

**ST. ANDREW'S C. OF E. PRIMARY SCHOOL**



**SAFEGUARDING AND  
CHILD PROTECTION POLICY**

See also Radicalisation & Extremism Policy 2015

Autumn 2018  
Author Head Teacher

**St Andrew's C of E Primary School**  
**Safeguarding and Child Protection policy**

**Designated Safeguarding Lead: Nicola Edwards**  
**Deputy Designated Safeguarding Lead: Marion Calder**  
**Designated Safeguarding Governor: John Jones**

1. This policy has been authorised by the Governors, and is addressed to all pupils, members of staff, governors, volunteers and visitors to the school. It is freely available and is published on the School website. It applies wherever staff or volunteers are working with pupils even when they are away from the School, for example at an activity centre or on an educational visit.
2. The welfare of our pupils will always be our central concern informed by the School's ethos and by legal requirements. Pupils are actively encouraged to raise personal and general concerns with members of staff.

*'Schools, colleges and other educational settings must also have regard to statutory guidance Keeping Children Safe in Education, which provides further guidance as to how they should fulfil their duties in respect of safeguarding and promoting the welfare of children in their care<sup>43</sup>..' Working Together to Safeguard Children 2018*

3. The Head Teacher, the Designated Safeguarding Lead, and the Deputy Designated Safeguarding Lead have very important roles in being available to all members of the school community to offer advice on matters relating to safeguarding. Responsibility for the welfare of pupils rests with all staff, but particularly with Senior Leaders in the school.
4. The Governors of St Andrew's C of E Primary School are fully and properly informed of matters relating to Child Protection and Safeguarding. The Governors have full access to all the facts surrounding Child Protection concerns and the School's response, as and when it is appropriate. They have overall responsibility for the response made and to those in their care when events took place. To support them in that work, a Governor is identified as having a role in and commitment to Child Protection and Safeguarding.
5. The Designated Safeguarding Lead, the Head Teacher, will ensure that the performance of the safeguarding and child protection regime is reported to regular meetings of the Governing Body (see the Designated Safeguarding Lead's responsibilities below).
6. All staff should be aware of the challenges faced by pupils in understanding what they are being asked and in explaining what has happened to them. While staff must be mindful of the importance of not leading or suggesting, they will need to ensure that the pupils understand and are understood. Many pupils will choose to have a member of staff with them if they have any interviews or meetings with outside agencies and will be made aware of the opportunity to do so.

*'Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility*

*effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.' KCSIE 2018*

## **Commitment**

7. St Andrew's C of E Primary School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share that commitment. The School will take measures to:
  - a) ensure that we practise safer recruitment in checking the suitability of staff and volunteers (including staff employed by another organisation) to work with children and young people in accordance with the guidance given in *Keeping Children Safe in Education, September 2018*.
  - b) ensure that we carry out all necessary checks on the suitability of people who serve on the School's governing body in accordance with the above regulations and guidance given in *Keeping Children Safe in Education, September 2018*.
  - c) ensure that where the School ceases to use the services of any person (whether employed, contracted, a volunteer or pupil) because that person has engaged in conduct that harmed (or is likely to harm) a child or if they otherwise pose a risk of harm to a child, a detailed report is made to the Disclosure and Barring Service (DBS) as soon as possible and in any event within two weeks; ceasing to use a person's services includes dismissal; non-renewal of a fixed-term contract; no longer engaging/refusing to engage a supply teacher provided by an employment agency; terminating the placement of a student teacher or other trainee; no longer using staff employed by contractors; no longer using volunteers; resignation, and voluntary withdrawal from supply teaching, contract working, a course of initial teacher training, or volunteering.
  - d) ensure that referrals are always made to the DBS as provided for in this Policy whether the issue to be referred is current or historical.
  - e) ensure that whenever staff from another organisation are working with our pupils on another site, we have received assurances from that organisation, that appropriate child protection checks and procedures apply to those staff.
  - f) follow all procedures and guidance from LCSBs (and their replacement services) and the Local Authority
  - g) protect each pupil from any form of abuse, whether from an adult or another pupil.
  - h) be alert to signs of abuse both in the School and from outside.
  - i) deal appropriately with each suspicion or allegation of abuse against a member of staff, volunteer or governor in accordance with "*London Child Protection Procedures and Working Together to Safeguard Children March 2015*", and by consulting with the Local Authority Designated Officer (LADO).
  - j) operate procedures which promote this policy.

