

Child Protection and Safeguarding Policy Telford and Wrekin



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1. Summary and Aims

This policy is one of a series in the school's integrated safeguarding portfolio. The Designated Safeguarding Lead (DSL) works alongside the Safeguarding Governor and Deputy Designated Safeguarding Leads (DDSLs) to ensure that the procedures cited in this policy are followed by all members of the school community, including visitors to the school.

The DDSLs are all fully trained in safeguarding procedures. They support the DSL in responding to safeguarding concerns, including making initial referrals to Children's Social Care, attending a range of safeguarding meetings and supporting vulnerable pupils in school hours. Just like the DSL, their safeguarding responsibilities are clearly outlined in their job descriptions.

Other documents which relate to safeguarding include: Staff Code of Conduct (Behaviour Policy), Safer Recruitment Policy, Allegations against Staff procedure, Children Missing Education procedures, Complaints procedure, Behaviour and Anti-Bullying Policy and Online Safety Policy.

The school's safeguarding arrangements are inspected by Ofsted under the judgements for leadership & management and also impact the judgement on the personal development, behaviour and attitudes of children and learners.

This policy is available on the school website, via a link to the Community Academy Trust website, and all staff and volunteers are required to read it and confirm they have done so in writing before commencing work in school.

2. Safeguarding Legislation and Guidance

At this school we understand our duties under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014, and the Non-Maintained Special Schools (England) Regulations 2015. This policy has been developed in line with legal obligations, including, where applicable, the Human Rights Act 1998, the Equality Act 2010 and the Public Sector Equality Duty.

We adhere to [Working Together to Safeguard Children, 2018](#) and [Keeping Children Safe in Education, 2020](#) (KCSIE). We follow the DfE's [What to do if you are Worried a Child is Being Abused - Advice for Practitioners](#).¹ We recognise the [NSPCC](#) website also provides useful additional information on abuse and neglect and what to look out for.

This school will follow non-statutory interim guidance on [COVID-19 safeguarding in schools, colleges and other providers](#) during the coronavirus outbreak. Please refer to our addendum to our Child Protection and Safeguarding Policy and procedures for COVID-19.

¹ All CAT schools with early years provision also adhere to the [Statutory Framework for the Early Years Foundation Stage 2017](#).

All child protection matters will be dealt with in line with [Telford and Wrekin Safeguarding Partnership \(TWSP\)](#) and [West Midlands Child Protection and Safeguarding Procedures](#) or, if relevant, the safeguarding partnership area in which children reside or of whom they are under the care.

The Governing Body will ensure that all staff read at least [Part 1 and Annex A of KCSiE, 2020](#) and sign to confirm that they have read and understood this, although best practice would be for all staff to be acquainted with all sections of KCSiE. Members of the Governing Body, the DSL and Deputy DSLs will read all parts of the document. The school will maintain a record of all those who have read Part 1 and Annex A and signed to confirm they have understood it.

3. Safeguarding Information

Our approach to safeguarding

Our staff are an important part of the wider safeguarding system for our pupils.

At this school it is everyone's responsibility to safeguard and promote the welfare of children; this includes everyone who comes into contact with children and their families. Everyone will consider, at all times, what is in the best interest for the child and ensure their practice is child-centred.

For the purpose of this policy, safeguarding and promoting the welfare of children² is defined as:

- protecting children from maltreatment;
- preventing impairment of children's mental and physical 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.

No one in the school will manage concerns about a child in isolation. Everyone will identify concerns, share information and take prompt action.

Children often develop close relationships with the members of the school community and can view them as significant and trustworthy individuals. For the purpose of this policy and for avoidance of doubt, the school community includes, parents, other children and all those that work or volunteer at the education setting.

Primary responsibility for the care and protection of children rests with parents, but a range of services is available to help them in this task. Parents need to be in no doubt that this policy is our commitment towards the Child Protection Statement above and we expect that they embrace everything that is documented in our policy. In principle, parents sign up to our school ethos, as well as the law and the legislation that underpins it.

² Children includes everyone under the age of 18.

This school is committed to identifying children who may benefit from early help as soon as a problem emerges. Our staff maintain the attitude of ‘it could happen here’ where safeguarding is concerned. Staff must always act in children’s best interest where they are concerned about a child’s welfare.

Our school believes that the safety, welfare and protection of all children is paramount and any delay in reporting concerns is unacceptable. All staff will adhere to this principle and the child protection procedures established by the TWSP.

The Designated Safeguarding Lead’s (DSL) role and that of their Deputy DSLs, is to advise on safeguarding concerns, support others to carry out their safeguarding duties and liaise with other agencies.

All staff (paid or voluntary) will receive a robust induction to help them fully understand the systems for safeguarding. In addition to this policy, staff will be familiar with our Behaviour Policy, Staff Code of Conduct, how to respond to children going missing and the role of the DSL. All staff receive appropriate child protection and safeguarding training for their role.

Staff members know that they must never promise a child to not tell anyone about a report of abuse, as this may not ultimately be in the best interests of the child.

Early Help

In our school we believe that any child may benefit from early help and we ensure that all staff are alert to the potential need for early help for a child who:

- is disabled and has specific additional needs;
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan);
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups;
- is frequently missing/goes missing from care or from home;
- is at risk of modern slavery, trafficking or exploitation;
- is at risk of being radicalised or exploited;
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse;
- is misusing drugs or alcohol themselves;
- has returned home to their family from care;
- is a privately fostered child.

Abuse and neglect

All of our staff members are trained on the indicators of abuse and neglect to help them identify children who may be in need of help or protection. We believe that abuse, neglect and other safeguarding issues are rarely stand-alone events. All staff are aware that safeguarding incidents and/or behaviours can be associated with factors outside the school

and/or can occur between children outside of these environments. All staff, but especially the DSL and deputies, will consider whether children are at risk of abuse or exploitation in situations outside their families.

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 of children. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by adult men or women or by other children or young people.

There are four categories of abuse: physical abuse, emotional abuse, sexual abuse and neglect.

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.

The fabrication or induction of illness (FII) in children is a relatively rare form of child abuse. Where concerns exist about FII, it requires professionals to work together, evaluating all the available evidence, in order to reach an understanding of the reasons for the child's signs and symptoms of illness. At all times professionals need to keep an open mind to ensure that they have not missed 'a vital piece of information'. This school will adopt the guidance [Safeguarding children in whom illness is fabricated or induced](#) and TWSP FII Best Practice Guidance.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education (See Peer on Peer Abuse below).

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, for example, 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);
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

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 those reasons it is vital that staff are also aware of the range of behavioural indicators of abuse and report any concerns to the Designated Safeguarding Lead.

Please note, the following list of indicators are not designed to be used as a checklist:

Indicators of potential physical abuse:

- Multiple bruises in clusters, or of uniform shape;
- Bruises that carry an imprint, such as a hand or a belt;
- Bite marks;
- Round burn marks;
- Multiple burn marks or burns on unusual areas of the body such as the back, shoulders or buttocks;
- An injury that is not consistent with the account given;
- Changing or different accounts of how an injury occurred;
- Bald patches;
- Symptoms of drug or alcohol intoxication or poisoning;
- Unaccountable covering of limbs, even in hot weather;
- Fear of going home or parents being contacted;
- Fear of medical help;
- Fear of changing for PE;
- Inexplicable fear of adults or over-compliance;
- Violence or aggression towards others including bullying; or
- Isolation from peers.

Indicators of potential sexual abuse:

- Sexually explicit play or behaviour or age-inappropriate knowledge;
- Anal or vaginal discharge, soreness or scratching;
- Reluctance to go home;
- Inability to concentrate, tiredness;
- Refusal to communicate;
- Thrush, persistent complaints of stomach disorders or pains;
- Eating disorders, for example anorexia nervosa and bulimia;
- Attention seeking behaviour, self-mutilation, substance abuse;
- Aggressive behaviour including sexual harassment or molestation;
- Unusual compliance;
- Regressive behaviour, enuresis, soiling;
- Frequent or open masturbation, touching others inappropriately;
- Depression, withdrawal, isolation from peer group;
- Reluctance to undress for PE or swimming; or
- Bruises or scratches in the genital area.

Indicators of potential emotional abuse:

- The child consistently describes him/herself in negative ways - as stupid, naughty, hopeless, ugly;
- Over-reaction to mistakes;
- Delayed physical, mental or emotional development;
- Sudden speech or sensory disorders;
- Inappropriate emotional responses, fantasies;
- Neurotic behaviour: rocking, banging head, regression, tics and twitches;
- Self-harming, drug or solvent abuse;
- Fear of parents being contacted;

- Running away;
- Compulsive stealing;
- Appetite disorders - anorexia nervosa, bulimia;
- Soiling, smearing faeces, enuresis.

Indicators of potential neglect:

- Constant hunger;
- Stealing, scavenging and/or hoarding food;
- Frequent tiredness or listlessness;
- Frequently dirty or unkempt;
- Often poorly or inappropriately clad for the weather;
- Poor school attendance or often late for school;
- Poor concentration;
- Affection or attention seeking behaviour;
- Illnesses or injuries that are left untreated;
- Failure to achieve developmental milestones, for example growth, weight;
- Failure to develop intellectually or socially;
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings;
- The child is regularly not collected or received from school;
- The child is left at home alone or with inappropriate carers;
- Adolescent neglect;
- Affluent neglect.

