

Safeguarding (Child Protection) Policy

Bancroft's School

September 2020

This Document sets out the Safeguarding Policy and Procedures for Bancroft's. Details of important contacts (including the Designated Safeguarding Lead and deputies) are set out at the front of the document, and guidance on receiving a disclosure and reporting concerns are set out in Appendix 2.

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Key school contacts

Designated Safeguarding Lead (DSL) (Senior School) Elizabeth Channer	Email: elizabeth.channer@bancrofts.org Telephone number (term time): 020 8505 4821 (Ext. 8130 or direct dial 020 8506 6767 Out of hours/term contact number: 020 8506 6769 (diverts to a mobile device)
Designated Safeguarding Lead (DSL) (Prep School) Lisa Life	Email: lisa.life@bancrofts.org Telephone number (term time): 020 8506 6751 Mobile number (term time): 07904 015 335 Out of hours/term contact number: 07904 015 335
Deputy Designated Safeguarding Leads (DDSL) (Senior School) Antonia Fryer-Green and James Barr	Email: antonia.fryer-green@bancrofts.org or james.barr@bancrofts.org Telephone (term time): 020 8505 4821 Antonia Fryer-Green: 020 8505 4821 (Ext. 811) or James Barr: 020 8505 4821 (Ext. 8132) Out of hours / term contact numbers: James Barr: 07957 310880 or Antonia Fryer-Green: 07458 045 814
Deputy Designated Safeguarding Leads (DDSL) (Prep School) Joe Layburn and Laura Dalton	Email: joe.layburn@bancrofts.org or laura.dalton@bancrofts.org Telephone (term time): 020 8506 6751 (Joe Layburn) or 020 8506 6751 (Laura Dalton) Mobile numbers (term time): 07961 132 858 Out of hours / term contact numbers: 07961 132 858
Head (Bancroft's School) Simon Marshall	Email: simon.marshall@bancrofts.org Telephone number: 0208 505 4821
Chair of Governors Professor Peter Kopelman	Email: chairman@bancrofts.org Telephone number: 07880 702 228
Nominated Safeguarding Governor	Email: Ed Sautter Telephone number: 07778 182 062

Key external contacts

Designated Officer(s) of the local authority	<p>Helen Curtis</p> <p>Lynton House, 4th floor, 255-259, High Road, Ilford, Essex, IG1 1NY</p> <p>Telephone numbers: 020 87085350 or 07741 164 765</p> <p>Email: Helen.Curtis@redbridge.gov.uk or helen.curtis@redbridge.cjsm.net</p>
Redbridge children's social care department	<p>Redbridge Multi Agency Safeguarding Hub (MASH), Lynton House, 255-259 High Road, Ilford, Essex, IG1 1NY;</p> <p>Telephone number: 020 8708 3885 (09.00 to 17.00)</p> <p>Email: cpat.referrals@redbridge.gov.uk</p> <p>Out of hours emergency telephone number: 020 8708 5897 (after 17.00)</p> <p>Duty team telephone number: 020 8708 5897</p>
Redbridge Safeguarding Children Partnership	<p>Email: rscp@redbridge.org.uk</p>
Essex Children's Social Care Children and Families	<p>Telephone number: 0345 603 7627</p> <p>Out of hours telephone number: 0345 606 1212</p> <p>Online referral form: https://www.essexeffectivesupport.org.uk/s4s/FormDetails/FillForm?formId=1</p>
Waltham Forest Multi Agency Safeguarding Hub (MASH)	<p>Telephone number: 020 8496 2310</p> <p>Out of hours telephone number: 020 8496 3000</p> <p>Email: MASHrequests@walthamforest.gov.uk</p>
Tower Hamlets Multi Agency Safeguarding Hub (MASH)	<p>Telephone number: 020 7364 5006 (Option 3)</p> <p>Out of hours telephone number: 020 7364 5006</p> <p>Email:</p>
Hackney First Access and Screening Team (FAST)	<p>Telephone number: 020 8356 5500</p> <p>Out of hours telephone number: 020 8356 2710</p> <p>Email: fast@hackney.gov.uk</p>
Barking and Dagenham Multi Agency Safeguarding Hub (MASH)	<p>Telephone number: 020 8227 3811</p> <p>Out of hours telephone number: 020 8594 8356</p> <p>Email: childrensservices2@lbbd.gov.uk</p>

Newham Multi Agency Safeguarding Hub (MASH)	<p>Telephone number: 020 3373 4600</p> <p>Out of hours telephone number: 020 8430 2000</p> <p>Email: ChildrensTriage@newham.gcsx.gov.uk</p>
FGM reporting - non-emergency police contact number	101
School's Police liaison officer	<p>Safer Schools Team</p> <p>Telephone number : 020 8345 3429</p>
Prevent partners and advice about extremism	<p>Redbridge Prevent Coordinator</p> <p>Neil Lemon</p> <p>Telephone number: 020 8708 5971</p> <p>Email: neil.lemon@redbridge.gov.uk</p> <p>Email (secure): neil.lemon@redbridge.gcsx.gov.uk</p> <p>Community Safety Partnership Team London Borough of Redbridge 10th Floor Rear Lynton House 255-250 High Road Ilford prevent@redbridge.gov.uk or 020 8708 5971</p> <p>Police Anti-Terrorist Hotline 0800 789 321</p> <p>Non-emergency DfE advice 020 7340 7264 counter-extremism@education.gsi.gov.uk</p>
UK Safer Internet Centre	<p>0344 381 4772</p> <p>helpline@saferinternet.org.uk</p>
NSPCC whistleblowing helpline	<p>Weston House 42 Curtain Road London EC2A 3NH</p> <p>Telephone: 0800 028 0285</p> <p>Email: help@nspcc.org.uk</p> <p>https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/</p>
Reporting serious wrongdoing to the Charity Commission	<p>For further guidance see: https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer</p> <p>whistleblowing@charitycommission.gsi.gov.uk</p>

1 Aims

- 1.1 This is the safeguarding policy and procedures of Bancroft's School (**School**).
- 1.2 The aims of this policy are as follows:
- a) to safeguard and promote the welfare of children¹, staff and others who come into contact with the School and to protect them from harm;
 - b) to have clear procedures in place for dealing with and referring concerns about the welfare of any individual and / or allegations of abuse;
 - d) to raise staff awareness about the School's safeguarding expectations;
 - e) to raise awareness about how to report concerns and ensure they are appropriately investigated;
 - f) to ensure staff are competent to carry out their safeguarding responsibilities and feel supported in this role;
 - g) to ensure consistent good safeguarding practice throughout the School;
 - h) to actively promote the well-being of pupils²; and
 - i) to create a culture of safety, equality and protection.

2 Scope and Application

- 2.1 This policy applies to the whole School.
- 2.2 This policy applies at all times including where pupils or staff are away from the School.
- 2.3 This policy applies to core School activities and to out of hours and commercial activities.
- 2.4 This policy is designed to address:
- 2.4.1 the specific statutory obligations on the School to safeguard and promote the welfare of children
 - 2.4.2 the School's charity law safeguarding duty to
 - a) provide a safe and trusted environment which safeguards anyone who comes into contact with it, including beneficiaries, staff and volunteers;
 - b) set an organisational culture that prioritises safeguarding.
 - c) to report incidents and concerns with the assurance they will be handled sensitively and properly;
 - d) have adequate safeguarding policies, procedures and measures to protect people;

¹ This wording reflects the requirements in part 3 paragraph 7 of ISSR.

² This wording reflects the requirements in part 8 paragraph 34 of the ISSR. Well-being means well-being within the meaning of section 10(2) of the Children Act 2004(a): the physical and mental health and emotional well-being; protection from harm and neglect; education training and recreation; contribution made by pupils to society; social and economic well-being.

- e) provide clarity as to how incidents and allegations will be handled should they arise, including reporting to the relevant authorities, such as the police, local authority and Charity Commission.

3 Regulatory Framework

3.1 This policy has been prepared to meet the School's responsibilities under:

- 3.1.1 Education (Independent School Standards) Regulations 2014;
- 3.1.2 Education and Skills Act 2008;
- 3.1.3 Children Act 1989;
- 3.1.4 Children Act 2004;
- 3.1.5 Childcare Act 2006;
- 3.1.6 Safeguarding Vulnerable Groups Act 2006
- 3.1.7 Children and Social Work Act 2017;
- 3.1.8 Data Protection Act 2018 and General Data Protection Regulation (GDPR);
- 3.1.9 Equality Act 2010;and
- 3.1.10 Charities Act 2011.

- 3.2 This policy has regard to the following guidance and advice:
- 3.2.1 [Keeping children safe in education \(DfE, September 2020\) \(KCSIE\);](#)
 - 3.2.2 [Working together to safeguard children \(HM Government, July 2018\) \(WTSC\);](#)
 - 3.2.3 [Disqualification under the Childcare Act 2006 \(DfE, 31 August 2018\);](#)
 - 3.2.4 [Revised Prevent duty guidance for England and Wales \(HM Government, April 2019\);](#)
 - 3.2.5 [Channel duty guidance: protecting vulnerable people from being drawn into terrorism \(HM Government, April 2015\);](#)
 - 3.2.6 [Educate Against Hate \(HM Government 2018\);](#)
 - 3.2.7 [Multi-agency statutory guidance on female genital mutilation \(HM Government, July 2020\);](#)
 - 3.2.8 [What to do if you're worried a child is being abused: advice for practitioners \(HM Government, March 2015\);](#)
 - 3.2.9 [Information sharing: advice for practitioners providing safeguarding services to children, young people, parents and carers \(HM Government, July 2018\);](#)
 - 3.2.10 [Sexting in schools and colleges: responding to incidents and safeguarding young people \(UK Council for Child Internet Safety \(UKCCIS\), August 2016\);](#)
 - 3.2.11 [Children missing education \(DfE, September 2016\);](#)
 - 3.2.12 [Child sexual exploitation: definition and a guide for practitioners local leaders and decision makers working to protect children from child sexual exploitation \(DfE, February 2017\);](#)
 - 3.2.13 [Sexual violence and sexual harassment between children in schools and colleges \(DfE, May 2018\);](#)
 - 3.2.14 [Searching, screening and confiscation: advice for schools \(DfE, January 2018\);](#)
 - 3.2.15 [Listening to and involving children and young people \(DfE, January 2014\);](#)
 - 3.2.16 [Safeguarding children \(links to government guidance and resources\);](#)
 - 3.2.17 [Strategy for dealing with safeguarding issues in charities \(Charity Commission, December 2017\);](#)
 - 3.2.18 [Regulatory alert to charities - safeguarding \(Charity Commission, December 2017\);\]](#)
 - 3.2.19 [How to report a serious incident in your charity \(Charity Commission, June 2019\);](#)
 - 3.2.20 [Reporting a serious incident in your charity when it involves a partner \(Charity Commission, December 2020\);](#)
 - 3.2.21 [Report serious wrongdoing at a charity as a worker or volunteer \(Charity Commission, June 2019\);](#)
 - 3.2.22 [Guidance on handling safeguarding allegations in a charity \(Office for Civil Society, January 2019\);](#)

