recruitment and Selection of Staff

- i. The school's safer recruitment processes follows the Statutory Guidance: Keeping Children Safe in Education September 2018, Part Three: Safer Recruitment page 28. The school has a written recruitment and selection policy statement and procedures linking explicitly to this policy. The statement is included in all job advertisements, publicity material, recruitment websites, and candidate information packs.
- ii. The recruitment process is robust in seeking to establish the commitment of candidates to support the school's measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. (Teachers are checked using the Teacher Services website)
- iii. In line with statutory requirements, every interview panel for school staff will have at least one member (teacher/manager or governor) who has undertaken safer recruitment training either online or by attending the local authority one day Safer Recruitment training course. Our governors are subject to an enhanced DBS check without barred list check.
- iv. The school maintains a single central record of recruitment checks for audit purposes.
- v. All staff working within our school who have substantial access to children have been checked as to their suitability, including verification of their identity, qualifications and a satisfactory barred list check, enhanced DBS check and a right to work in the UK.
- vi. Any member of staff working in regulated activity prior to receipt of a satisfactory DBS check will not be left unsupervised and will be subject to a risk assessment.
- vii. Volunteers who are not working in regulated activity, will be supervised at all times.
- viii. Staff and volunteers who provide early years or later years childcare and any managers of such childcare are covered by the disqualification regulations of the Childcare Act 2006 and are required to declare relevant information see statutory guidance: Disqualification under the Childcare Act 2006 (February 2015).



- ix. The school will provide all the relevant information in references for a member of staff about whom there have been concerns about child protection / inappropriate conduct. Cases in which an allegation has been proven to be unsubstantiated, unfounded, false or malicious will not be included in employer references. A history of repeated concerns or allegations which have all been found to be unsubstantiated, malicious etc. will also not be included in a reference.
- x. New starters including volunteers receive a safeguarding induction and are briefed on the code of conduct for adults working with children.
- xi. In addition to obtaining any DBS certificate as described above, any member of staff who is appointed to carry out teaching work will require an additional check to ensure they are not prohibited from teaching.43 For those engaged in management roles an additional check is required to ensure they are not prohibited under section 128 provisions.

### 9. Monitoring and Evaluation

Our Safeguarding Children policy and procedures will be monitored and evaluated by:

- Completion of the annual safeguarding audit (175);
- Completion and return to the LA of the annual safeguarding report to the Governing Body;
- Pupil surveys and questionnaires;
- · Discussions with children and staff;
- Scrutiny of data and risk assessments;
- Scrutiny of the school's single central record of recruitment checks;
- Scrutiny of Governing Body minutes;
- Monitoring of logs of bullying/racist/behaviour incidents and PPI records;
- Supervision of staff involved in child protection;
- Case file audits undertaken by the DSL.



#### **10 Other Relevant Policies**

The Governing Body's statutory responsibility for safeguarding the welfare of children goes beyond compliance with child protection procedures. The safeguarding duty is relevant for the discharge of all functions and activities. This policy needs to be considered in conjunction with the following policies:

- Behaviour Policy

   <a href="http://www.st-egwins.worcs.sch.uk/application/files/1614/9150/7091/Behaviour\_Policy.pdf">http://www.st-egwins.worcs.sch.uk/application/files/1614/9150/7091/Behaviour\_Policy.pdf</a>
- CSE Policy ( please ask at office for a copy of the policy )
- Staff Code of Conduct
   http://www.st egwins.worcs.sch.uk/application/files/9615/2880/9694/Staff Code of Conduct V1.pdf
- Equality Policy

http://www.stegwins.worcs.sch.uk/application/files/7815/2887/8162/Equality\_Policy\_V1.pdf

E Safety Policy

http://www.st-egwins.worcs.sch.uk/application/files/1315/2887/8162/E-Safety Policy V1.pdf

Anti-Bullying (including Cyberbullying)
 <a href="http://www.st-egwins.worcs.sch.uk/application/files/1215/3051/8164/Anti-bullying">http://www.st-egwins.worcs.sch.uk/application/files/1215/3051/8164/Anti-bullying</a> policy V1.pdf