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 DSL to decide how to proceed.

It is very important that staff report all of their concerns, however minor or insignificant they may think they are - they do not need 'absolute proof' that the child is at risk.

4. Specific Safeguarding Issues

All staff are trained to identify a range of safeguarding issues that can put children at risk of harm, as outlined below.

Peer on peer/Child on child abuse

At this school all staff are trained to understand that children can abuse other children. We refer to this as peer on peer abuse. Peer on peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;

- sexual violence, such as rape, assault by penetration and sexual assault;
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse;
- upskirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- sexting (also known as youth produced sexual imagery), and
- initiation/hazing type violence and rituals.

This school actively seeks to raise awareness of and prevent all forms of peer on peer abuse by:

- educating all governors, staff, strategic leaders, pupils and parents about this issue;
- educating children about the nature and prevalence of peer on peer abuse, positive, responsible and safe use of social media and the unequivocal facts about consent, via the curriculum;
- engaging parents on these issues;
- supporting the ongoing welfare of children and young adults by drawing on multiple resources that prioritise their mental health, and by providing in-school counselling and therapy to address underlying mental health needs;
- working with governors, school leaders and all staff, pupils and parents to address equality issues, to promote positive values and to encourage a culture of tolerance and respect amongst all members of the school community;
- creating a whole-school culture through which our pupils can appreciate safe and healthy relationships;
- responding to cases of peer on peer abuse promptly and appropriately, and
- ensuring that all peer on peer abuse issues are fed back to the DSL and deputies so that they can spot and address any concerning trends and identify students who may be in need of additional support.

This school actively engages with TWSP in relation to peer on peer abuse, and works closely with, for example, children's social care, the police and other schools. The relationships the school has built with these partners are essential to ensuring that the school is able to prevent, identify early, and appropriately handle cases of peer on peer abuse. The DSL (or deputy) will regularly review behaviour incident logs which can help to identify any changes in behaviour and/or concerning patterns or trends at an early stage.

This school recognises that any child can be vulnerable to peer on peer abuse due to the strength of peer influence, especially during adolescence, and staff should be alert to signs of such abuse amongst all children. Individual and situational factors can increase a child's vulnerability to abuse by their peers. Research suggests:

- peer on peer abuse may affect boys differently from girls (i.e. that it is more likely that girls will be victims and boys perpetrators). However, all peer on peer abuse is unacceptable and will be taken seriously;
- children with Special Educational Needs and/or Disabilities (SEND) are three times more likely to be abused than their peers without SEND, and

- some children may be more likely to experience peer on peer abuse than others as a result of certain characteristics such as sexual orientation, ethnicity, race or religious beliefs.

The response to peer on peer abuse, including reports of sexual violence or sexual harassment

We will undertake pre-planning and training for staff help us develop the foundation for a calm, considered and appropriate response to any reports. We will always reassure victims that they are being taken seriously and that they will be supported and kept safe. We will never give a victim the impression that they are creating a problem by reporting peer on peer abuse, including sexual violence or sexual harassment. Nor will we make a victim feel ashamed for making a report.

If a member of staff thinks for whatever reason that a child may be at risk of or experiencing abuse by their peer(s), or that a child may be at risk of abusing or may be abusing their peer(s), they should discuss their concern with the DSL or Deputy DSL without delay.

The DSL will discuss the concern(s) or allegation(s) with the member of staff who has reported it/them and will, where necessary, take any immediate steps to ensure the safety of all children affected.

All staff, especially the DSL/DDSL will give immediate consideration as to how best to support and protect the victim and the alleged perpetrator (and any other children involved/impacted). If any of the children involved has SEND the DSL will liaise with the SENCO to assist in the management of the report.

Where any concern(s) or allegation(s) indicate(s) that indecent images of a child or children may have been shared online, the DSL will consider what urgent action can be taken, this may include seeking specialist help, such as advice from [The Internet Watch Foundation](#) and the police in preventing the images spreading further and removing the images from the internet.

The DSL/DDSL will use their professional judgement to: (a) assess the nature and seriousness of the alleged behaviour, and (b) determine whether it is appropriate for the alleged behaviour to be to be dealt with internally and, if so, whether any external specialist support is required.

In borderline cases the DSL/DDSL may consult with Family Connect, and/or other relevant agencies on a no-names basis (where possible) to determine the most appropriate response.

Where the DSL/DDSL considers or suspects that the alleged behaviour in question might be abusive or violent or where the needs and circumstances of the individual child/children in question might otherwise require it, the DSL/DDSL will contact Family Connect or the local social care team for the child and/or the police immediately and, in any event, within 24 hours of the DSL or deputy becoming aware of the alleged behaviour. The DSL/DDSL will discuss the concerns or allegations with the agency and agree on a course of action, which may include:

- managing internally;
- early help;
- referral to children's social care; and
- reporting to the police.

The school will always carry out a safety plan/risk assessment in respect of:

- any child who is alleged to have behaved in a way that is considered to be abusive or violent;
- any child who has reportedly been abused or affected by the alleged abusive or violent behaviour by another child, or
- any child who may be at risk due to the alleged abusive or violent behaviour by another child, as deemed appropriate by the DSL.

It may be appropriate to contact children's social care and/or police to assist in carrying out a safety plan. The DSL may use and consider the [TWSP Sexually harmful behaviour - risk assessment tool](#).

Where other children have been identified as witnesses to alleged abuse or violence, consideration will also be given by the DSL, or deputy, to whether there might be any risks to those children, and whether a safety plan would be appropriate in relation to any risks presenting to them.

When responding to concerns or allegations of peer on peer abuse, the school will:

- always consider carefully, in consultation with children's social care, the police and other relevant agencies (where they are involved), how to share information about the concerns or allegation(s) with the student(s) affected, their parents, staff, and other students and individuals;
- record the information that is necessary for the school and other relevant agencies (where they are involved) to respond to the concerns or allegations and safeguard everyone involved;
- keep a record of the legal purpose for sharing the information with any third party, including relevant authorities, and ensure that the third party has agreed to handle the information securely and to only use it for the agreed legal purpose, and
- be mindful of and act in accordance with its safeguarding and data protection duties.

The school will use the following DfE advice and guidance to assist in the managing of reports: [Sexual violence and sexual harassment between children in schools](#)

Where necessary for effective safeguarding we will utilise/seek resources and seek support from established sources. We will consider and in some cases access the [Peer on peer abuse toolkit](#) to assist in our decision making and will also consider the [Brook traffic light tool](#).

In relation to sexting, also known as youth produced sexual imagery, the school will where necessary consult with guidance produced by [The UK Council for Child Internet Safety \(UKCCIS\) Education Group Sexting in Schools and Colleges](#) and DfE guidance [Searching, screening and confiscation](#). The DSL or deputy DSL will take the lead on these issues.

Children and the court system

This school recognises that sometimes children are required to give evidence in criminal courts, for crimes committed against them or for other crimes they have witnessed. We will follow the age appropriate guides to support children 5-11 year-olds and 12-17 year-olds. This will ensure that the correct process is followed and that support and special measures are made available.

Making child arrangements via the family courts following separation can entrench conflict in families and can be stressful for children. The guidance of the Ministry of Justice provides clear and concise information on the dispute resolution service and may be used to help manage these situations.

Children missing from education

Where children have gone missing we will follow the Local Missing Children Process.

All staff members are aware that children going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect, which may include sexual abuse or exploitation and child criminal exploitation, including involvement in 'county lines'. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation or risk of forced marriage. We will use early help strategies if necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing in future.

As part of induction and annual training, staff will be made aware of the school's unauthorised absence and children missing from education procedures.

Children with family members in prison

Approximately 200,000 children have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. The school will seek to support pupils in this position through pastoral care, early help and discussions with parents/carers and other family members as appropriate. We will use the information from NICCO, to help mitigate negative consequences for those children.

Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)

This school recognises CCE and CSE are forms of abuse. They occur where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual or criminal activity. Whilst age may be the most obvious power imbalance, the imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator. The abuse can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off

occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual and it should be noted exploitation as well as being physical can be facilitated and/or take place online.

CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country, forced to shoplift or pickpocket, or to threaten other young people.

Some of the following may be indicators of CCE:

- children who appear with unexplained gifts or new possessions;
- children who associate with other young people involved in exploitation;
- children who suffer from changes in emotional well-being;
- children who misuse drugs and alcohol;
- children who go missing for periods of time or regularly come home late;
- children who regularly miss school or education or do not take part in education.

The above CCE indicators can also be indicators of CSE, as can:

- children who have older boyfriends or girlfriends;
- children who suffer from sexually transmitted infections or become pregnant.

Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs. Staff will be aware of the associated risks and understand the measures in place to manage these. We will follow the advice provided in the Home Office's [Preventing youth violence and gang involvement](#) and its [Criminal exploitation of children and vulnerable adults: county lines guidance](#).