3.2.23 Relationships education, relationships and sex education and health education guidance (DfE, June 2019); and

3.2.24 Redbridge Safeguarding Partners referral / threshold procedures / guidance.

3.3 The following School policies, procedures and resource materials are relevant to this policy:

3.3.1 staff code of conduct;

3.3.2 staff acceptable use and social media policy;

3.3.3 whistleblowing policy;

3.3.4 safer recruitment policy;

3.3.5 on line safety policy;

3.3.6 behaviour, rewards and sanctions policy;

3.3.7 anti-bullying policy;

3.3.8 acceptable use policy for pupils;

3.3.9 safeguarding guidelines for contractors and visitors;

3.3.10 risk assessment policy;

3.3.11 missing pupil policy

3.3.12 SENDA policy;

3.3.13 health and safety policy;

3.3.14 relationships and sex education policy; and

3.3.15 medicines and conditions policy.

4 Publication and Availability

4.1 This policy is published on the School website.

4.2 This policy is available in hard copy on request.

4.3 A copy of the policy is available for inspection from the Head's PA or the School Office during the School day.

4.4 This policy can be made available in large print or other accessible format if required.

4.5 This policy and all policies referred to in it are also available to staff.

5 Definitions

5.1 Where the following words or phrases are used in this policy:

5.1.1 In this policy the Governors are the Proprietor for the purpose of the relevant regulations;

- 5.1.2 References to **working days** mean Monday to Friday, when the School is open during term time. The dates of terms are published on the School's website. If referrals to an external agency are required outside term time, references to **working days** are to the days on which the relevant external agency is working;
- 5.1.3 **Safeguarding** is the protection of people from harm.
- 5.1.4 **Safeguarding and promoting the welfare of children** is defined in WTSC and KCSIE as:
- a) protecting children from maltreatment;
 - b) preventing impairment of children's mental and physical health or development;
 - c) ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
 - d) taking action to enable all children to have the best outcomes.
- 5.1.5 **DSL** means the School's Designated Safeguarding Lead. References to the DSL include the Deputy DSL (**DDSL**) where the DSL is unavailable.
- 5.1.6 **Designated Officer** means designated officer at the local authority. The designated officer(s) has overall responsibility for oversight of the procedures for dealing with allegations, for resolving any inter-agency issues, and for liaison with the three safeguarding partners.
- 5.1.7 Reference to **staff** includes all those who work for or on behalf of the School, regardless of their employment status, including contractors, supply staff, volunteers and Governors unless otherwise indicated.

6 Responsibility Statement and Allocation of Tasks

- 6.1 The Governors have overall responsibility for all matters which are the subject of this policy and has specific responsibilities as described in Part 2 of KCSIE.
- 6.2 The Governors have nominated one of its senior board level members to take leadership responsibility for the School's safeguarding arrangements. Contact details are set out in the School contacts list at the front of this policy.
- 6.3 To ensure the efficient discharge of its responsibilities under this policy, the Governors have allocated the following tasks:

Task	Allocated to	When / frequency of review
Keeping the policy up to date and compliant with the law and best practice	Elizabeth Channer, DSL in conjunction with Debbie Picton, Senior Deputy Head and / or Lionel Green, Compliance Officer	As required, and at least termly
Monitoring the implementation of the policy, relevant risk assessments and any action taken in response and evaluating effectiveness	Elizabeth Channer, DSL in conjunction with Debbie Picton, Senior Deputy Head and / or Lionel Green, Compliance Officer	As required, and at least termly

Task	Allocated to	When / frequency of review
Seeking input from interested groups (such as pupils, staff, parents) to consider improvements to the School's processes under the policy	Elizabeth Channer, DSL in conjunction with Debbie Picton, Senior Deputy Head and / or Lionel Green, Compliance Officer	As required, and at least annually
Formal annual review of the School's safeguarding policies and procedures and their implementation.	Governing Body	At least annually

6.4 Designated Safeguarding Lead (DSL)

- 6.4.1 The DSL is a senior member of staff of the School's leadership team with the necessary status and authority to take lead responsibility for all aspects of safeguarding and child protection (including online safety) throughout the School.
- 6.4.2 The DSL has the time, funding, training, resources and support to enable him / her 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 name and contact details of the DSL are set out in the School contacts list at the front of this policy. The main responsibilities of the DSL are set out in Appendix 5.
- 6.4.3 If the DSL is unavailable the activities of the DSL will be carried out by the Deputy DSL. The Deputy DSL's details are also set out in the School contacts list at the front of this policy.

7 Specific Safeguarding Duties in Relation to Children

- 7.1 Safeguarding and promoting the welfare of children is **everyone's** responsibility.
- 7.2 Every pupil should feel safe and protected from any form of abuse and neglect. The indicators of abuse and neglect and examples of specific safeguarding issues are set out in Appendix 1. The School is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The School requires everyone who comes into contact with children and their families to share this commitment.
- 7.2.1 **The School will:**
- a) understand its role in the three safeguarding partner arrangements and make itself aware of and follow the local inter-agency procedures of the Redbridge Safeguarding Partners;
 - b) be alert to signs of abuse whether in School, within the child's family or outside, and take steps to protect individuals from any form of abuse, whether from an adult or another child;
 - c) include opportunities within the curriculum for children to develop the skills they need to recognise, and stay safe from abuse;

- d) deal appropriately with every suspicion or complaint of abuse and support children who have been abused in accordance with appropriate education, child protection and / or welfare plans;
- e) design and operate procedures which, so far as possible, ensure that staff and others who are innocent are not prejudiced by malicious, false, unsubstantiated or unfounded allegations;
- f) prepare staff to identify children who may benefit from early help and encourage them to be particularly alert to the potential need for early help for children with the indicators listed in KCSIE or WTSC;
- g) be alert to children who are at potentially greater risk of harm including children who need a social worker and children requiring mental health support;
- h) be alert to the needs of pupils with physical or mental health conditions, special educational needs or disabilities, which could be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation and where additional barriers can exist when detecting abuse or neglect;
- i) encourage a culture of listening to pupils and taking account of their wishes and feelings in any measure put in place by the School to protect them; numerous people within the School community are available and advertised to the pupils, verbally, in the Digest and on posters around the site as a potential listening ear: a member of staff, peer, prefect, member of the pastoral or safeguarding team, one of the School counsellors, the School Nurse or the Chaplain. Concerns boxes are situated around the School site and can be used to voice concerns. Pupil surveys and feedback on a variety of matters are used to inform whole school decisions and numerous pupil-led groups such as School Congress and EqualTea have been influential in shaping school policy and events.
- j) operate robust and sensible health and safety procedures and operate clear and supportive policies on drugs, alcohol and substance misuse;
- k) assess the risk of pupils being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology, based on an understanding of the potential risk in the local area;
- l) identify pupils who may be vulnerable to radicalisation, and know what to do when they are identified; and
- m) consider and develop procedures to deal with any other safeguarding issues which may be specific to individual pupils in the School or in the local area.

- 7.3 Staff may follow the School's whistleblowing policy to raise concerns about poor or unsafe safeguarding practices at the School or potential failures by the School or its staff to properly fulfil its safeguarding responsibilities. Such concerns will be taken seriously. The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns about child protection failures internally (see the front of this policy for the relevant contact details). Staff may also report concerns direct to the School's Local Authority or to the Charity Commission if they consider that the School has failed to deal with concerns appropriately.

8 Reporting Obligations of Staff in Relation to Safeguarding

8.1 Reporting obligations generally

8.1.1 Staff members should maintain an attitude of "**it could happen here**" where safeguarding is concerned. When concerned about the welfare of a pupil, staff members should always act in the **best** interests of the pupil.

8.1.2 All staff have a duty to:

- a) report any concerns they may have about the safety and / or well-being of pupils;
- b) report any concerns they may have about the safety and / or well-being of other persons associated with the School;
- c) report any safeguarding concerns about staff or anyone else associated with the School; and
- d) follow up on any such reports to ensure that appropriate action is or has been taken.

8.1.3 The procedures for doing so are set out below. If staff are unsure about the appropriate process to use, they should not hesitate to speak to the DSL, senior leadership team or directly to children's social care or police in their absence for guidance.

8.2 What to do if Staff have a Concern about a Pupil

8.2.1 If staff have **any concerns about a pupil's welfare**, they should report their concern to the DSL (or the DDSL in the DSL's absence) **immediately**.

- a) the contact details of the DSL and DDSL are set out in the contacts list at the front of this policy;
- b) see Appendix 2, for guidance about what to do when receiving a disclosure and recording concern.

8.2.2 A concern about a child is not defined and should be interpreted broadly. It may relate to a recognition that a child would benefit from extra support, to an emerging problem or to a potentially unmet need or may reflect a concern that a child may be deemed to be "in need" or at "immediate risk of harm" as defined by the Children Act 1989.

- 8.2.3 Teachers must report known cases of female genital mutilation (**FGM**) to the police. See Appendix 1 for further information about FGM and this reporting duty. All other staff should refer FGM concerns to the DSL.
- 8.2.4 If the concern involves an **allegation against a member of staff**, supply staff or volunteers³ this must be reported in accordance with the procedures set out in Part 3 and 4 of KCSIE.