- k) operate procedures which, so far as possible, ensure that teachers and others who are innocent are not prejudiced by false allegations.
  - l) support children who have been abused in accordance with an agreed multi-agency child protection plan if applicable.
  - m) be alert to the medical needs of children with medical conditions.
  - n) operate robust health & safety procedures.
  - o) ensure that School premises are as secure as circumstances permit.
  - p) provide staff with training about taking sensible steps when working with individual pupils to ensure they are not in secluded or private areas.
  - q) operate clear and supportive policies on drugs, alcohol and substance misuse.
  - r) deal with any other safeguarding issues which may be specific to individual children in our Schools; have regard to guidance issued by the Secretary of State for Education (DfE) in accordance with section 157 of the Education Act 2002 and associated regulations, the main sources of guidance currently being: *Keeping Children Safe in Education, September 2018*; *Working Together to Safeguard Children 2018* and *London Child Protection Procedures*.
  - s) maintain a positive school atmosphere which will help prevent incidents from occurring, supported by the teaching and pastoral support offered to pupils.
8. Every child protection concern, complaint, or suspicion of abuse from within or outside the School will be taken seriously and followed up and, as set out in this policy, will be referred to the Local Authority Designated Officer (LADO) Children's Services, or child protection lead for education. In each case, the matter will be referred to Children's Services and where appropriate, Children's Services in the child's home area. This includes allegations of historic abuse. In the case of those working in a school, the employer (school) will report to the Local Authority Designated Officer (LADO) all cases where it is alleged that a person who works with children has:
- behaved in a way that has harmed a child, or may have harmed a child;
  - possibly committed a criminal offence against or related to a child; or
  - behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

### **Roles and responsibilities**

#### **9. The Designated Safeguarding Lead for Child Protection**

The School has appointed a senior member of staff with the necessary status and authority (Designated Person) to be responsible for matters relating to child protection and welfare. The main responsibilities of the Designated Safeguarding Lead are:

- a) To be the first point of contact for parents, pupils, teaching and non-teaching staff and external agencies in all matters of child protection.
  - b) To be fully conversant with the Local Authority and School Child Protection and Safeguarding Policy and procedures.
  - c) To be available to all staff of the School community for consultation on child protection issues.
  - d) To co-ordinate the child protection procedures in the School.
  - e) To maintain an ongoing training programme for all School employees.
  - f) To monitor the keeping, confidentiality and storage of records in relation to child protection.
  - g) To liaise with the Local Authority Designated Officer (LADO).
  - h) To ensure that appropriate action is taken in the School and that procedures are followed in all Child Protection concerns and actual or suspected cases of child abuse.
  - i) To contact the duty social worker within twenty-four hours to seek advice on concerns brought by staff, volunteers or pupils. To also check whether or not the pupil or pupil's family involved is known to Children's Services.
  - j) To monitor records of pupils in the School who are subject to a child protection plan. To ensure that their records are maintained and updated as notification is received.
  - k) To liaise with other professionals to ensure that children who are subject to a child protection plan are monitored.
  - l) Where appropriate, to take part in the child protection conferences or reviews. When the Designated Safeguarding Lead cannot attend, he or she will ensure that the Deputy Designated Safeguarding Lead or a key member of staff attends. Where this is not possible, to provide a written report to the conference from the School. (It is acknowledged that this should occur rarely as the involvement of School staff is vital given the close involvement with the child.)
  - m) To inform the child's Social Worker in writing when a child who is subject to a child protection plan moves to another School and to inform the new School of the child's status.
  - n) In consultation with the Head Teacher, to monitor staff development and training needs with regard to child protection issues and to ensure that training provided is current and relevant.
  - o) To ensure that the curriculum offers opportunities for raising pupil awareness of child protection issues and developing strategies for ensuring their own protection, for example through the personal, social, health and citizenship education (PSHCE) programme, and reflect this in the school improvement plan.
  - p) Together with the Head Teacher and School Leadership Team, annually to review the School's Policy on Child Protection and Safeguarding and look at how the duties have been discharged, and to report on this to the Board of Governors.
10. In the absence of the Designated Safeguarding Lead a Deputy Designated Safeguarding Lead, who must be nominated in advance, must take responsibility for child protection issues within the School.