If we feel that children may be being abused through exploitation we will consult in the normal way with the relevant local authority social care team to seek advice. In Telford and Wrekin we will consider whether the incident follows a [CSE Care Support Pathway](#). The concerns will be followed through sensitively and appropriately with fellow professionals and the [CATE Referral Form](#) will be completed. In relation to the fortnightly CATE Risk Panels, where concerns are expressed around a child attending our school, we will ensure attendance whenever possible as part of the established multi-agency process. Alongside this, we have taken the same steps and made all staff aware of the TWSP [CSE Warning Signs Checklist](#). Due to the high number of reports in our borough, we will be particularly alert to CCE and CSE.

‘County Lines’

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas within the UK, using dedicated mobile phone lines or other form of “deal line”.

Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move and store drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, special educational needs schools, children's homes and care homes. Children are often recruited to move drugs and money between locations and are known to be exposed to techniques such as 'plugging', where drugs are concealed internally to avoid detection. Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

We recognise one of the ways of identifying potential involvement in county lines are missing episodes (both from home and school), when the victim may have been trafficked for the purpose of transporting drugs. In these circumstances the DSL will consider a referral to the National Referral Mechanism. If a child is suspected to be at risk of or involved in county lines, a safeguarding referral will also be considered alongside consideration of availability of local services/third sector providers who offer support to victims of county lines exploitation, such as CLIMB.

Some potential indicators of county lines involvement and exploitation are listed below, with those at the top of particular concern:

- persistently going missing from school or home and/or being found out-of-area;
- unexplained acquisition of money, clothes, or mobile phones;
- excessive receipt of texts/phone calls and/or having multiple handsets;
- relationships with controlling/older individuals or groups;
- leaving home/care without explanation;
- suspicion of physical assault/unexplained injuries;
- parental concerns;
- carrying weapons;
- significant decline in school results/performance;
- gang association or isolation from peers or social networks, and
- self-harm or significant changes in emotional well-being.

We will consider the County Lines guidance published by the Home Office.

Domestic abuse

Domestic abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological;
- physical;
- sexual;
- financial;
- emotional.

We understand exposure 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 within their personal relationships, as well as in the context of their home life.

We will always liaise with agencies in a two-way process where domestic abuse and/or violence is a factor in a household. Children within our care will be appropriately supported. We are part of the Operation ENCOMPASS process where domestic incidents are shared directly with us, so that we have an initial awareness. To this end, we will be part of any agency referral, in a two-way process, such as the Domestic Violence Multi-agency Risk Assessment Conference (MARAC) and Multi Agency Public Protection Arrangements (MAPPA) or any other named agencies where these specific issues are a factor that may impair and/or impact on children's development.

Refuge runs the National Domestic Abuse Helpline, which can be called free of charge and in confidence, 24 hours a day on 0808 2000 247. Its website provides guidance and support for potential victims, as well as those who are worried about friends and loved ones. It also has a form through which a safe time from the team for a call can be booked.

We will use the following additional advice on identifying children who are affected by domestic abuse and how they can be helped:

- [NSPCC- UK domestic-abuse Signs Symptoms Effects](#)
- [Refuge what is domestic violence/effects of domestic violence on children](#)
- [SafeLives: young people and domestic abuse](#).

Homelessness

This school understands that being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The DSL and deputies are aware of how to contact and refer concerns to the Local Housing Authority so they can raise/progress concerns at the earliest opportunity. Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property. Whilst referrals and or discussion with the Local Housing Authority should be progressed as appropriate, this does not, and should not, replace a referral into Children's Social Care where a child has been harmed or is at risk of harm.

³In most cases school staff will be considering homelessness in the context of children who live with their families, and intervention will be on that basis. However, it should also be recognised that in some cases, 16 and 17 year olds could be living independently from their parents or guardians, for example through their exclusion from the family home, and will require a different level of intervention and support. Children's services will be the lead agency for these young people and the DSL or a deputy will ensure appropriate referrals are made based on the child's circumstances. In these cases we will follow the department and the Ministry of Housing, Communities and Local Government joint statutory guidance on the

³ Post 16 provision only

[provision of accommodation for 16 and 17 year olds who may be homeless and/ or require accommodation.](#)

So-called ‘honour-based’ abuse

So-called ‘honour-based’ abuse (HBA) encompasses crimes which have been committed to protect or defend the honour of a family and/or community. Such crimes include Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving ‘honour’ often involves a wider network of family or community pressure and can include multiple perpetrators. We are aware of this dynamic and will consider additional risk factors when deciding what form of safeguarding action to take.

The school recognises all forms of HBA, regardless of the motivation, are safeguarding concerns and staff will handle and escalate as such. We will be alert to the possibility of a child being at risk of, or already having suffered, HBA.

Any concerns about a child who might suffered, or be at risk of, HBV will be reported to the DSL or a Deputy DSL as with any other safeguarding concern. As appropriate, they will activate the local safeguarding procedures by contacting Family Connect/local social care team for the child and if necessary, the police.

Female Genital Mutilation (FGM)

Female Genital Mutilation is a form of child abuse. It is the collective name given to a range of procedures involving the partial or total removal of the external female genitalia for non-medical reasons or other injury to the female genital organs. 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 pupils 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.

As a school we will follow the National FGM Centre [Female Genital Mutilation: Guidance for schools.](#)

FGM mandatory reporting duty for teachers

Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers along with regulated health and social

care professionals in England and Wales, to 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. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies. Information on when and how to make a report can be found at [Mandatory reporting of female genital mutilation procedural information](#).

Teachers must personally report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has good reason not to, they should still consider and discuss any such case with our DSL or deputy and involve children’s social care as appropriate. The duty does not apply in relation to those at risk or suspected cases (i.e. where the teacher does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over. In these cases, teachers will follow our local safeguarding procedures and report to Family Connect or the local social care team for the child. The following is a useful summary of the FGM mandatory reporting duty: [FGM Fact Sheet](#).

In respect of FGM we will adopt the local [TWSP FGM Practice Guidelines and Resource Pack](#) as part of safeguarding responsibilities and inform/educate our staff in this particular area.

Forced Marriage

This school understands that forcing a person into a marriage is a crime in England and Wales. We know that a forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. We play an important role in safeguarding children from forced marriage.

We will follow the Forced Marriage Unit published [statutory guidance](#) and [Multi-agency guidelines](#). Our staff can contact the Forced Marriage Unit if they need advice or information on: 020 7008 0151 or email fmu@fco.gov.uk

Preventing radicalisation

As a school we understand children are vulnerable to extremist ideology and radicalisation. Similar to our role in protecting children from other forms of harms and abuse, we will also protect children from this risk as part of our safeguarding approach.

- Extremism is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

- Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- Terrorism is an action that endangers or causes serious violence to a person/people, causes serious damage to property, or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

We accept that there is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media or the internet) and settings (such as within the home).

This school understands that it is, where possible, our role to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, through appropriate training, staff will be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff will use their judgement in identifying children who might be at risk of radicalisation and act proportionately. This includes reporting their concerns to the DSL/DDSL who will consider making a Prevent referral to the Channel programme.

The Prevent Duty

This school is subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of our functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as The Prevent Duty.

We see The Prevent Duty as part of our wider safeguarding obligation. The DSL, DDSLs and other strategic leaders are familiar with the revised Prevent Duty guidance for England and Wales, especially paragraphs 57-76.⁴

We follow the published advice for schools on the Prevent duty and ensure all staff access regular training on The Prevent Duty.

Channel

This school recognises Channel as a confidential programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. We will refer to the relevant Channel programme if we are concerned that an individual might be vulnerable to radicalisation. We will always seek the individual's consent to do so and will follow the Channel guidance.

⁴ Post 16 schools will follow the additional guidance: [Prevent duty guidance: for further education institutions in England and Wales](#).

If we feel children are being abused through extremism or being radicalised, we will consult directly with Family Connect or the local social care team for the child and the police PREVENT team and seek advice. This is done with a PREVENT referral form (please see the flowchart). The PREVENT referral will be sent to Family Connect or the local social care team for the child and the police. As with all referrals, this referral will be dealt with appropriately with professionals. If it is deemed from the PREVENT team that the intervention is not criminal and does not warrant a Channel Panel, but needs local support, we will work with those professional leads for Telford & Wrekin Council. Presently that is **Jas Bedesha**. Our policy also recognises that the local police can be contacted in imminent circumstances on 01386 591835/591825 or 591816 and at prevent@warwickshireandwestmercia.pnn.police.uk.

Sexual violence and sexual harassment between children

Sexual violence and sexual harassment is not acceptable and will not be tolerated in this school. Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

We recognise that children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and offline (both physical and verbal) and are never acceptable. We will ensure that all victims are taken seriously and offered appropriate support. Staff are aware that some groups are potentially more at risk. We know that evidence shows girls, children with SEND and LGBTQ children are at greater risk.

Our school will ensure that staff are aware of the importance of:

- making clear that sexual violence and sexual harassment are not acceptable, will never be tolerated and are not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
- challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

Sexual violence

Our staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence, this policy uses the definitions of sexual offences in the Sexual Offences Act 2003 as follows:

Rape: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.

Assault by Penetration: A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the

penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

Sexual Assault: A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

What is consent?

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.