8.3 What if the DSL is unavailable?

- 8.3.1 the DSL or the DDSL should always be available to discuss safeguarding concerns and may be contacted on their mobile phones in relation to any safeguarding concerns out of School hours;
- 8.3.2 if in exceptional circumstances the DSL and DDSL are unavailable, staff must not delay taking action. Staff should speak to their line manager or a member of the senior leadership team and / or advice should be taken from children's social care. Their contact details are set out at the front of this policy;
- 8.3.3 where a child is suffering, or is likely to suffer from harm, a referral to children's social care and / or police should be made immediately. Staff should be aware of the process for making referrals direct to children's social care and / or the police in these circumstances. See section 9 below for further details on making a referral;
- 8.3.4 any action taken by a member of staff pursuant to this requirement should then be shared with the DSL or DDSL, or a member of the senior leadership team, as soon as is practically possible.

8.4 Action by the DSL

- 8.4.1 On receipt of a report of a concern, the DSL will consider the appropriate course of action in accordance with the Redbridge Local Safeguarding Partners procedures and referral threshold document. Such action may include:
- 8.4.2 managing any support for the pupil internally via the School's own pastoral support processes, seeking advice from children's social care where required (see 9 below);
- 8.4.3 an early help assessment (see 10 below); or
- 8.4.4 a referral for statutory services (see 11 below)
- 8.4.5 The views of the child will be taken into account when considering the appropriate course of action, but will not be determinative.
- 8.4.6 Where the concern relates to the welfare of a pupil who is aged 18 or over, the DSL will consider whether it is necessary to refer such concerns to the Safeguarding Adults Board rather than, or in addition to, children's social care.
- 8.4.7 If it is decided that a referral is not required, the DSL will keep the matter under review and give ongoing consideration to a referral if the pupil's situation does not appear to be improving.

³ This is defined above but given new focus on supply staff and volunteers in KCSIE 2020 it has been expressly stated here.

9 Managing Support for Pupils Internally

- 9.1 The School has a framework for the identification, assessment, management and review of risk to pupil welfare, so that appropriate action can be taken to reduce the risks identified. See the School's risk assessment policy.
- 9.2 The pastoral support processes implemented by the School include: the tutor and House system, access to school counsellors and support from the School's Learning Support department and School Nurse where appropriate. In addition to this the School has created safe spaces for pupils and there is a flexible approach to accommodating individual pupils' needs in consultation with parents and the pupil where this is appropriate.

10 Early Help

- 10.1 Early help means providing support as soon as a problem emerges at any point in a child's life, from the foundation years through to the teenage years. The School understands that providing early help is more effective in promoting the welfare of children than reacting later.
- 10.2 The School's safeguarding training includes guidance about the early help process and prepares all staff to identify children who may benefit from early help. Staff are mindful of specific safeguarding issues and those pupils who may face additional safeguarding challenges. Staff should be particularly alert to the potential need for early help for a child who:
 - 10.2.1 is disabled and has specific additional needs;
 - 10.2.2 has special educational needs (whether or not they have a statutory education, health and care plan);
 - 10.2.3 is a young carer;
 - 10.2.4 is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups;
 - 10.2.5 is frequently missing / goes missing from care or from home;
 - 10.2.6 is at risk of modern slavery, trafficking or exploitation;
 - 10.2.7 is at risk of being radicalised or exploited;
 - 10.2.8 is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
 - 10.2.9 is misusing drugs or alcohol themselves;
 - 10.2.10 is looked after or has returned home to their family from care;
 - 10.2.11 is a privately fostered child.
- 10.3 A member of staff who considers that a pupil may benefit from early help should in the first instance discuss this with the DSL. The DSL will consider the appropriate action to take in accordance with the Redbridge Safeguarding Children Partners menu of early help services

and their referral threshold document and will support staff in liaising with other agencies and setting up an inter-agency assessment as appropriate. (See Appendix 7)

- 10.4 If early help is appropriate, staff may be required to support other agencies and professionals in an early help assessment and will be supported by the DSL in carrying out this role. In some cases School staff may be required to take a lead role.
- 10.5 The matter will be kept under review and consideration given to a referral to children's social care for assessment for statutory services if the pupil's situation appears to be getting worse, or does not appear to be improving.

11 Making a Referral

11.1 **Where a child is suffering, or is likely to suffer from harm, a referral to children's social care (and if appropriate the police) should be made immediately.** The contact details for children's social care are set out at the front of this policy.

11.2 Statutory assessments

11.2.1 Children's social care may undertake a statutory assessment under the *Children Act 1989* into the needs of the child. It is likely that the person making the referral will be asked to contribute to this process. Statutory assessments include:

- a) **Children in need:** *A child in need is 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.* Children in need may be assessed under section 17 of the Children Act 1989.
- b) **Children suffering or likely to suffer significant harm:** Local authorities 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.*

11.3 Staff required to make a direct referral may find helpful the flowchart set out on page 16 of KCSIE and the flowcharts set out in Chapter 1 of WTSC for information about the likely actions and decisions required.

11.4 Staff will need to have access to certain information about the child and the safeguarding concern in order to make the referral. In general terms, this information will comprise:

11.4.1 personal details of the child including the child's developmental needs;

11.4.2 detailed information about the concern;

11.4.3 information about the child's family and siblings including the capacity of the child's parents or carers to meet the child's developmental needs and any external factors that may be undermining their capacity to parent.

11.5 If the referral is made by telephone, this should be followed up in writing.

11.6 If the referral is made by someone other than the DSL, the DSL should be informed of the referral as soon as possible.

11.7 Confirmation of the referral and details of the decision as to what course of action will be taken should be received from the local authority within one working day. If this is not

received, the DSL (or the person that made the referral) should contact children's social care again.

- 11.8 Following a referral, if the child's situation does not appear to be improving, the local escalation procedures should be followed to ensure that the concerns have been addressed and that the child's situation improves. (See Appendix 7)

12 Allegations Against Pupils - Peer on Peer / Child on Child Abuse

- 12.1 Allegations against pupils should be reported in accordance with the procedures set out in this policy (see section 8 above). If harmful sexual behaviour is alleged to have occurred, the DSL will have regard to Part 5 KCSIE and take into account the local response of the police and children's social care to these issues. The views of the alleged victim will be taken into account but will not be determinative.
- 12.2 A pupil against whom an allegation of abuse has been made may be suspended from the School as a neutral measure during the investigation and the School's policy on behaviour, discipline and sanctions will apply. The School will take advice from children's social care and / or the police, as appropriate, on when and how to inform the pupil and his / her parents about the allegations and how investigation of such allegations will be conducted. The School will carry out risk assessments and take all appropriate action to ensure the safety and welfare and continued education of all pupils including the pupil or pupils accused of abuse.
- 12.3 If it is necessary for a pupil to be interviewed by the police in relation to allegations of abuse, the School will ensure that, subject to the advice of relevant agencies, the pupil's parents are informed as soon as possible and that the pupil is supported during the interview by an appropriate adult. In the case of pupils whose parents are abroad, the pupil's education guardian will be requested to provide support to the pupil and to accommodate him / her if it is necessary to suspend him / her as a neutral measure during the investigation.
- 12.4 All those involved in such allegations will be treated as being at risk and in need of support and the safeguarding procedures in accordance with this policy will be followed. Appropriate support will be provided to all pupils involved, including support from external services as necessary. (This may include the removal of the perpetrator from classes shared with the victim or any other child affected and/or measures to keep those pupils apart while in School. This should not be perceived as a judgement on the alleged perpetrator, but as a reasonable step taken in the best interests of the children involved. Where disclosure of peer-on peer abuse is made to a member of staff by a pupil, the pupil may be taken to the DSL, Deputy DSL or member of SLT rather than sending him/her back to class where further distress might be caused).

13 Contextual Safeguarding

- 13.1 Safeguarding incidents and / or behaviours can be associated with factors outside the School and / or can occur between children outside the School.
- 13.2 All staff, including the DSL, should consider the context within which such incidents and / or behaviours occur, for example where wider environmental factors are present in a child's life that may be a threat to their safety and / or welfare and should record these appropriately.
- 13.3 Children's social care should be informed of all such information to allow any assessment process to consider all available evidence and the full context of any abuse.

- 13.4 Extra-familial harm: all staff, but especially the DSL (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.

14 Risk Assessment

- 14.1 Where a concern about a pupil's welfare is identified, the risks to that pupil's welfare will be assessed and appropriate action will be taken to reduce the risks identified.
- 14.2 The format of risk assessment may vary and may be included as part of the School's overall response to a welfare issue, including the use of individual pupil welfare plans (such as behaviour, healthcare and education plans, as appropriate). Regardless of the form used, the School's approach to promoting pupil welfare will be systematic and pupil focused.
- 14.3 The Head has overall responsibility for ensuring that matters which affect pupil welfare are adequately risk assessed and for ensuring that the relevant findings are implemented, monitored and evaluated.
- 14.4 Day to day responsibility to carry out risk assessments under this policy will be delegated to the DSL who has been properly trained in, and tasked with, carrying out the particular assessment.

15 What to do if Staff have a Safeguarding Concern about Someone Else's Welfare

- 15.1 Staff who have safeguarding concerns about the welfare of others or any other safeguarding issue not expressly covered by this policy, should report them.
- 15.2 In the absence of an express procedure about reporting, they should report such concerns to their line manager or the DSL in the first instance.

16 Allegations Against Staff

- 16.1 The School has procedures for dealing with allegations against staff or anyone working in the School, including supply teachers and volunteers⁴.
- 16.2 The procedures in this policy apply to staff who pose a risk of harm to children or may behave in a way that indicates that they may be unsuitable to work with children and aim to strike a balance between the need to protect children from abuse and the need to protect staff from malicious, false, unsubstantiated or unfounded allegations. These procedures are set out in Appendix 3 and follow Part 4 of KCSIE.
- 16.3 The School will follow its employment procedures for dealing with any other safeguarding concern raised about staff, involving external agencies as appropriate.
- 16.4 Detailed guidance is provided to staff to ensure that all staff are clear on the rules of conduct and the expectations of the School in relation to contact with pupils, parents, colleagues and any other person who comes into contact with the School. This guidance is contained in the

⁴ This is defined above but given new focus on supply staff and volunteers in KCSIE 2020 it has been expressly stated here.

Employment Manual and includes details of additional safeguarding arrangements where staff engage in one-to-one teaching and meetings with pupils.