Physical Interventions/Restraint (DfE Guidance "Use of Reasonable Force" and "Screening, searching and confiscation")

Special Educational Needs

http://www.st-eqwins.worcs.sch.uk/application/files/4214/9156/5034/SEND Policy.pdf

Trips and visits

http://www.st-

<u>egwins.worcs.sch.uk/application/files/2314/8580/5005/WCC\_Policy\_for\_Management\_of\_</u> Visits\_and\_LOtC.pdf

First aid and the administration of medicines

http://www.st-

egwins.worcs.sch.uk/application/files/2615/2887/8162/Administering Medication Policy V1.pdf



Health and Safety

http://www.stegwins.worcs.sch.uk/application/files/5414/9150/7092/Health Safety\_Policy.pdf

Healthy Relationships

http://www.st-eqwins.worcs.sch.uk/application/files/7114/9150/7100/SRE Policy.pdf

• Learning and Teaching

http://www.st-

egwins.worcs.sch.uk/application/files/4814/9150/7093/Learning and Teaching Policy.pdf

Online safety

http://www.st-egwins.worcs.sch.uk/application/files/1914/8580/4998/E-Safety\_policy.pdf

Extended school activities
 <a href="http://www.st-egwins.worcs.sch.uk/application/files/1514/8580/4999/Extra-Curricular\_Policy.pdf">http://www.st-egwins.worcs.sch.uk/application/files/1514/8580/4999/Extra-Curricular\_Policy.pdf</a>

LAC

http://www.st-egwins.worcs.sch.uk/application/files/4615/2887/8162/LAC Policy V1.pdf

Social Media Policy

http://www.st-

eqwins.worcs.sch.uk/application/files/4514/9150/7100/Social Media Policy.pdf

Whistleblowing policy

http://www.st-

egwins.worcs.sch.uk/application/files/7615/2887/8162/Whistleblowing Policy and Procedure V1. pdf



### **APPENDIX 1**

Logging a Concern about a Child's Safety and Welfare — all staff and visitors (Those with access to CPOMS now use it instead of this form )

Pupil's name: d.o.b. Yr. gp.	
Date:	Time:
Name:  Print	Signature
Position:	
Note the reason(s) for recording the incident.	
Details of concern/incident - record the who/what/where/when factually (use reverse or continuation sheet if necessary):	
Any other relevant information (witnesses, immediate action taken)	
Action taken	
Reporting staff signature Date	
DSL - Response/Outcome	
DSL signature Date	

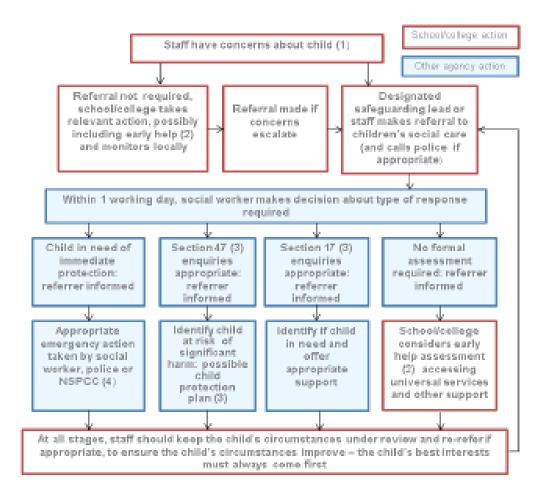
Check to make sure your report is clear now - and will also be clear to a stranger reading it next year.

PLEASE PASS THIS FORM TO YOUR DESIGNATED SAFEGUARDING LEAD



### **Appendix 2**

#### Actions where there are concerns about a child



- In cases which also involve an allegation of abuse against a staff member, see Part four of this guidance.
- Early help means providing support as soon as a problem emerges at any point in a child's life. Where
  a child would benefit from co-ordinated early help, an early help inter-agency assessment should be
  arranged. Chapter one of <u>Working together to safeguard children</u> provides detailed guidance on the
  early help process.
- Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. This can include s17 assessments of children in need and s47 assessments of children at risk of significant harm. Full details are in Chapter one of <u>Working together to safeguard children</u>
- This could include applying for an Emergency Protection Order (EPO).