Sexual harassment

When referring to sexual harassment we mean ‘unwanted conduct of a sexual nature’ that can occur online and offline. When we reference sexual harassment, we do so in the context of child on child sexual harassment. Sexual harassment is likely to violate a child’s dignity and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Whilst not intended to be an exhaustive list, sexual harassment can include:

- Sexual comments, such as telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
- Sexual “jokes” or taunting;
- Physical behaviour, such as deliberately brushing against someone, interfering with someone’s clothes (schools should be considering when any of this crosses a line into sexual violence - it is important to talk to and consider the experience of the victim), displaying pictures, photos or drawings of a sexual nature and online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence which may include:
 - Non-consensual sharing of sexual images and videos;
 - Sexualised online bullying;
 - Unwanted sexual comments and messages, including, on social media and
 - Sexual exploitation; coercion and threats;
 - Upskirting.

Upskirting

The Voyeurism (Offences) Act, which is commonly known as the Upskirting Act, came into force on 12 April 2019. ‘Upskirting’ is where someone takes a picture under a person’s clothing (not necessarily a skirt) without their permission and or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual

gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim.

Please refer to our policy and procedures with regard to peer on peer abuse.

Mental Health

At this school all staff are aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

We recognise only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. Staff will be made aware of how these children's experiences, can impact on their mental health, behaviour and education.

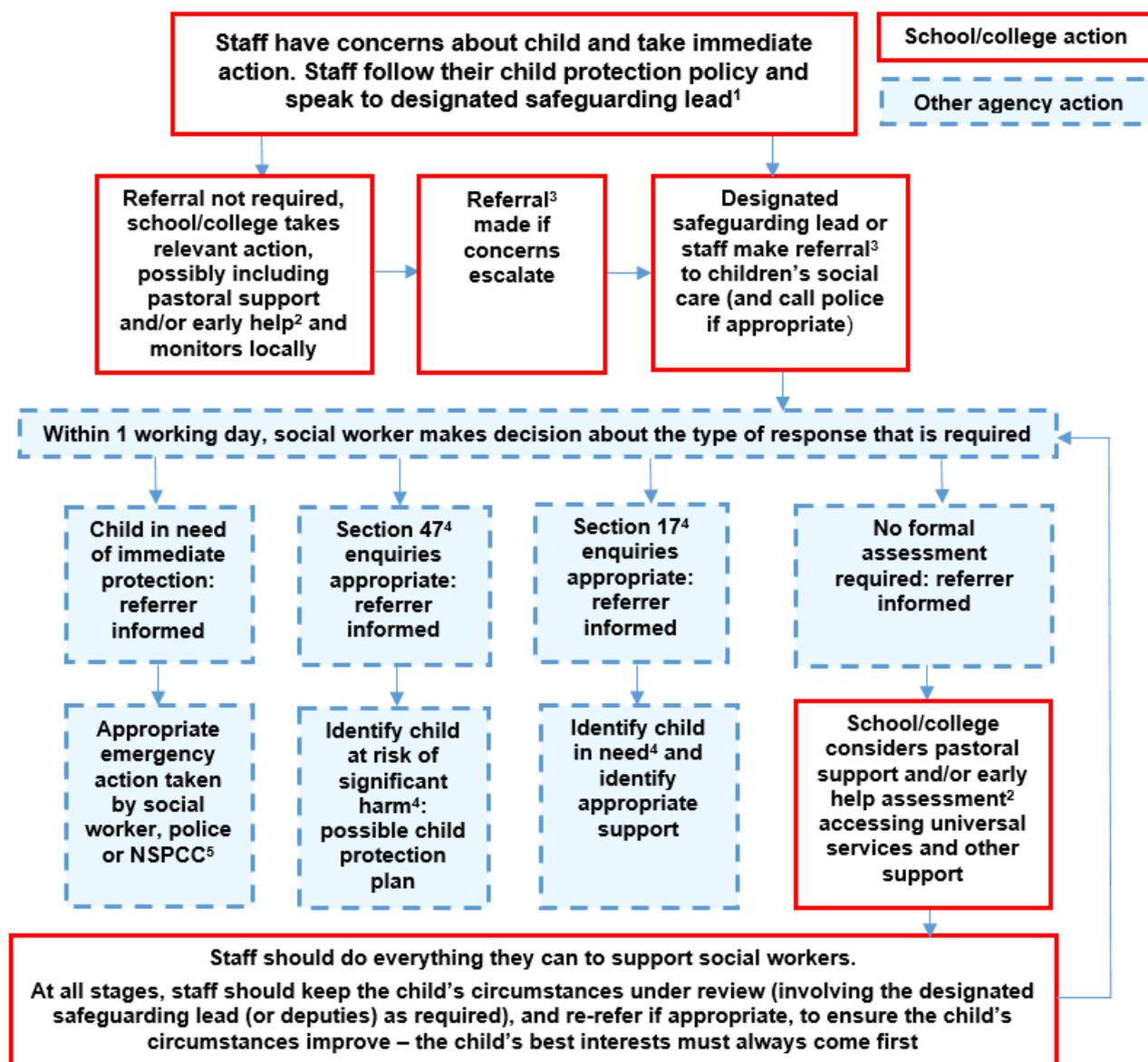
If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, by speaking to the DSL/DDSL and recording concerns.

We will follow the DfE guidance on Preventing and Tackling Bullying, and Mental Health and Behaviour in Schools.

5. Our Response to Safeguarding Concerns

What to do if you have concerns about a child

Where someone has a concern about the welfare of a children, they should act on them immediately. The chart below sets out the process for staff to follow when they have concerns:



When someone has a concern about a child's welfare they should speak to the DSL or DDSL, who will decide what to do next. Options include:

- managing any support for the child internally via the school's own pastoral processes;
- an early help assessment;
- a referral for statutory services, for example, as the child is in need or suffering, or likely to suffer, significant harm. This will involve contacting Family Connect or the local social care team for the child.

NPCC- When to call the police will be considered by the DSL to help them understand when they should consider calling the police and what to expect when they do.

All referrals to the local social team must be followed up in writing using the social care team's relevant referral/request forms. For referrals in Telford & Wrekin we will use the Request for service form.

If in exceptional circumstances, the DSL or a deputy is not available, the person who has the concern should speak to a member of SLT and/or take advice from Family Connect or the local social care team for the child. In these circumstances, any action taken should be shared with the DSL (or deputy) as soon as is practically possible.

Staff should not assume a colleague or another professional will take action and share information that might be critical in keeping children safe. They should be mindful that early information sharing is vital for effective identification, assessment and allocation of appropriate service provision. Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers supports staff who have to make decisions about sharing information. If in any doubt about sharing information, staff should speak to the DSL or a deputy. 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.

Referral agencies

Telford & Wrekin social care team	Shropshire social care team	Staffordshire social care team	Wolverhampton social care team
Family Connect 01952 385385 Out of Hours 01952 676500	First Point of Contact 0345 678 9021 Out of Hours 0345 6789040	First Response 0800 1313 126 Out of Hours 0345 604 2886 or 07815 492613	Safeguarding Service 01902 555392 Out of Hours 01902 552999
If you think a child is in immediate danger, call the police on 999			
Childline 0800 1111	NSPCC 0800 800 5000	Protecting Vulnerable People (West Mercia Police): 0300 333 3000	

Immediate response to a child or parent

Staff will follow effective safeguarding practice which includes:

- not promising confidentiality at this initial stage as it is very likely a concern will have to be shared further (for example, with the DSL or children’s social care) to discuss next steps. Staff will only share the report with those people who are necessary in order to progress it. It is important that the victim understands what the next steps will be and to whom the report will be passed;
- recognising a child is likely to disclose to someone they trust: this could be **anyone** on the school staff. It is important that the person to whom the child discloses recognises that the child has placed them in a position of trust; they should be supportive and respectful of the child;
- listening carefully to the child, being non-judgmental, being clear about boundaries and how the report will be progressed, not asking leading questions and only

prompting the child where necessary with open questions - where, when, what, etc. or TED ‘tell me’, ‘explain to me’ and ‘describe’;

- considering the best way to make a record of the report. Best practice is to wait until the end of the disclosure and immediately write up a thorough summary. This allows the staff member to devote their full attention to the child and to listen to what they are saying. It may be appropriate to make notes during the disclosure (especially if a second member of staff is present). However, if making notes, staff should be conscious of the need to remain engaged with the child and not appear distracted by the note taking. Either way, it is essential a written record is made;
- only recording the facts as the child presents them. The notes should not reflect the personal opinion of the note taker. We are aware that notes of such disclosures could become part of a statutory assessment by children’s social care and/or part of a criminal investigation;
- where the disclosure includes an online element, we will be aware of searching, screening and confiscation advice (for schools) and UKCCIS sexting advice (for schools and colleges). The key consideration is for staff not to view or forward illegal images of a child. The highlighted advice provides more details on what to do when viewing an image is unavoidable;
- if possible, managing disclosures with two members of staff present, (preferably one of them being the DSL or a deputy). However, this might not always be possible, and
- informing the DSL (or deputy), as soon as practically possible, if the DSL (or deputy) is not involved in the initial report.

If conversations need to take place and confidentiality is paramount to welfare, then these conversations will be held in appropriate settings and away from any general areas, where that confidentiality may be compromised.