17 Informing Parents

- 17.1 Parents will normally be kept informed, as appropriate, of any action to be taken under these procedures. However, there may be circumstances when the DSL will need to consult the Head, the Designated Officer(s), children's social care, the police and / or the pupil before discussing details with parents.
- 17.2 In all cases, the DSL will be guided by the Redbridge Safeguarding Partners referral threshold document.
- 17.3 See also Appendix 3 for details about the disclosure of information where an allegation has been made against a member of staff.

18 Additional Reporting

- 18.1 In addition to the reporting requirements explained above, the School will consider whether it is required to report safeguarding incidents to any other regulatory body or organisation, including but not limited to:

18.1.1 Health and Safety Executive

- a) the School is legally required under RIDDOR to report certain incidents to the Health and Safety Executive. Please see the School's Health and Safety Policy for further details about this.

18.1.2 Charity Commission

- a) the School is a registered charity and is required to report all serious incidents to the Charity Commission promptly in accordance with the guidance [How to report a serious incident in your charity \(Charity Commission, June 2019\)](#);
- b) serious incidents that will be reported to the Charity Commission include suspicions, allegations or incidents of abuse involving pupils or other beneficiaries. This is likely to involve the following:
 - i. pupils or other beneficiaries have been, or are alleged to have been, abused or mistreated while under the care of the School or by someone connected with the School, for example a Governor, staff member or volunteer;
 - ii. there has been an incident involving the abuse or mistreatment (alleged or actual) of someone who has come into contact with the School through its work, which has resulted in or risks significant harm, and this is connected with the activities of the School or partner organisation;
 - iii. there has been a breach of the School's procedures or policies which has put pupils or others who come into contact with it at risk of significant harm, including failure to carry out checks which would have identified that a person is disqualified in law, under safeguarding legislation, from working with children or otherwise disqualified from holding their position.
- c) The School will notify the Charity Commission of other agencies to which the incident has been reported in accordance with this policy;

- d) The School will tell the Charity Commission what action it has taken or is planning to take at the time of reporting a serious incident, including the immediate management of the incident and any wider review or lessons learned exercise.

18.1.3 Disclosure and Barring Service (DBS)

- a) a referral to the DBS will be made promptly if the criteria are met. See Appendix 3: 5.1 - 5.2 for further details.

18.1.4 Teaching Regulation Agency (TRA)

- a) separate consideration will be given as to whether a referral to the TRA should be made where a teacher has been dismissed, or would have been dismissed if he / she had not resigned. See Appendix 3:5.3, ceasing to use staff, for more details.

18.1.5 Insurers

- a) the School will consider whether it is necessary to report a safeguarding incident to the relevant insurers and / or brokers. It may be necessary to report to a number of insurers as there may be concurrent cover under existing and historic policies;
- b) care should be taken to ensure this is done before renewal to ensure that the School complies with its duties under the Insurance Act 2015. If the School is in any doubt with regard to the correct insurer and / or policy and / or if it is unable to locate the relevant insurer, professional advice should be sought.

19 Safer Recruitment and Supervision of Staff

- 19.1 the School is committed to practising safer recruitment in checking the suitability of staff (including staff employed by another organisation). See the School's separate safer recruitment policy.
- 19.2 the School maintains a single central register of appointments for all staff.
- 19.3 The School's protocol for ensuring that visiting speakers are suitable and appropriately supervised is set out in the School's separate Safeguarding Guidelines for Contractors and Visitors.

20 Use of Mobile Technology

- 20.1 The School's policy on the use of mobile technology, including phones and cameras, in the School, is as follows:
- 20.1.1 the School's Acceptable Use Policy for Pupils which sets out the expectations on pupils from Year 3 to Year 13;
- 20.1.2 all staff should use mobile devices and cameras in accordance with the guidance set out in the staff code of conduct;
- 20.1.3 parents of all pupils may bring mobile devices onto the premises but may only take photographs during events such as plays, concerts or sporting events for personal use. Parents should be reminded that the publication of such images (including on

personal social networking sites even where access to the image may be limited) may be unlawful.

20.2 The School allows access to the internet onsite. Appropriate internet safety measures are taken to manage associated risks, including use of filters and monitoring of usage.

20.3 The School's approach to online safety is set out in the School's On line Safety Policy and Acceptable Use Policy for Pupils.

21 General

21.1 Training

21.1.1 The School ensures that guidance and training is arranged on induction and at regular intervals thereafter so that staff understand what is expected of them by this policy and have the necessary knowledge and skills to carry out their roles.

21.1.2 The level and frequency of training depends on role of the individual member of staff.

21.1.3 The School maintains written records of all staff training.

21.1.4 All training will be carried out in accordance with Redbridge Safeguarding Partners procedures where possible.

21.2 Induction

21.2.1 All staff, including temporary staff and volunteers, will be provided with induction training that includes (and where relevant includes the provision of copies of):

- a) this policy;
- b) the role, identity and contact details of the DSL and his / her Deputy;
- c) the behaviour, rewards and sanctions policy for pupils;
- d) the staff code of conduct including the whistleblowing policy, staff social media policy and acceptable use policy;
- e) the safeguarding response to children who go missing from education;
- f) the School's approach to online safety;
- g) safeguarding training in accordance with Redbridge Safeguarding Partners' procedures including guidance on managing a report of peer-on-peer harmful sexual behaviour;
- h) a copy of Part 1 and, where appropriate, Annex A of KCSIE; and
- i) appropriate Prevent duty training.

21.3 Safeguarding training

- 21.3.1 All staff including the Head will receive a copy of this policy and Part 1 and where appropriate, Annex A of KCSIE, and will be required to confirm that they have read and understand these.
- 21.3.2 The Head and all staff members will undertake appropriate safeguarding training which will be updated biennially and following consultation with the Redbridge Safeguarding Partners. In addition, all staff members will receive safeguarding and child protection updates via email, ebulletins, staff meetings and case conferences on a regular basis and at least annually.
- 21.3.3 Staff development training will also include training on online safety, searching pupils for prohibited and banned items, and Prevent duty training assessed as appropriate for them by the School.
- 21.3.4 Additionally, the School will make an assessment of the appropriate level and focus for staff training and responsiveness to specific safeguarding concerns such as radicalisation, harmful sexual behaviour, child sexual exploitation, female genital mutilation, cyberbullying, prejudiced-based bullying, and mental health and to ensure that staff have the skills, knowledge and understanding to keep looked after children safe.
- 21.3.5 All Governors receive safeguarding training on induction. The Nominated Safeguarding Governor and the Chair of Governors will receive additional appropriate training to enable them to fulfil their safeguarding responsibilities.
- 21.3.6 The School has mechanisms in place to assist staff to understand and discharge their role and responsibilities and to ensure that they have the relevant knowledge, skills and experience to safeguard children effectively, including questionnaires, staff meetings, professional development and case conferences. This includes information on how staff can report concerns occurring out of hours / out of term time and should, where appropriate, refer to the School's risk assessment for out of hours /out of term safeguarding arrangements.

21.4 Designated Safeguarding Lead (DSL)

- 21.4.1 the DSL and Deputy DSL will undertake training to provide them with the knowledge and skills required to carry out the role. This training includes Prevent awareness training and will be updated at least every two years;
- 21.4.2 in addition, their knowledge and skills will be refreshed at regular intervals, at least annually, to allow them to understand and keep up with any developments relevant to their role. For further details about the training of the DSL, see Appendix 5.

21.5 Teaching pupils about safeguarding

- 21.5.1 the School teaches pupils about safeguarding through the curriculum and Learning for Life program. This includes guidance on adjusting behaviour to reduce risks “particularly online”, building pupils’ resilience to protect themselves and their peers, fostering healthy and respectful relationships with others and providing information about who they should turn to for help;

- 21.5.2 pupils are taught about harmful sexual behaviours, including sexual violence and sexual harassment, through relationships and sex education and Learning for Life (formerly PSHE) appropriate to their age and stage of development;
- 21.5.3 pupils are given the opportunity to talk about safeguarding issues within the classroom environment and are made aware of the processes by which any concerns they have can be raised, including the processes for reporting a concern about a friend or peer, and how any report will be handled.
- 21.5.4 the safe use of technology is a focus in all areas of the curriculum and key ICT safety messages are reinforced as part of assemblies and tutorial / pastoral activities. The School has appropriate filters and monitoring systems in place (see the on line safety policy) and is mindful that this should not lead to unnecessary restrictions on learning.

22 Monitoring and Review

- 22.1 The DSL will ensure that the procedures set out in this policy and the implementation of these procedures are updated and reviewed regularly, working with the Governors as necessary and seeking contributions from staff. The DSL will update the Senior Management Team regularly on the operation of the School's safeguarding arrangements.
- 22.2 Any safeguarding incidents at the School will be followed by a review of these procedures by the DSL and a report made to the Governors. Where an incident involves a member of staff, the Designated Officer(s) will be asked to assist in this review to determine whether any improvements can be made to the School's procedures. Any deficiencies or weaknesses in regard to safeguarding arrangements at any time will be remedied without delay.
- 22.3 The Governors will undertake an annual review of this policy and the School's safeguarding procedures, including an update and review of the effectiveness of procedures and their implementation and the effectiveness of inter-agency working.
- 22.4 The DSL will work with the Nominated Safeguarding Governor, preparing a written report commissioned by the Governors. The written report should address how the School ensures that this policy is kept up to date; staff training on safeguarding; referral information; issues and themes which may have emerged in the School and how these have been handled; and the contribution the School is making to multi-agency working in individual cases or local discussions on safeguarding matters. The Governors should also consider independent corroboration, such as:
 - 22.4.1 inspection of records or feedback from external agencies including the Designated Officer(s);
 - 22.4.2 reports of ISI inspections;
 - 22.4.3 the outcome of any relevant complaints, claims or related proceedings; and
 - 22.4.4 press reports.
- 22.5 The Governors will review the report, this policy and the implementation of its procedures and consider any proposed amendments to the policy before giving the revised policy its final approval. Detailed minutes recording the review by the Governors will be made.