We will never allow fears about sharing information to stand in the way of the need to promote the welfare and protect the safety of children. We expect concerns that arise in a morning to be reported to the DSL or a Deputy DSL by lunchtime that day at the very latest. Concerns that arise in an afternoon should be reported by, or as close as possible to, the end of the school day. Any concerns arising outside of the normal school day should be reported as quickly as possible. If in doubt, concerned parties should talk with the DSL or a Deputy DSL. **Delay is unacceptable.**

Where a child is suffering, or is likely to suffer from harm, we will make a referral to children’s social care (and if appropriate, the police) immediately. The school’s role is to refer with the information received and **under no circumstances** become the investigator.

We will work appropriately with each child, their family and other agencies to ensure the welfare of the child. We will work in partnership with, fulfil the ethos and abide by the principles of the Telford and Wrekin threshold guidance or the threshold guidance for the local social care team for the child.

Staff within this school may be required to support other agencies and professionals in an early help assessment, in some cases acting as the lead professional. Any such cases should be kept under constant review and consideration given to a referral to children’s social care

assessment for statutory services if the child's situation does not appear to be improving or is getting worse.

Staff within this school will also be made aware of the process for making referrals to children's social care and statutory assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might be expected to play in such assessments.

A **child in need** is defined under the Children Act 1989 as a child who is unlikely to achieve or maintain a reasonable level of health or development, or whose health and development is likely to be significantly or further impaired, without the provision of services; or a child who is disabled. Local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989.

Local authorities, with the help of other organisations as appropriate, have a duty to make enquiries under section 47 of the Children Act 1989 if they have reasonable cause to suspect that a **child is suffering, or is likely to suffer, significant harm**. Such enquiries enable them to decide whether they should take any action to safeguard and promote the child's welfare and must be initiated where there are concerns about maltreatment, including all forms of abuse and neglect, female genital mutilation or other so-called honour based violence, and extra-familial threats like radicalisation and sexual exploitation.

Where there are visible injuries all staff should record these on a body map diagram and describe them the best they can. We will assume good evidential practice to get two persons involved who have seen the injury and can account for it on the body map, then immediately follow up with a referral as described above.

Under **no** circumstances will staff photograph injuries seen on children as our staff are not expert witnesses. If the concern is around non-accidental injury then that is a matter that requires immediate attention on the day, resulting in an appropriate referral to Family Connect or the local social care team for the child. Those professionals will control the process of photographic evidence gathering underway and assessment.

For staff to interpret any concerns this school will assess each incident as it appears. In respect of assessing any bruising to a child we will refer to the Bruising of Children guidance produced by the TWSP to assist in decision making.

Prior to any education visit a risk assessment will be completed to consider if the DSL/DDSL needs to be present. We will always consider how quickly a DSL can respond to a safeguarding issue if they are not present. Where safeguarding concerns are raised during an educational visit the DSL or Deputy DSLs must be notified without delay, even if they are not physically present at the site of the educational visit. They will liaise with the person responsible for the education visit to manage the concern and refer to the relevant agencies.

Confidentiality

The personal information about all families is regarded by those who work in this school as confidential. All staff are aware of the confidential nature of personal information and will aim to maintain this confidentiality in all areas of the school.

Staff understand they need know only enough to prepare them to act with sensitivity to a child and to refer concerns appropriately. It is inappropriate to provide all staff with detailed information about the child, the incident, the family and the consequent actions.

The role of the local authority

Within one working day of a referral being made, a local authority social worker should acknowledge receipt of the referral to the school and make a decision about the next steps and the type of response that is required. This will include determining whether:

- the child requires immediate protection and urgent action is required;
- the child is in need, and should be assessed under section 17 of the Children Act 1989;
- there is reasonable cause to suspect the child is suffering or likely to suffer significant harm, and whether enquiries must be made and the child assessed under section 47 of the Children Act 1989;
- any services are required by the child and family and what type of services;
- further specialist assessments are required to help the local authority to decide what further action to take;
- to see the child as soon as possible if the decision is taken that the referral requires further assessment.

The referrer, even if they are not the DSL or a Deputy, will follow up if this information is not forthcoming.

If, after a referral, the child's situation does not appear to be improving, the school will consider following TWSP [local escalation procedures](#) or those of the safeguarding partnership for the child to ensure our concerns have been addressed and, most importantly, that the child's situation improves.

Record keeping

All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded in writing using the school's recording system. If in doubt about recording requirements, staff will discuss with DSL (or deputy). The following recording principles should be adhered to:

- record the date, time, place and context of disclosure or concern, recording facts and not assumptions, supposition or interpretation, and who you shared them;
- record where you spoke with the child or parent and personal safety details, such as 'I discussed the incident with the child in the headteacher's office with the door open' or justify if it was closed. If alone, explain that rationale by, for example, commenting, 'The child stated they would only confide in me if I was alone';

- if it is observation of bruising or an injury try to record detail, e.g. ‘right arm, above elbow’, ‘bruise approximately 5cm in diameter noticed on back of lower right leg’;
- note the non-verbal behaviour and the key words in the language used by the child or parent (try not to translate into ‘proper terms’ ensuring that you use the child or parent’s own words). Body language should be noted;
- it is important to retain on file signed original handwritten notes and pass them on to the DSL or a Deputy DSL who may ask you to complete a written referral to children’s social care.

This school has adopted guidance from TWSP Workbook for Designated Safeguarding Leads and Governors with responsibility for safeguarding, incorporating: Advice note on Child Protection record keeping.

We ensure written notes of concerns are made and these are stored chronologically in a safeguarding file/electronically for that child.

All child protection records are clearly marked as such and are kept securely locked on the premises and/or within CPOMS5, or a similar package, where used. It should not be presumed that concerns logged by staff electronically have been seen immediately. Ideally, a verbal conversation should also take place as soon as possible, ensuring absolute clarity regarding the concerns expressed.

What to do if you have safeguarding concerns about another staff member who may pose a risk of harm to children

If staff have safeguarding concerns, or an allegation is made about another member of staff (including supply staff and volunteers) posing a risk of harm to children, then:

- this should be referred to the Headteacher or
- where there are concerns/allegations about the Headteacher, this should be referred to the chair of governors
- in the event of concerns/allegations about the Headteacher this may be reported directly to the designated officer(s) at the local authority.

Any concerns including allegations that may meet the harms test will be addressed as set out in Part four of KCSIE. We will make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned.

The Designated Officer for the Local Authority, Glenn Ashbrooke, will be informed of all allegations that come to our attention and appear to meet the criteria set out in Working Together to Safeguard Children 2018 and part 4 of KCSiE 2020, so that he can consult police and children’s social care, as appropriate.

⁵ CPOMS (Child Protection Online Management System) is one of a number of secure electronic record keeping systems available. Where used, a restricted number of named staff will have full access to the system.

We believe that those who work within our community are in positions of trust and as such our Codes of Conduct are based on the underlying principle that the highest standards are expected from all. In line with *KCSiE*, 2020, a separate Code of Conduct is in place for staff and governors in this school.

Guidance for safer working practice for those working with children and young people in educational settings produced by the Safer Recruitment Consortium, provides excellent guidance on the expected standards of all who work with children. We will make our school community aware of its existence and this will work alongside the Code of Conduct mentioned above and other established human resources processes.

To help avoid potential allegations and for the safety and welfare of pupils and the protection of staff, we will make classrooms highly visible places whereby easy viewing is possible. The masking of windows is forbidden and as such treated as a safeguarding issue for the protection of all. There may be exceptional circumstances where masking of classrooms is needed and justified, for example, for the teaching of drama; in these cases the Headteacher will make a judgement on a case by case basis being appropriate, balanced and proportionate.

What to do if you are concerned about another's safeguarding practice in the school

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in our school's safeguarding regime and know that such concerns will be taken seriously by our strategic leadership team.

As a CAT school, any concerns should be raised in accordance with our CAT Whistleblowing Policy.

Where staff feel that they cannot report a concern through the above channels, general guidance can be found at Advice on whistleblowing. The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 or email help@nspcc.org.uk

6. The Management of Safeguarding

The school has a designated governor with responsibility for safeguarding. This governor has attended safeguarding governor training. All governors complete child protection and safeguarding training.

Both the school and our Governing Body are committed to working together to create and maintain a safe learning environment for the children and young people attending this setting. Governors and the DSL ensure that policies and procedures in place allow for suitable action to be taken in a timely manner to safeguard and promote children's welfare.

Regular staff and governor meetings will have child protection and safeguarding as an agenda item on them; this is testament to our school making these priority areas.

The school premises are safe and the grounds are not open to unwanted intruders. Where the public can access our school grounds, appropriate risk assessments have been undertaken.

The Designated Safeguarding Lead (DSL)

All schools are required to appoint a member of the strategic leadership team to co-ordinate child protection arrangements and to ensure that there are appropriate cover arrangements. Their safeguarding responsibilities are detailed in their job descriptions.⁶ The DSL and DDSLs will liaise with TWSP and work with other agencies in line with Working Together to Safeguard Children, 2018. Information regarding key personnel can be found in Appendix 2.

During term time, in school hours, the DSL and/or a deputy will always be available for staff to discuss any safeguarding concerns with. During out of hours/out of term time we will provide appropriate cover by ensuring the DSL or a Deputy is available.

The DSL and any deputies will undergo two-day 'newly appointed designated safeguarding lead' training as recognised by TWSP to provide them with the knowledge and skills required to carry out the role. They will attend one day DSL refresher training as recognised by TWSP every two years. In addition to their formal training as set out above, their knowledge and skills will be updated, for example, via Telford & Wrekin Council's Education Safeguarding e-bulletin, attending termly DSL refreshers and taking time to read and digest safeguarding developments, at regular intervals, and at least annually, to keep up with any developments relevant to their role. We aim to ensure at least one DSL or Deputy DSL attends each termly update. Training will then be disseminated to all relevant staff and governors, as appropriate.

Multi-agency working

The school and the DSL are familiar with the TWSP arrangements. They will engage with the TWSP as required. They will follow the Telford & Wrekin Threshold Guidance or the appropriate threshold guidance for where the child resides or for who is responsible for the child, to follow the local protocol for assessments. The governing body expect staff to work with social care and other services to promote the welfare of children and protect them from harm. This includes us providing a coordinated offer of early help when additional needs are identified by us or another agency. We will always contribute to inter-agency plans to provide additional support to children subject to child protection plans and will never restrict access for children's social care to conduct a section 17 or section 47 assessment.

Information sharing

We recognise that information is vital in identifying and tackling all forms of abuse and neglect. The Governing Board expect all staff to share information with practitioners and local agencies. We are committed to sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of children, whether

⁶ A more detailed outline of the role of the DSL can be found in Appendix 1

this is when problems are first emerging, or where a child is already known to the local authority children's social care.

The total security of child protection records is the responsibility of the DSL. Procedures are in place when a member of staff leaves the setting or is on long term sick leave for their access to cease. Removal of child protection records from the school by staff will be noted and signed for, as will files released to professionals. We will follow the TWSP Workbook Guidelines on release and return.

The child protection file is a separate file to the educational records. It must be noted that if files are asked to be secured, both files are key elements in any processes for which they are needed. It is important that on releasing files they are signed for on release and on return.

Pupil record files must be kept until the individual reaches the age of 25 years or in certain circumstances later. At this point the file should be disposed of confidentially in line with the Data Protection: toolkit for schools.

In respect of files being released when requested by the Police under Section 29 of the Data Protection Act 2018 a form entitled 'Request to external organisation for the disclosure of personal data to the police-Under Schedule 2 Part 1 Paragraph 2 of the Data Protection Act 2018 and GDPR Article 6(1)d)' should accompany that release and a copy will be retained for our records. We will also adopt the Information sharing advice for safeguarding practitioners. Where necessary, the school will also seek advice from our **Data Protection Officer**. Upon releasing records, the school will request ID Badges prior to handover. If the Police are only after minimal data e.g. address or phone number, we will ensure we check the police ID and we will record what information was asked for and the name of the police officer requesting it. A permission form may not be required on these occasions.

No named statistics in relation to child protection are an important part of performance information. These may be shared by the DSL with staff, other agencies or the governing body/Academy Trust.

In our management of information sharing we will use the following:

- Chapter one of Working Together to Safeguard Children, which includes a myth-busting guide to information sharing;
- Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers. The seven golden rules for sharing information will be especially useful;
- The Information Commissioner's Office (ICO), which includes ICO GDPR FAQs and guidance from the department, and
- Data protection: toolkit for schools - Guidance to support schools with data protection activity, including compliance with the GDPR.

When a child leaves the school, the DSL will ensure their child protection file is transferred to the new school or college as soon as possible (ideally within five working days of the child starting at their new school or college), ensuring secure transit, and confirmation of receipt will be obtained. As a school we will transfer the child protection file separately from the

main pupil file. As a receiving school we will ensure key staff such as the DSL and SENCO are aware, as required. In addition to the child protection file, the DSL will also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving. The current host school in this process should **not** photocopy and retain child protection records as this is deemed from the Information Commissioners Office that this would contravene The Data Protection Act 2018, but rather produce a chronology to pass on with the child protection records and retain a copy of this chronology for themselves for audit purposes, this would be deemed as best practice.

All child protection records are reviewed annually by the DSL or a Deputy DSL. They are checked to be chronological, tidy, legible and factual in content. This should be undertaken at least annually as appropriate, as records may sometimes be immediately required by professionals. Where reports are needed for child protection and safeguarding meetings these should include attendance figures where the child is of compulsory school age.

Training

The governing board will ensure that all staff undergo face to face safeguarding and child protection training, which may also include online safety training, at induction. We will update staff child protection and safeguarding training at least every three years. All staff will receive training in managing sexual violence and sexual harassment.

All staff will receive regular safeguarding and child protection updates as required, and at least annually, to provide them with the relevant skills and knowledge to safeguard children.

Online safety

The use of technology has become a significant component of many safeguarding issues. In cases of child sexual exploitation, radicalisation and sexual predation, for example, technology often provides the platform that facilitates harm. An effective approach to online safety empowers us to protect and educate the whole school community in our use of technology and we will work with our information technology partners to identify, intervene in and escalate any incident, where appropriate.

The breadth of issues classified within online safety is considerable:

- **content:** being exposed to illegal, inappropriate or harmful material such as pornography, 'fake news', racist or radical and extremist views;
- **contact:** being subjected to harmful online interaction with other users such as commercial advertising, as well as adults posing as children or young adults and
- **conduct:** personal online behaviour that increases the likelihood of, or causes, harm. For example, making, sending and receiving explicit images, or online bullying.

Our school teaches safeguarding, including online safety. We will use the Teaching online safety in school guidance to ensure our pupils understand how to stay safe and behave online as part of our curriculum.

We regularly review our online safety policy and make all aware of its existence and importance. We ensure all staff receive training on what is acceptable in terms of the use of online technology. Where appropriate, intervention will take place when anyone uses such technology in an unacceptable fashion.

Online monitoring software is used in our school and this provision is reviewed, updated and checked regularly. This software identifies online risk of harm, including risks posed by the online activity of extremist and terrorist groups. On occasions, unacceptable websites may be accessed inadvertently; if this occurs then the site should be closed down immediately and reported without delay to the headteacher and the DSL.

We recognise at this school that all information technology, whether personal or work based, is a whole school issue and all staff have a duty to be vigilant. We recognise online safety is a major concern for all professionals. For more information and support, staff will refer to the 'information and support' section of Annex C: Online safety *KCSiE*.

Our school also takes seriously our duty to assist parents and help them with online safeguarding. As such, we make them aware of relevant support services, including those listed in *KCSiE*.

Safe use of electronic devices (Early Years settings only)

Within the early years provision at our school we ensure the safety and welfare of the children in our care. Personal electronic devices are not permitted within this setting, when in the presence of children.

Therefore, we will ensure that we take measures including ensuring that:

- personal electronic devices are kept in a secure place and not accessible throughout contact time with the children;
- photographs or images of any children within our care are only taken following parental consent and only by using a school device and that those images remain within the setting
- when on outings, electronic devices are only used to make or receive phone calls relating directly to ensuring the safety and well-being of the children.

Safe use of electronic devices (All settings)

We follow the good practice guidance from the Information Commissioners Office, on [taking photographs in educational institutions](#). In the interests of safeguarding a common-sense approach on a case by case basis will be taken in this area.

Teaching safeguarding

Keeping Children Safe in Education requires Governing Bodies to ensure that children are taught about safeguarding, including online safety, as part of providing a 'broad and balanced curriculum'. Safeguarding will be taught through various media and subject areas, including through our Relationships Education/ Relationships and Sex Education.

Children are taught 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. Children are taught how to conduct themselves and how to behave in a responsible manner. Children are also reminded regularly about online 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.

Discussions about risk will include talking to children about the risks and issues associated with young people sending, receiving and/or disseminating indecent images of themselves and other young people, which is widely referred to as 'sexting'.

Through our PSHE programme and via Assemblies and other aspects of our curriculum, students are also taught about:

- online safety
- consent and healthy relationships,
- fundamental British values,
- how children can keep themselves safe from all forms of bullying including online bullying,
- child sexual exploitation including issues of informed consent,
- sexting,
- drugs and alcohol.

Staff

All staff members, including supply teachers, contractors, volunteers and visitors are informed of the name of the DSL and deputies and the school's procedures for protecting children, for example, how to report their concerns or suspicions and how to receive, record and report disclosures.

Staff should not accept personal invitations to visit the homes of children unless permission or instruction has been sought from the Headteacher or DSL and it is viewed as a professional appointment. For example, supporting education welfare issues etc. This should be viewed on a case by case basis. To support this, guidance from the DfE (September 2010) states 'Meetings with pupils away from the school premises should only be arranged with the specified approval of the headteacher and the prior permission of the pupil in question'. We accept this guidance from the DfE, stating that in the case of private meetings: 'Staff and volunteers should be aware that private meetings with individual pupils could give cause for concern. There will be occasions when a confidential interview or a one-to-one meeting is necessary. Such interviews should be conducted in a room with visual access or an area which is likely to be frequented by other people. Another pupil or adult should be present or nearby. Where conditions cannot apply, staff should ensure that another adult knows that the interview is taking place'.