23 Record Keeping

- 23.1 All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing.
- 23.2 The information created in connection with this policy may contain personal data. The School's use of this personal data will be in accordance with data protection law. The School has published on its website privacy notices which explain how the School will use personal data.
- 23.3 All records created in accordance with this policy are managed in accordance with the School's policies that apply to the retention and destruction of records.
- 23.4 Insofar as pupil records are concerned:
- 23.4.1 All concerns about a pupil must be recorded on CPOMS. Guidance on recording a concern is set out in Appendix 2.
- 23.4.2 The DSL will open a child protection file following a report to him / her of a child protection concern about a pupil. The DSL will record all discussions with both colleagues and external agencies, decisions made and the reasons for them and detail of the action taken.
- 23.5 Information sharing and multi-agency working**
- 23.5.1 The School will treat all safeguarding information with an appropriate level of confidentiality, only involving others where appropriate. The School will always act in order to safeguard and promote the welfare of others.
- 23.5.2 The School understands that information sharing is essential for effective safeguarding and promoting the welfare of children and young people. Fears about sharing information will not stand in the way of the need to promote the welfare, and protect the safety, of pupils, which is always the School's paramount concern. The School understands that the GDPR and Data Protection Act 2018 provide a framework to ensure that personal information is shared appropriately.
- 23.5.3 When the School receives a request for safeguarding information (e.g. a subject access request from a parent or a request from the police), the School will carefully consider its response to make sure that any disclosure is in accordance with its obligations under the GDPR and Data Protection Act 2018. The School will also have regard to its data protection policies. The School's Data Protection Lead (the Bursar) will work with the DSL as appropriate to determine what should be disclosed.
- 23.5.4 The School will co-operate with children's social care, and where appropriate the police, to ensure that all relevant information is shared for the purposes of early help assessments, and assessments and child protection investigations under the Children Act 1989.
- 23.5.5 Where allegations have been made against staff, the School will consult with the Designated Officer(s) and, where appropriate, the police and children's social care to agree the information that should be disclosed and to whom.
- 23.5.6 While the School will share information with those involved where and when it is appropriate to do so, they may be unable to for reasons of data protection and confidentiality, for example because to do so may pose a risk of harm to others or because it has been prohibited by external agencies.

24 Version Control

Date of adoption of this policy	September, 2020
Date of last review of this policy	September, 2020
Date for next review of this policy	September, 2021
Policy owner (SLT)	Elizabeth Channer, Deputy Head Pastoral and Designated Safeguarding Lead Debbie Picton, Senior Deputy Head
Policy owner (Governors)	Ed Sautter (for the Senior School) and Peter Kopelman (for the Prep School)

25 Appendices 1-7

Appendix 1 - Indicators of abuse

1 Types of Abuse

- 1.1 Part 1 of KCSIE defines the following indicators of abuse and neglect, however, staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label and in most cases, multiple issues will overlap with one another.
- 1.2 **Abuse:** a form of maltreatment of a child. 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. They may be abused by an adult or adults or by another child or children.
- 1.3 **Physical abuse:** 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.
- 1.4 **Emotional abuse:** 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 from participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (including cyberbullying and prejudiced-based 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.
- 1.5 **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.

- 1.6 **Neglect:** 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); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

2 Signs of Abuse

- 2.1 Possible signs of abuse include, but are not limited to:
- 2.1.1 the pupil says he / she has been abused or asks a question or makes a comment which gives rise to that inference;
 - 2.1.2 there is no reasonable or consistent explanation for a pupil's injury, the injury is unusual in kind or location or there have been a number of injuries and there is a pattern to the injuries;
 - 2.1.3 the pupil's behaviour stands out from the group as either being extreme model behaviour or extremely challenging behaviour, or there is a sudden or significant change in the pupil's behaviour;
 - 2.1.4 the pupil asks to drop subjects with a particular teacher and seems reluctant to discuss the reasons;
 - 2.1.5 the pupil's development is delayed, the pupil loses or gains weight or there is deterioration in the pupil's general well-being;
 - 2.1.6 the pupil appears neglected, e.g. dirty, hungry, inadequately clothed;
 - 2.1.7 the pupil is reluctant to go home, or has been openly rejected by his / her parents or carers; and
 - 2.1.8 inappropriate behaviour displayed by other members of staff or any other person working with children, for example inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role or responsibilities; or inappropriate sharing of images.
- 2.2 The Redbridge Safeguarding Partners can provide advice on the signs of abuse and the DfE advice [What to do if you're worried a child is being abused \(March 2015\)](#) provides advice in identifying child abuse. The [NSPCC website](#) is also a good source of information and advice.

3 Specific Safeguarding Issues

- 3.1 Statutory guidance acknowledges the following as specific safeguarding issues:
- 3.1.1 children and the court system;
 - 3.1.2 children missing from education (see section 4 below);
 - 3.1.3 children with family members in prison;

- 3.1.4 child criminal exploitation;
 - 3.1.5 child sexual exploitation (see section 6 below);
 - 3.1.6 county lines;
 - 3.1.7 domestic abuse;
 - 3.1.8 homelessness;
 - 3.1.9 so-called 'honour-based' abuse (including Female Genital Mutilation and Forced marriage) (see sections 7, 10 and 11 below);
 - 3.1.10 preventing radicalisation (see section 12 below);
 - 3.1.11 peer on peer / child on child abuse (see section 13 below);
 - 3.1.12 sexual violence and sexual harassment between children in schools and colleges (see section 14 below);
 - 3.1.13 upskirting.
- 3.2 Further advice and links to guidance on these specific safeguarding issues can be found in Annex A of KCSIE. Staff should be particularly aware of the safeguarding issues set out below.

4 Children Missing Education

- 4.1 Children going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding possibilities. School attendance registers are carefully monitored to identify any trends. Action should be taken in accordance with this policy if any absence of a pupil from the School gives rise to a concern about his / her welfare.
- 4.2 Where reasonably possible the School will hold more than one emergency contact for each pupil.
- 4.3 The School shall inform the local authority of any pupil who is going to be added to or deleted from the School's admission register at non-standard transition points in accordance with the requirements of the Education (Pupil Registration) (England) Regulations 2006 (as amended).
- 4.4 This will assist the local authority to:
 - 4.4.1 fulfil its duty to identify children of compulsory school age who are missing from education; and
 - 4.4.2 follow up with any child who might be in danger of not receiving an education and who might be at risk of abuse, neglect or radicalisation or involvement with serious violent crime.
- 4.5 The School shall inform the local authority of any pupil who:
 - 4.5.1 fails to attend School regularly; or
 - 4.5.2 has been absent without the School's permission for a continuous period of ten school days or more, at such intervals as are agreed between the School

and the local authority (or in default of such agreement, at intervals determined by the Secretary of State).

5 Child Criminal Exploitation (CCE)

- 5.1 CCE is where an individual or group (adult or another child) takes advantage of an imbalance of power to coerce, manipulate or deceive a child into criminal activity:
 - 5.1.1 in exchange for something the victim needs or wants; and / or
 - 5.1.2 for the financial advantage or increased status of the perpetrator or facilitator; and/ or
 - 5.1.3 through violence or threat of violence.
- 5.2 The victim may have been criminally exploited even if the criminal activity appears consensual. Criminal exploitation does not always involve physical contact and it can also occur through the use of technology.
- 5.3 CCE can include children being coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket, or to threaten other young people.
- 5.4 The following signs can be can be indicators of CCE, including children who:
 - 5.4.1 appear with unexplained gifts or new possessions;
 - 5.4.2 associate with other young people involved in exploitation;
 - 5.4.3 suffer from changes in emotional well-being;
 - 5.4.4 misuse drugs and alcohol;
 - 5.4.5 go missing for periods of time or regularly come home late; and
 - 5.4.6 regularly miss school or education or do not take part in education.

6 Child sexual exploitation (CSE)

- 6.1 CSE is a form of sexual abuse. It occurs 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, including those aged 16 or 17 who can legally consent to have sex, into sexual activity:
 - 6.1.1 in exchange for something the victim needs or wants; and / or
 - 6.1.2 for the financial advantage or increased status of the perpetrator or facilitator.
- 6.2 The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity and may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images

they have created and posted on social media). The above CCE indicators can also be indicators of CSE, as can children who:

- 6.2.1 have older boyfriends or girlfriends;
- 6.2.2 suffer from sexually transmitted infections or become pregnant.

7 County lines

- 7.1 County lines⁵ 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". They are likely to exploit children and vulnerable adults to move and store the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons.
- 7.2 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.
- 7.3 Additional reporting duties:
 - 7.3.1 if a child is suspected to be at risk of, or involved in county lines, a safeguarding referral should be considered alongside consideration of availability of local services / third sector providers who offer support to victims of county lines exploitation;
 - 7.3.2 where a pupil may have been trafficked for the purpose of transporting drugs, a referral to the National Referral Mechanism⁶ should be considered.

8 Domestic abuse

- 8.1 The cross-government definition of domestic violence and abuse is 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; and emotional.
- 8.2 All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. 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.
- 8.3 Further advice on identifying children who are affected by domestic abuse and how they can be helped can be found in Annex A of KCSIE. This includes details about Operation Encompass which operates in the majority of police forces across

⁵ See the Home Office's [Preventing youth violence and gang involvement](#) and its [Criminal exploitation of children and vulnerable adults: county lines](#) guidance for more information.

⁶ For further information and a definition of trafficking, see: [National Crime Agency - modern slavery and human trafficking](#) and the DfE and Home Office guidance: [Trafficking: safeguarding children](#)

England, helping schools and police work together to provide emotional and practical help to children.

9 Honour-based abuse

- 9.1 All forms of so called honour-based violence are abuse (regardless of motivation) and should be handled and escalated as such. Abuse committed in the context of preserving "honour" often involves additional risk factors such as a wider network of family or community pressure and the possibility of multiple perpetrators which should be taken into account when deciding what safeguarding action to take. Staff should speak to the DSL if they have any doubts.
- 9.2 If appropriate, the DSL will activate local safeguarding procedures, using existing national and local protocols for multiagency liaison with police and children's social care.