Parents

Parents play an important role in protecting their children from abuse. All schools are required to consider the safety of the child and should a concern arise, professional advice will be sought prior to contacting parents. If deemed appropriate, parents will be contacted, and the school will continue to work with them to support the needs of their child. Consent from the parents will be sought, although in exceptional circumstances and with the best interests of the child being considered, this may be overridden.

We aim to help parents understand their responsibility for the welfare of all children, which includes their duty to refer cases to social care services and/or police in the interests of the child. The governing board will include a child protection statement in our school prospectus and all parents can view a copy of this policy.

Parents who have concerns regarding a member of staff can in the first instance raise those with the Headteacher. This may involve the school then sharing those concerns with relevant agencies. Where the parent has concerns regarding the headteacher, the chair of governors should be consulted in the first instance.

Parents can liaise with Ofsted on such conduct issues or regulatory concerns. Advice can be found on its website www.ofsted.gov.uk.

On occasions Ofsted may forward complaints that potentially raise a safeguarding concern about our school to Family Connect. In such instances we will work with all agencies within Family Connect to clearly respond to Ofsted on a case by case basis.

Parents/carers can also access Ofsted **Parent View** which is an online survey questionnaire where parents can give their views. Where possible, this will be monitored regularly by the school to quickly address any concerns.

Parents can liaise with the Independent Schools Inspectorate (ISI) on such conduct issues or regulatory concerns. Advice can be found on its website <https://www.isi.net/parents-and-pupils/concerns-about-a-school> or contact can be made directly to ISI via email at concerns@isi.net or by calling 020 7600 0100.

All complaints should be made via our school complaints procedures.

We will keep parents informed of all areas of safeguarding and child protection through the regular methods of communication.

We wish to make it clear to parents the standards, behaviour and respect we expect from them and conversely, they from us. If a parent's behaviour is a cause for concern, then we will ask them to leave the school premises. We wish to make it clear that in serious cases, the Headteacher may notify parents in writing that their implied licence to be on the school premises is temporarily revoked, subject to any representations that the parent may wish to make. This school will give parents the opportunity to formally express their views on the decision to bar in writing and this will be reviewed via the complaints policy.

Schools are private places. We will therefore act to ensure they remain a safe place for all. The public, including parents, have no automatic right of entry.

Our school expects parents to talk to us about any concerns they have regarding the care and education provided by us in the first instance. We urge all parents not to express these concerns on social media platforms, at least not before sharing these concerns with us first.

Safer Recruitment

The governing body is committed to preventing people who pose a risk of harm from working with children. We will adhere to all statutory responsibilities to check staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required and ensuring volunteers are appropriately supervised.

The governing body ensures that at least one member of the interview panel has completed safer recruitment training. These panel members will complete the TWSP recommended Safer Recruitment Consortium training.

Children's wishes

The governing board and school leaders will ensure the child's wishes and feelings are taken into account when determining what action to take and what services to provide. The headteacher and DSL will put systems in place for children to express their views and give feedback. We will always operate with the best interests of the child at heart.

Children who need a social worker (Child in Need and Child Protection Plans)

Children may need a social worker due to safeguarding or welfare needs. Children may need this help due to abuse, neglect and complex family circumstances. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health.

Local authorities should share the fact a child has a social worker and the DSL will hold and use this information so that decisions can be made in the best interests of the child's safety, welfare and educational outcomes.

Where children need a social worker, this information will be used by the DSL (or deputies) to inform decisions about safeguarding (for example, responding to unauthorised absence or missing education where there are known safeguarding risks) and about promoting welfare (for example, considering the provision of pastoral and/or academic support, alongside action by statutory services).

Children requiring mental health support

This school recognises that we have an important role to play in supporting the mental health and wellbeing of our pupils.

Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. The governing body have put clear systems

and processes in place for identifying possible mental health problems, including routes to escalate and clear referral and accountability systems.

Children who are looked after or who were previously looked after

The most common reason for children becoming looked after is as a result of abuse or neglect. Children who were previously looked after potentially remain vulnerable. The school ensures that staff have the necessary knowledge, skills and understanding to keep children who are looked after and children who were previously looked after safe. The designated teacher for children who are looked after and previously looked after/DSL hold details of each child's social worker and the name and contact details of the name of the virtual head in the Local Authority that looks after the child. They ensure that staff have information about a child's looked after status and the child's contact arrangements with birth parents for those with parental responsibility. They will also have information about a child's care arrangements, including the level of authority delegated to the carer by the authority looking after the child.

When dealing with children who are looked after and previously looked after we will work with all agencies to take prompt action where necessary to safeguard these children.

The designated teacher for children who are looked after

The governing board has appointed a designated teacher to work with the local authorities to promote the educational achievement of registered pupils who are looked after. With the commencement of sections 4 to 6 of the Children and Social Work Act 2017, designated teachers have responsibility for promoting the educational achievement of children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales. The designated teacher has appropriate training and relevant qualifications and experiences to fulfil this role.

We follow the statutory guidance on [The Roles and Responsibilities of the Designated Teacher](#).

Virtual school heads

The designated teacher works with the virtual school head to discuss how funding can be best used to support the progress of children who are looked after in the school and meet the needs identified in the child's personal education plan (PEP). The designated teacher should also work with the virtual school head to promote the educational achievement of children who were previously looked after.

We follow the statutory guidance on [Promoting the Education of Looked After Children](#).

Care leavers

The DSL understands the ongoing responsibilities of local authorities to the young people who cease to be looked after and become care leavers. The DSL will hold details of the local

authority Personal Advisor appointed to guide and support the care leaver, and will liaise with them as necessary regarding any issues of concern affecting the care leaver.

Children who have special educational needs and/or disabilities (SEND)

We recognise that children who have SEND can face additional safeguarding challenges. We appreciate the additional barriers that can exist when recognising abuse and neglect of children in the group. These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- being more prone to peer group isolation than other children;
- the potential for children with SEND being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs;
- communication barriers and difficulties in overcoming these barriers.

To help address these additional challenges we will provide extra pastoral support for children with SEND.

The use of 'reasonable force'

There are circumstances when it is appropriate for staff in schools 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.

We will always follow the DfE advice for schools on the use of Reasonable Force in Schools.

We believe that the adoption of a 'no contact' policy at our school could leave staff unable to fully support and protect our pupils. We will adopt a sensible approach allowing staff to make appropriate physical contact. The decision on whether to or not to use reasonable force to control or restrain a child is down to the professional judgement of the staff concerned and should always depend on individual circumstances.

When using reasonable force in response to risks presented by incidents involving children with SEND or with medical conditions, we will consider the risks carefully because we recognise the additional vulnerability of these groups. We will consider our duties under the Equality Act 2010 in relation to making reasonable adjustments, non-discrimination and our Public Sector Equality Duty.

We will plan positive and proactive behaviour support; for instance through drawing up individual behaviour plans for more vulnerable children, and agreeing them with parents and carers, we aim to reduce the occurrence of challenging behaviour and the need to use

reasonable force. We will only use reasonable force where de-escalation processes have failed.

Poor or irregular attendance

Persistence absence is recognised when school attendance is below 90%, although concerns may still be raised if above this. We will comply with the statutory guidance [Children Missing Education](#).

In respect of this and at a local Telford & Wrekin Council level, we will require the behaviour and attendance lead to use the established protocol document of notification to the Local Authority, filling out the appropriate paperwork, policies and procedures for identifying pupils who are missing out on education and policies and procedures for pupils on a modified timetable (available from Telford & Wrekin Council, Access & Inclusion Team).

In addition to the above and where reasonably possible we will endeavour to hold more than one emergency contact number for each pupil. This goes beyond the legal minimum and is good practice to give us additional options to make contact with a responsible adult when a child is missing education and poses a potential safeguarding concern.

Where a child on a Child Protection Plan has been missing from school for two consecutive days, we will notify the child's allocated social worker.

Children leaving school without permission

Where children leave the classroom or leave school grounds without permission we follow the legal framework of the Children Act 1989 s3 (5) which states that, 'Anyone who has care of a child without parental responsibility may do what is "reasonable" in all the circumstances to safeguard and promote the child's welfare. It is likely to be "reasonable" to inform the police, or children's services departments, and, if appropriate, their parents, of the child/young person's safety and whereabouts'.

However, in principle, if a pupil runs out of class we will establish where he or she has gone. For avoidance of doubt and for all within and outside of the school, staff will not run after them but will seek additional support. It is advisable to keep a watchful eye on any child who has taken themselves out of the school building and possibly out of the school grounds, unless this watchful eye provokes the child to run further. It is and will be a judgement call for staff to take what they feel is **reasonable** action in line with the advice above. If a child is no longer on the school premises, we will contact parents in the first instance. If they are not contactable, we will usually inform the police that a pupil has left school and is at risk.

Drug and substance misuse

Where issues come to our attention in relation to drugs and substance misuse we will follow the non-statutory advice contained within [DfE and ACPO drug advice for schools](#). This document clearly sets out issues around broader behaviour and pastoral support, as well as managing drugs and drug related incidents within our school. The document clearly sets out our powers and what we can do. This preventative and supportive approach will sit hand in

hand with our statutory functions of child protection and the alerting to established referral procedures and the law.