10 Female genital mutilation (FGM)

- 10.1 FGM is a form of Honour Based Abuse. It comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long lasting harmful consequences.
- 10.2 There is a range of potential indicators that a child or young person may be at risk of FGM. Guidance on the warning signs that FGM may be about to take place, or may have already taken place, can be found on pages 38-41 of the [Multi-agency statutory guidance on FGM \(HM Government, July 2020\)](#) (pages 60-62 focus on the role of schools).
- 10.3 All staff must be aware of the requirement for teachers 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. The report should be made orally by calling 101, the single non-emergency number. 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. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the DSL and involve children's social care as appropriate.
- 10.4 If the teacher is unsure whether this reporting duty applies, they must refer the matter to the DSL in accordance with this policy. See the Home Office guidance [Mandatory reporting of female genital mutilation - procedural information \(January 2020\)](#) for further details about the duty.
- 10.5 Guidance published by the [Department for Health](#) also provides useful information and support for health professionals which will be taken into account by the School's medical staff. The National FGM Centre has also produced FGM guidance to help schools understand their role in safeguarding girls, engaging parents and teaching about FGM.

11 Forced marriage

- 11.1 Forced marriage is also form of Honour Based Abuse. Forcing a person into marriage is a crime in England and Wales. 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 or 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.

- 11.2 Guidance on the warning signs that forced marriage may be about to take place, or may have already taken place, can be found on pages 13-14 of the [Multi-agency guidelines: handling case of forced marriage \(HM Government, June 2014\)](#).
- 11.3 Staff should speak to the DSL if they have any concerns. Pages 32-36 of the [Multi-agency guidelines: handling case of forced marriage \(HM Government, June 2014\)](#) focus on the role of schools in detecting and reporting forced marriage and the Forced Marriage Unit can be contacted on 020 7008 0151 or fm@fco.gov.uk for advice and information.

12 Radicalisation and the Prevent duty

- 12.1 The School has a legal duty to have due regard to the need to prevent people from being drawn into terrorism.
- 12.2 The School aims to build pupils' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. The School is committed to providing a safe space in which children, young people and staff can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments.
- 12.3 The School has adopted the government's definitions for the purposes of compliance with the Prevent duty:
- 12.4 **Extremism:** *"vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas"*
- 12.5 **Radicalisation:** *"the process by which a person comes to support terrorism and forms of extremist ideologies associated with terrorist groups."*
- 12.6 **Terrorism:** *"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 made for the purpose of advancing a political, religious or ideological cause."*
- 12.7 There is no single way of identifying an individual who 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. Radicalisation can occur through many different methods (such as social media) and settings (such as the internet).
- 12.8 It is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation from being radicalised. As with managing

other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the DSL making a Prevent referral.

- 12.9 Prevent referrals may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required. An individual's engagement with the programme is entirely voluntary at all stages. Guidance on Channel is available at: [Channel guidance](#).
- 12.10 The DfE and Home Office's briefing note [The use of social media for online radicalisation \(July 2015\)](#) includes information on how social media is used to radicalise young people and guidance on protecting pupils at risk.

13 Peer on Peer / Child on Child Abuse

- 13.1 The conduct of pupils towards each other will, in most instances, be covered by the School's behaviour and discipline policies. However, some behaviour by a pupil towards another may be of such a nature that safeguarding concerns are raised.
- 13.2 Safeguarding issues can manifest themselves via peer on peer abuse. This includes, but is not limited to:
 - 13.2.1 abuse within intimate partner relationships;
 - 13.2.2 bullying (including cyber-bullying and prejudice-based bullying);
 - 13.2.3 physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
 - 13.2.4 harmful sexual behaviour (see 13.3 below);
 - 13.2.5 sexting (also known as youth produced sexual imagery); and
 - 13.2.6 initiation / hazing type violence and rituals.
- 13.3 Harmful sexual behaviour is an umbrella term that includes sexual violence and sexual harassment. The School recognises that problematic, abusive and violent sexual behaviours are inappropriate and may cause developmental damage. Harmful sexual behaviour can occur online and offline (both physical and verbal) and the School recognises the gendered nature such behaviour can take. See also 14 below. Harmful sexual behaviour, like all peer on peer abuse, is never acceptable and will be taken seriously.
- 13.4 The School takes steps to minimise the risk of all types of peer-on-peer abuse. The School has robust anti-bullying procedures in place (see the School's anti-bullying policy) and pupils are taught at all stages of the School about acceptable behaviour and how to keep themselves safe. Risk assessments are carried out and kept under review. Appropriate action is taken to protect pupils identified as being at risk including the particular vulnerabilities of those with a special educational need or disability (see the School's risk assessment policy).

- 13.5 Abusive behaviour by pupils must be taken seriously. Behaviour should not be dismissed as being normal between young people, as "banter" or simply "part of growing up". Behaviour such as initiation violence or any form of sexual violence or sexual harassment is not acceptable.

14 Sexual violence and sexual harassment between children

- 14.1 Sexual violence and sexual harassment can occur between two or more children of any age or sex. They can occur through a group of children sexually assaulting or sexually harassing a single child or group of children.
- 14.2 Children who are victims of sexual violence and sexual harassment are likely to 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. The School will respond to allegations seriously and all victims will be offered appropriate support.
- 14.3 The School is aware of the importance of:
- 14.3.1 making it clear to pupils that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
 - 14.3.2 not tolerating or dismissing sexual violence or sexual harassment as "banter", "part of growing up", "just having a laugh" or "boys being boys"; and
 - 14.3.3 challenging behaviours (which are potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and committing / attempting to commit certain acts of voyeurism e.g. upskirting. Dismissing or tolerating such behaviours risks normalising them.
- 14.4 References to **sexual violence** are references to sexual offences under the Sexual Offences Act 2003, specifically rape, assault by penetration and sexual assault.
- 14.5 References to **sexual harassment** mean "unwanted conduct of a sexual nature" that can occur online and offline. In the context of child on child sexual harassment, it 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.
- 14.6 The DfE guidance [Sexual violence and sexual harassment between children in schools and colleges \(May 2018\)](#) provides further detailed advice.

15 Sexting

- 15.1 "Sexting" means the taking and sending or posting of images or videos of a sexual or indecent nature, usually through mobile picture messages or webcams over the internet.
- 15.2 The School treats all incidences of sexting as safeguarding matters to be actioned in accordance with this policy.
- 15.3 Members of staff should not view sexual imagery which is reported to them, or copy, print or share the images under any circumstances. In referring any incident

of sexting, members of staff should describe the content of the images as reported to them.

15.4 The DSL may in exceptional circumstances view images with the prior approval of the Head and only where:

15.4.1 it is the only way to make a decision whether to involve other agencies, as there is insufficient information available as to its contents;

15.4.2 it is necessary to report the image to a website or agency to have it taken down; or

15.4.3 a pupil has reported the image directly to a member of staff in circumstances where viewing the image is unavoidable.

15.5 **Where viewing an image is unavoidable:**

15.5.1 viewing should take place on School premises wherever possible;

15.5.2 the image should be viewed by a person of the same sex as the person alleged to be shown in the image (where this is known);

15.5.3 a senior member of staff should be present to monitor and support the person viewing the image. This member of staff should not view the image;

15.5.4 full details of the viewing must be recorded in the School's safeguarding records, including who was present, the date and time, the nature of the image and the reasons for viewing it;

15.5.5 any member of staff who views an indecent image should be given appropriate support.

15.6 If any devices need to be confiscated (whether in order to view the image(s) or to pass evidence to the appropriate authority), they should be turned off and locked away securely until they are required.

15.7 If an electronic device that is prohibited by the School rules has been seized and the member of staff has reasonable grounds to suspect that it contains evidence in relation to an offence, or that it contains a pornographic image of a child or an extreme pornographic image, the device will be given to the police.

15.8 If external agencies do not need to be involved, the School must consider the deletion of any images. Pupils should be asked to delete images themselves and to confirm that this is done. Members of staff should not search devices to delete images.

15.9 If images have been shared online and cannot now be deleted by the person who shared them, the School should consider reporting the images to the relevant web host or service provider (if an option is provided), or contacting the Internet Watch Foundation or ChildLine (if the website does not provide this option).

15.10 Where a pupil receives unwanted images, the School should advise the pupil and his / her parents of options that may be available to block the sender or to change the pupil's mobile phone number or email address.

- 15.11 The UK Council for Child Internet Safety's advice note [Sexting in schools and colleges: responding to incidents and safeguarding young people \(August 2016\)](#) contains details of support agencies and provides further information for schools on how to respond to incidents of sexting.
- 15.12 The College of Policing has also produced a briefing note [Police action in response to youth produced sexual imagery \("sexting"\) \(November 2016\)](#) which provides information on how police forces treat instances of sexting by young persons.
- 15.13 The Home Office has published [Indecent images of children: guidance for young people \(November 2019\)](#) to help young people understand the law on indecent images of children and how to navigate the internet confidently and safely within legal boundaries.

16 Upskirting

- 16.1 Upskirting typically involves taking a picture under a person's clothing without their permission or knowledge, with the intention of viewing parts of their body or clothing, not otherwise visible, to obtain sexual gratification, or cause the victim humiliation, distress or alarm. Anyone of any gender can be a victim.
- 16.2 Upskirting is a criminal offence. Attempting to commit an act of upskirting may also be a criminal offence e.g. if actions are taken to do something that is more than merely preparatory to committing the offence such as attempting to take a photograph on a telephone or camera but failing to do so because of lack of storage space or battery.
- 16.3 The School will treat incidences of upskirting as a breach of discipline and also as a safeguarding matter under the School's child protection procedures.
- 16.4 All matters relating to upskirting images and devices which may have been used in connection with an allegation of upskirting will be dealt with in a similar manner to sexting.

17 Special Educational Needs and Disabilities

- 17.1 The School welcomes pupils with special educational needs and disabilities and will do all that is reasonable to ensure that the School's curriculum, ethos, culture, policies, procedures and premises are made accessible to everyone. See the School's policy on special educational needs and learning difficulties and disability policy.
- 17.2 Additional barriers can exist when detecting the abuse or neglect of pupils with a special educational need or disability creating additional safeguarding challenges for those involved in safeguarding and promoting the welfare of this group of children. The School is mindful in particular that:
 - 17.2.1 assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the pupil's special educational need or disability without further exploration;
 - 17.2.2 pupils with a special education need or disability can be disproportionately impacted by bullying without outwardly showing any signs; and

17.2.3 there may be communication barriers which are difficult to overcome to identify whether action under this policy is required.