Suicide Intervention

We accept and understand that thoughts of suicide are common and the leading cause of death in young people. As such, suicide intervention is our business too. We work with our pupils and in partnership with external agencies to support anyone in our school community that may have thoughts of suicide. We will follow TWSP's Suicide Intervention Policy to assist wherever we can in making those in our care as safe as is possible. We will also make staff aware of the following useful link in raising awareness of the subject: <http://zerosuicidealliance.com/>

Changing in school

We consider arrangements for safe changing of children for physical education (PE). We will be guided by the NSPCC guidance Best Practice for PE Changing Rooms.⁷ This consideration will come under our duty and remit of health & safety and in the context of children's welfare. We follow the guidance and do what we need to do in relation to organising changing facilities for children; staff supervision; changing areas for children with additional needs; changing considerations for drama productions and using off-site changing rooms.

7. A Safer School Culture

Safer Recruitment

The school pays full regard to the safer recruitment expectations detailed in *Keeping Children Safe in Education 2020*.

We are committed to creating a culture of safer recruitment and, as part of this, we will adopt recruitment procedures that help deter, reject or identify people who might abuse children.

Safer Recruitment practice includes scrutinising applicants, verifying identity, academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and appropriate checks including criminal record checks (DBS checks), barred list checks and prohibition checks. Evidence of these checks is recorded on our Single Central Record.

All recruitment materials include reference to the school's commitment to safeguarding and promoting the wellbeing of pupils.

Appropriate training in safer recruitment has been completed by members of SLT and others who are involved in recruitment. The school ensures that there is always at least one such

⁷ [NSPCC factsheet](#)

trained colleague involved in all staff / volunteer recruitment processes and sitting on the recruitment panel. At least one member of the Governing Body should have also completed Safer Recruitment training.

The school is supported by CAT's Human Resources team, who are available to advise on the management of safer recruitment procedures, including for the following:

- recruitment, selection and pre-employment vetting;
- Disclosure and Barring Service (DBS) checks;
- prohibitions, directions, sanctions and restrictions;
- pre-appointment checks;
- DBS update service;
- employment history and references;
- single central record;
- individuals who have lived or worked outside the UK;
- agency and third-party staff (supply staff);
- trainee/student teachers;
- existing staff;
- volunteers;
- governors, associate members and proprietors;
- contractors;
- visitors;
- alternative provision; and
- adults who supervise children on work experience.

This school maintains a single central record of pre-appointment checks. As we are part of Community Academy Trust, the Trust will maintain the section of the single central record detailing checks carried out on Academy Directors, though this information is available upon request to all schools in the Trust.

Visitors

We understand that we do not have the power to request DBS checks and barred list checks, or to ask to see DBS certificates for visitors. We will always request to see appropriate identification for visitors. The Headteacher will use their professional judgement to determine the need to escort or supervise visitors. A record of visitors will be maintained and all visitors will be easily identified by a visitor's lanyard or badge.

Alternative provision

For any children placed in external alternative provision, we continue to be responsible for the safeguarding of that pupil, and we will ensure that the provider meets the needs of the pupil. We will obtain written confirmation from the alternative provider that appropriate safeguarding checks have been carried out on individuals working at the establishment, i.e. those checks that the school would otherwise perform in respect of its own staff.

Adults who supervise children on work experience

This school, when organising work experience placements will ensure that the placement provider has policies and procedures in place to protect children from harm. We will ensure that, where relevant, checks, including barred list checks, have been obtained for people who supervise any children under the age of 16 on a work experience placement.

Children staying with host families (homestay)

If the school arranges a homestay, we will consider the suitability of the adults in the respective families who will be responsible for the visiting child during the stay.

We will always consider what intelligence/information will best inform our assessment of the suitability of the adults in those families who will be responsible for the visiting child during the stay. We will use our professional judgement to decide what will be relevant.

To help inform our assessment, we will obtain a DBS enhanced certificate with barred list information. This check will not only establish whether the adults are barred from engaging in regulated activity relating to children, but where criminal record information is disclosed it will also allow us to consider, alongside all other intelligence that we have obtained, whether the adults would be a suitable host for a child. We will also decide whether it is necessary to obtain a DBS enhanced certificate in respect of anyone aged 16 or over in the household where the child will be staying.

Host families - homestay during exchange visits

This school has a duty to safeguard and promote children's welfare. This extends to considering their safety and how best to minimise risk of harm to those children during any exchange visit the school arranges, and when organising for the care and accommodation of a child with a host family (known as homestays) as part of the exchange.

We will follow the guidance set out in Annex E of KCSiE with regarding to arrange homestay - suitability of adults in UK host families, homestay - suitability of adults in host families abroad and the additional action for extended homestays.

We will always ensure pupils understand who to contact during a homestay should an emergency occur or a situation arise which makes them feel uncomfortable.

Private fostering arrangements

Private fostering occurs when a child under the age of 16, or under 18 if the child is disabled, is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or a relative in their own home. A child is not privately fostered if the person caring for and accommodating them has done so for less than 28 days and does not intend to do so for longer. Such arrangements may come to the attention of school staff through the normal course of their interaction, and promotion of learning activities, with children.

By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify Children's Social Care as soon as possible. When the school

becomes aware of a private fostering arrangement for a pupil that has not been notified to Children's Social Care, the school will encourage parents and private foster carers to notify them and will share information with Children's Social Care as appropriate.

Appendix 1 - The Role of the Designated Safeguarding Lead

This school gives the Designated Safeguarding Lead the authority they need to carry out the duties of their post. We give them time, funding, training, resources, supervision and support to provide advice and support to other staff on child welfare and child protection matters, to take part in strategy discussions and inter-agency meetings, and/or to support other staff to do so, and to contribute to the assessment of children.

The DSL will form part of a borough wide network, where information is shared, in a two-way process, with the Telford & Wrekin Council Education Safeguarding Team.

They will complete the Safeguarding Audit - Education each year and submit to TWSP. The Safeguarding Audit - Education will be supplied by the Telford & Wrekin Council Education Safeguarding Team.

Deputy Designated Safeguarding Leads

Deputy DSLs are appointed and trained to the same standard as the DSL and their role is explicit in their job description. Some of the activities of the DSL may be delegated to these appropriately trained deputies, but the ultimate lead responsibility for child protection, as set out above, remains with the DSL. This lead responsibility will not be delegated.

Manage referrals

The DSL will:

- refer cases of suspected abuse to the local authority children's social care as required;
- support staff who make referrals to local authority children's social care;
- refer cases to the Channel programme where there is a radicalisation concern as required;
- support staff who make referrals to the Channel programme;
- refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required, and
- refer cases where a crime may have been committed to the Police as required.

Working with others

The DSL will:

- act as a point of contact with the three safeguarding partners;
- liaise with the Headteacher to inform him or her of issues - especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations;
- as required, liaise with the "case manager" and the designated officer(s) at the local authority for child protection concerns in cases which concern a staff member;

- liaise with staff (especially pastoral support staff, school nurses, IT Technicians, and SENCOs) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies, and
- act as a source of support, advice and expertise for all staff.

Training

The DSL (and any deputies) will undergo training to provide them with a good understanding of their own role, and the processes, procedures and responsibilities of other agencies, particularly children's social care, so they:

- understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements;
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- ensure each member of staff has access to, and understands, the school's Child Protection and Safeguarding Policy and procedures, especially new and part time staff;
- are alert to the specific needs of children in need, those with special educational needs and young carers;
- provide safeguarding supervision to other DSLs;
- understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation;
- understand the importance of information sharing, both within the school and with the three safeguarding partners, other agencies, organisations and practitioners;
- are able to keep detailed, accurate, secure written records of concerns and referrals;
- understand and support the school with regards to the requirements of the Prevent Duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school;
- can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online;
- obtain access to resources and attend any relevant or refresher training courses, and
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school may put in place to protect them.

Raising Awareness

The DSL will:

- ensure the school's child protection policies are known, understood and used appropriately;

- ensure the school's child protection policy is reviewed annually (as a minimum) to ensure any school specific addendums are in place and work with governing bodies regarding this;
- ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this;
- link with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements, and
- help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and school leadership staff. Their role could include ensuring that staff know who these children are, understand their academic progress and attainment and maintain a culture of high aspirations for this cohort; supporting teaching staff to identify the challenges that children in this group might face and the additional academic support and adjustments that they could make to best support these children.

Appendix 2 - Key Safeguarding Personnel in Schools

Key Personnel at The Telford Park School

The designated safeguarding lead (DSL) is Katie Shewring

Contact details: email Katie.Shewring1@taw.org.uk

Tel: 01952 387400

The deputy designated safeguarding lead (DDSL) is Kevin Preece

Contact details: email: Kevin.Preece@taw.org.uk

Tel: 01952 386700

Other staff trained to undertake the functions of the designated safeguarding lead are

- Louis Hylton Louis.Hylton@taw.org.uk
- Marc Clark Marc.Clark@taw.org.uk
- Lucy Evans Lucy.Evans1@taw.org.uk

The nominated Safeguarding Governor is Sami Mirza

Contact details: email: Carolyn.Weston@taw.org.uk

Tel: 01952 387400

The Headteacher is Holly Rigby

Contact details: email: Holly.Rigby@taw.org.uk

Tel: 01952 387400