18 Looked after Children and Previously Looked after Children

18.1 The Governors ensures that staff have the skills, knowledge and understanding to keep looked after children safe and the information they need in relation to a child's looked after legal status, for example:

18.1.1 whether they are looked after under voluntary arrangements with consent of parents or on an interim or full care order;

18.1.2 contact arrangements with birth parents or those with parental responsibility;

18.1.3 information about a child's care arrangements and the levels of authority delegated to the carer by the authority looking after him / her.

18.2 The DSL maintains these details, including contact details of the child's social worker. See Appendix 5: 8, 8.1 for the DSL's role in relation to pupils who are looked after children.

19 Care leavers

The DSL maintains details of the local authority personal advisor appointed to guide and support care leavers and liaises with them as necessary regarding any issues of concern.

Appendix 2 - Concerns about a child - guidance for staff

1 Receiving a Disclosure

- 1.1 Listen carefully and keep an open mind. Do not take a decision as to whether or not the abuse has taken place.
- 1.2 Do not ask leading questions, i.e. a question which suggests its own answer.
- 1.3 Reassure the pupil but not give a guarantee of absolute confidentiality. Explain the need to pass on the information in accordance with this policy so that the correct action can be taken.
- 1.4 Keep a sufficient written record of the conversation (see 2 below). All other evidence, for example, scribbled notes, mobile phones containing text messages, clothing, computers, must be kept securely with the written record.
- 1.5 Pass on the record when reporting the concern in accordance with this policy.

2 Recording a Concern

- 2.1 All concerns about a pupil must be recorded on CPOMS.
- 2.2 Records should be factual and signed and dated, with the name of the signatory clearly printed in writing. Records should include:
 - 2.2.1 the pupil's details: name; date of birth; address and family details;
 - 2.2.2 date and time of the event / concern / conversation;
 - 2.2.3 the action taken and by whom;
 - 2.2.4 the name and position of the person making the record.
- 2.3 The School has a Safeguarding record system, CPOMS. The concern can be completed on CPOMS after an initial discussion with the DSL, and completed with the DSL where appropriate.

3 Receiving a Report of Harmful Sexual Behaviour

- 3.1 Additional guidance about how to manage a report of harmful sexual behaviour is provided in Part 5 KCSIE. This includes the following advice:
- 3.2 Only record the facts as the child presents them.
- 3.3 Where the report includes an online element, do not view or forward illegal images of a child. See paragraph (Appendix 1 above) and the UK Council for Child Internet Safety's advice note Sexting in schools and colleges: responding to incidents and safeguarding young people (August 2016) for advice about what to do when viewing an image is unavoidable.
- 3.4 Manage reports with another member of staff present (preferably the DSL or DDSL), if possible.
- 3.5 Inform the DSL as soon as practically possible if the DSL is not involved in the initial report.

4 Use of Reasonable Force

- 4.1 There are circumstances when it would be appropriate for staff to use reasonable force to safeguard pupils. 'Reasonable' in these circumstances means using no more force than is needed.
- 4.2 Staff should refer to (Appendix 3) of the School's Behaviour, Rewards and Sanctions Policy and the staff code of conduct for more detailed guidance about the use of reasonable force.

Appendix 3 - Dealing with allegations against staff

1 The School's Procedures

- 1.1 The School's procedures for dealing with allegations made against staff will be used where the member of staff has:
 - 1.1.1 behaved in a way that has harmed a child, or may have harmed a child;
 - 1.1.2 possibly committed a criminal offence against or related to a child; or
 - 1.1.3 behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children; or
 - 1.1.4 behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- 1.2 Any allegations not meeting this criteria will be dealt with in accordance with the Redbridge Safeguarding Partners' procedures. Advice from the Designated Officer will be sought in borderline cases.
- 1.3 All such allegations must be dealt with as a priority without delay.
- 1.4 The local authority has designated a particular officer, or team of officers, to be involved in the management and oversight of allegations against people that work with children (Designated Officer(s)). The Designated Officer(s) will be informed immediately and in any event within one working day of all allegations that come to the School's attention and appear to meet the criteria in paragraph 1.1 above.
- 1.5 Allegations against a teacher who is no longer teaching and historical allegations will be referred to the police.

2 Reporting an allegation

- 2.1 Where an allegation or complaint is made against any member of staff (other than the Head), including the DSL, the matter should be reported immediately to the Head. The allegation will be discussed immediately with the Designated Officer(s) before further action is taken. Where appropriate, the Head will consult with the DSL.
- 2.2 Where an allegation or complaint is made against the Head, the matter should be reported immediately to the Chair of Governors or the Nominated Safeguarding Governor, without first notifying the Head. The allegation will be discussed immediately with the Designated Officer(s) before further action is taken. The Chair of Governors will consult the Nominated Safeguarding Governor, and vice versa.
- 2.3 Where an allegation is made against any Governor, the matter should be reported immediately to the Chair of Governors or the Nominated Safeguarding Governor. If either the Chair of Governors or the Nominated Safeguarding Governor are the subject of an allegation, the matter should be reported to the other. The allegation will be discussed immediately with the Designated Officer(s) before further action is taken. Where appropriate, the Chair of Governors will consult the Nominated Safeguarding Governor, and vice versa.

- 2.4 If it is not possible to report to the Head or Chair of Governors or Nominated Safeguarding Governor in the circumstances set out above, a report should be made immediately to the DSL. The DSL will take action in accordance with these procedures and will as soon as possible inform the Head or, where appropriate, the Chair of Governors and the Nominated Safeguarding Governor.
- 2.5 The person taking action in accordance with the procedures in this Appendix is known as the **Case Manager**.

3 Disclosure of Information

- 3.1 The Case Manager will inform the accused person of the allegation as soon as possible after the Designated Officer(s) has been consulted.
- 3.2 The parents or carers of the child / children involved will be informed of the allegation as soon as possible if they do not already know of it. They may also be kept informed of the progress of the case, including the outcome of any disciplinary process. The timing and extent of disclosures, and the terms on which they are made, will be dependent upon and subject to the laws on confidence and data protection and the advice of external agencies.
- 3.3 Where the Designated Officer(s) advises that a strategy discussion is needed, or the police or children's social care need to be involved, the Case Manager will not inform the accused or the parents or carers until these agencies have been consulted and it has been agreed what information can be disclosed.
- 3.4 The reporting restrictions preventing the identification of a teacher who is the subject of such an allegation in certain circumstances will be observed.

4 Further Action to be Taken By the School

- 4.1 A school has a duty of care towards its employees and as such, it must ensure that effective support is provided for anyone facing an allegation. The School will take action in accordance with Part 4 of KCSIE and the School's employment procedures.
- 4.2 Where the School is not an employer of an individual about whom safeguarding concerns are raised with the School, it will still have responsibility to ensure allegations are dealt with appropriately and will liaise with relevant parties. This includes supply teachers and volunteers. Any action taken will be in accordance with Part 4 of KCSIE.

5 Ceasing to Use Staff

- 5.1 If the School ceases to use the services of a member of staff because they are unsuitable to work with children, a settlement agreement will not be used and a referral to the Disclosure and Barring Service (**DBS**) will be made promptly if the criteria for a referral are met. Any such incidents will be followed by a review of the safeguarding procedures within the School, with a report being presented to the **Governors** without delay. The School may also need to consider a referral to the DBS if a member of staff is suspended, or deployed to another area of work that is not regulated activity.
- 5.2 If a member of staff tenders his or her resignation, or ceases to provide his or her services at a time when child protection concerns exist in relation to that person,

those concerns will still be followed up by the School in accordance with this policy and a referral to the DBS will be made promptly if the criteria for referral are met.

- 5.3 Separate consideration will be given as to whether a referral to the Teaching Regulation Agency (**TRA**) should be made where a teacher has been dismissed, or would have been dismissed had he / she not resigned, because of unacceptable professional conduct, conduct that may bring the profession into disrepute, or a conviction at any time for a relevant offence. An interim referral to the TRA may also be considered and made if appropriate.
- 5.4 When an allegation is made, an investigation should be carried out to gather enough evidence to establish if it has foundation, and employers should ensure they have sufficient information to meet the referral duty criteria explained in the [DBS referral guidance](#) (see Appendix 4)

6 Malicious Allegations

- 6.1 Where an allegation by a pupil is shown to have been deliberately invented or malicious, the Head will consider whether to take disciplinary action in accordance with the School's behaviour and discipline policy.
- 6.2 Where a parent has made a deliberately invented or malicious allegation the Head will consider whether to require that parent to withdraw their child or children from the School on the basis that they have treated the School or a member of staff unreasonably.
- 6.3 Whether or not the person making the allegation is a pupil or a parent (or other member of the public), the School reserves the right to contact the police to determine whether any action might be appropriate.

7 Record Keeping

- 7.1 Details of allegations found to be malicious will be removed from personnel records.
- 7.2 For all other allegations, full details will be recorded on the confidential personnel file of the person accused.
- 7.3 An allegation proven to be false, unsubstantiated or malicious will not be referred to in employer references. In accordance with KCSIE, a history of repeated concerns or allegations which have all been found to be false, unsubstantiated or malicious will also not be included in any reference.
- 7.4 The School will retain all safeguarding records and relevant personnel records for so long as reasonably required.⁷

⁷ In accordance with the terms of reference of the Independent Inquiry into Child Sexual Abuse all Schools are required to retain information which relates to allegations (substantiated or not) of organisations and individuals who may have been involved in, or have knowledge of child sexual abuse or child sexual exploitation; allegations (substantiated or not) of individuals having engaged in sexual activity with, or having a sexual interest in, children; institutional failures to protect children from sexual abuse or other exploitation.

Appendix 4

1 Safeguarding Guidelines for Contractors and Visitors

It is the responsibility of all adults who visit and work at the School to safeguard and promote the safety and welfare of all our pupils. This includes contractors and visitors on site during the School holidays.

- 1.1 Avoid any conduct which would lead any reasonable person to question your motivation and intentions.
- 1.2 The photographing of pupils is strictly prohibited.
- 1.3 Avoid contact with children or young people on site. Never give your personal details to a child or young person, for example your address, telephone/mobile number or email address, and never ask for theirs.
- 1.4 Do not instigate or engage in any physical contact with pupils (unless it is appropriate and a part of the agreed reason for your visit).
- 1.5 Identification badges must be worn in a visible position.
- 1.6 Know where your agreed work areas, toilets and access routes are, and stay within them. You must obtain permission if you think that you need to go outside of these access routes. Pupils' toilets are strictly off limits and are not to be used by adults under any circumstances.
- 1.7 The School and grounds are a strict nut free and no smoking area. Non-prescription drugs and/or alcohol are not to be brought onto the site. On no account are you permitted to work on the School site whilst under the influence of drugs or alcohol (with the exception of prescription drugs which have been disclosed to the contractor's manager or visitor's contact, who has confirmed it is safe for the relevant person to work on site).
- 1.8 Keep staff well informed of where you are and what you are doing; you are not permitted to walk unsupervised around the School site unless you have been advised otherwise and have been issued with a blue lanyard.
- 1.9 Do not swear or use inappropriate language.

Appendix 5 - Responsibilities of the Designated Safeguarding Lead (DSL)

- 1 The name and contact details of the DSL and Deputy DSL are set out in the contacts list at the front of this policy.
- 2 In accordance with Annex B of KCSIE, the main responsibilities of the DSL are:

2.1 Managing referrals

- 2.1.1 The DSL is expected to:
- 2.1.2 support staff who make referrals to the local authority children's social care;
- 2.1.3 refer cases to the Channel programme where there is a radicalisation concern as required;
- 2.1.4 support staff who make referrals to the Channel programme;
- 2.1.5 refer cases where a person is dismissed or has left due to risk / harm to a child to the Disclosure and Barring Service (DBS) as required; and
- 2.1.6 refer cases where a crime may have been committed to the police as required.

2.2 Work with Others

The DSL is expected to:

- 2.2.1 act as a point of contact with the three safeguarding partners; liaise with the Head to inform him / her of issues especially ongoing enquiries under section 47 of the *Children Act 1989* and police investigations;
- 2.2.2 as required, liaise with the Case Manager (see Appendix 3) and the designated officer(s) at the local authority for child protection concerns in cases which concern a staff member;
- 2.2.3 liaise with staff (especially pastoral support staff, school nurses, IT technicians and SENCOs / named person with oversight for SEN) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies;
- 2.2.4 act as a source of support, advice and expertise for staff.

2.3 Raise Awareness

The DSL should:

- 2.3.1 ensure the School's child protection and safeguarding policies and processes are known, understood and used appropriately;
- 2.3.2 ensure this policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with the Governors regarding this;
- 2.3.3 ensure this policy is available publicly and parents are aware that referrals about suspected abuse or neglect may be made and the role of the School in this;

- 2.3.4 link with the Local Safeguarding Partners to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements; and
- 2.3.5 help promote educational outcomes by sharing 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.

2.4 Child Protection File

- 2.4.1 Where children leave the School (including for in-year transfers) the DSL shall ensure their child protection file is transferred to any new school or college as soon as possible. This will be transferred separately from the main pupil file, ensuring secure transit and confirmation of receipt will be obtained.
- 2.4.2 In addition, the DSL will consider if it is appropriate to share any information with the new school or college in advance of a child leaving.
- 2.4.3 On receiving a child protection file, the DSL will ensure that key staff are aware as required, including the SENCO / named person with oversight for SEN.

2.5 Prevent

- 2.5.1 In accordance with the Prevent duty guidance for England and Wales and Channel duty guidance: protecting vulnerable people from being drawn into terrorism (HM Government, July 2015) the DSL has, in addition, the following responsibilities:
 - 2.5.1.1 acting as the first point of contact for parents, pupils, teaching and non-teaching staff and external agencies in all matters relating to the Prevent duty;
 - 2.5.1.2 co-ordinating Prevent duty procedures in the School;
 - 2.5.1.3 liaising with local prevent co-ordinators, the police and local authorities and through existing multi-agency forums, including referrals to the Channel Police Practitioner and / or the police where indicated;
 - 2.5.1.4 undergoing WRAP or other appropriate training;
 - 2.5.1.5 maintaining ongoing training programme for all school employees including induction training for all new employees and keeping records of all staff training; and
 - 2.5.1.6 monitoring the keeping, confidentiality and storage of records in relation to the Prevent Duty.

2.6 Looked after children

- 2.6.1 The DSL will, where applicable, take lead responsibility for pupils who are looked after children.

2.7 Training

- 2.7.1 The DSL and the Deputy DSL have undertaken training to provide them with the knowledge and skills required to carry out the role and the processes and procedures and responsibilities of other agencies, particularly children's social care.

This training includes Prevent duty awareness training and will be updated at least every two years. In addition, their knowledge and skills will be refreshed at regular intervals, at least annually, to allow them to understand and keep up with any developments relevant to their role so they:

- 2.7.1.1 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;
- 2.7.1.2 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;
- 2.7.1.3 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;
- 2.7.1.4 are alert to the specific needs of children in need, those with special educational needs and young carers;
- 2.7.1.5 understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation;
- 2.7.1.6 understand the importance of information sharing, both within the School, and with the three safeguarding partners, other agencies, organisations and practitioners;
- 2.7.1.7 are able to keep detailed, accurate, secure written records of concerns and referrals;
- 2.7.1.8 understand and support the School with regard to the requirements of the Prevent duty, including any local procedures for making a Prevent referral, and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- 2.7.1.9 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;
- 2.7.1.10 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;

- 2.7.1.11 obtain access to resources and attend any relevant or refresher training courses;
- 2.7.1.12 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; and
- 2.7.1.13 are able to take lead responsibility for pupils who are looked after children.

Appendix 6 - Charity safeguarding procedures

1 Charity Safeguarding Duties

- 1.1 As part of a wider charity, the School recognises it has additional safeguarding duties which requires it to take reasonable steps to protect from harm people who come into contact with it.
- 1.2 This includes protecting people who come into contact with its work as a charity from abuse or mistreatment of any kind.
- 1.3 Abuse is a form of maltreatment. Somebody may abuse or neglect a person by inflicting harm, or by failing to act to prevent harm. Abuse can take place wholly online, or technology may be used to facilitate offline abuse.
- 1.4 Any safeguarding allegation or concern raised by any person, including those involved or participating in a commercial activity, relating to the charity's and / or partner organisation's activities⁸) will be taken seriously and action will be taken in accordance with the relevant School policies and procedures.

2 Safeguarding Measures

- 2.1 The School will:
 - 2.1.1 arrange appropriate induction and refresher training on safeguarding for all staff at a level commensurate with their role;
 - 2.1.2 consult with staff about safeguarding issues and encourage a culture which promotes positive behaviour and the reporting of any safeguarding concerns;
 - 2.1.3 have appropriate safeguarding policies and procedures, which are fit for purpose, reviewed at least annually and published on its website as appropriate;
 - 2.1.4 check staff are suitable to act in their roles by:
 - a) sharing this policy with applicants at the recruitment stage;
 - b) undertaking appropriate checks on all staff to ensure an individual's suitability for their role;
 - 2.1.5 be mindful of the different risks for staff and beneficiaries who are overseas and have suitable reporting and monitoring processes in place for any work overseas;
 - 2.1.6 undertake appropriate due diligence checks of third parties⁹(whether those who provide services to the Charity or directly to its beneficiaries (including pupils) and enter into appropriate agreements with them covering the

⁸ The Charity Commission have published guidance for charity trustees on when to report incidents involving the charity's partners as a serious incident. A school's partners would include e.g. members of a federated structure, trading subsidiaries, delivery partners and subcontractors, funding recipients, other linked organisations such as a school's fundraising foundation, bursary fund, friends', parents' and teachers' organisations. It is also likely to include international schools that use the School's branding under licence.

⁹ <https://www.gov.uk/government/publications/charities-due-diligence-checks-and-monitoring-end-use-of-funds>

- relationship, their respective roles and monitoring and reporting requirements;
- 2.1.7 review its premises, security arrangements and arrangements for third party use to minimise safeguarding risks;
 - 2.1.8 ensure a sufficient level of oversight of the operations of partner organisations, so that any incidents which materially affect the School's operations, finances, people, reputation of the School (or charity as a whole) can be managed appropriately;
 - 2.1.9 actively promote and encourage the reporting of safeguarding concerns, train staff to identify them and to refer or report them (and have a clear system for doing so);
 - 2.1.10 be quick to respond to concerns and carry out appropriate investigations;
 - 2.1.11 manage conflicts of interest and / or loyalty;
 - 2.1.12 encourage effective working relationships with third party agencies which manage safeguarding concerns. This includes being aware of, and complying with, the published arrangements set out by the local safeguarding partners;
 - 2.1.13 set out risks and how it will manage them in a risk register;
 - 2.1.14 allocate sufficient funds for the effective management of safeguarding;
 - 2.1.15 arrange appropriate insurance cover for staff and volunteers and the activities involved.

Appendix 7 - Local arrangements

1 Early help menu:

<https://www.redbridgescp.org.uk/professionals/early-help/>

1.1 Local thresholds – Redbridge

<https://www.redbridgescp.org.uk/wp-content/uploads/2015/09/Redbridge-LSCB-Multi-Agency-Thresholds-Document-September-2018-Final.pdf>

1.2 Redbridge Child Neglect toolkit – Checklist

<https://www.redbridgescp.org.uk/wp-content/uploads/2015/09/Neglect-Toolkit-Checklist.pdf>

2 Referral forms

2.1 London Borough of Redbridge: <https://www.redbridgescp.org.uk/professionals/publications-policies-and-procedures/forms/>

2.2 Redbridge Emotional Well Being and Mental Health Service (EWMHS)

Formerly CAMHS

https://find.redbridge.gov.uk/kb5/redbridge/fsd/service.page?id=0wevhH_z2jk

2.3 Essex: <https://www.essexeffectivesupport.org.uk/request-support/>

2.4 Waltham Forest: <https://www.walthamforest.gov.uk/content/guide-threshold-and-practice-information-professionals>

2.5 London Borough of Hackney: <https://hackney.gov.uk/child-protection>

2.6 Escalation procedures:

2.7 <https://www.redbridgescp.org.uk/wp-content/uploads/2019/06/Redbridge-LSCB-Escalation-and-Resolution-Policy-3rd-Edition-May-2019-Final.pdf>