They will:

- advise and act upon all Child Protection concerns reported to him or her.

- keep the Head Teacher informed of all actions unless the Head Teacher is the subject of a complaint. In this situation, the Designated Safeguarding Lead should consult with the Chair of Governors or in his or her absence, the Vice Chair.
  - liaise with Children's Services and other agencies on behalf of the School.
  - Carry out any other duties normally conducted by the Designated Safeguarding Lead.
11. If the Designated Safeguarding Lead is unavailable or is him/herself the subject of a complaint, his / her duties will be carried out by a Deputy Designated Safeguarding Lead who has received appropriate training in safeguarding and inter-agency working.
12. To undertake appropriate training every two years in relation to their role and the child protection procedures.

### **Employees, Governors, School Advisors and Volunteers**

13. The Head Teacher and all other employees of the School, as well as every Volunteer and School Advisor who works with pupils, is under a general legal duty:
- a) to protect children from abuse and promote their welfare.
  - b) to be aware of the School's practice and policies on Safeguarding and Child Protection and to follow them.
  - c) to know how to access and implement the procedures, independently if necessary.
  - d) in dealing with a child protection issue to remain as objective as possible, never assuming that they know which categories of children are at risk.
  - e) to keep an appropriate record of any significant complaint, conversation or event. Information should be recorded verbatim, if possible. They should not prompt, lead or suggest information to the child.
  - f) to refer to the Designated Safeguarding Lead immediately.
  - g) in the case of allegations brought against a colleague, to refer the incident to the Designated Safeguarding Lead, the Head Teacher who will immediately respond (please see the section below on Staff Allegations).
  - h) to undertake appropriate training including induction training and refresher training at regular intervals required by each individual course e.g. every two or three years.

### **Whistle blowing**

14. All staff are required to report to the Designated Safeguarding Lead any concern or allegations about school practices or the behaviour of colleagues or pupils which are likely to put pupils at risk of abuse or other serious harm. Such reports are made to the Designated Safeguarding Lead the Head Teacher and the Local Authority Designated Officer (LADO). There will be no retribution or disciplinary action taken against a member of staff for making such a report provided that it is done in good faith. There is a separate policy on Whistle blowing which should be read in conjunction with this summary.

## Training

15. The Designated Safeguarding Lead has undertaken child protection training and training in inter-agency working and will attend refresher training at two yearly intervals. The Deputy Designated Safeguarding Lead with responsibilities for child protection issues, as detailed in this policy, will also undertake this same training. This will normally be Working Together to Safeguard Children training as provided by Hillingdon Local Safeguarding Children Board.
16. The Principal, staff and volunteers undertake training in child protection and safeguarding and this is updated at least every three years.
17. Records of training will be monitored by Governors.
18. Every year at the beginning of the school year, all staff and volunteers who work in the school are reminded of the provisions in this Child Protection and Safeguarding Policy.
19. Every recruitment panel includes at least one member of staff who has undergone safer recruitment training under the scheme currently operated by The Children's Workforce Development Council with refresher training every three years.
20. The Governors will receive appropriate and up-to-date child protection and safer recruitment training to ensure they have the knowledge and information needed to perform their functions and understand their responsibilities. Refresher training will occur every three years.
21. If they have not attended the training for staff generally, temporary and voluntary staff who work with children are made aware of the School's arrangements for safeguarding and their responsibilities as above whilst they are waiting to attend the next available safeguarding course.
22. The school office will keep a central record of all safeguarding training undertaken by members of staff and others.
23. The Designated Safeguarding Lead will attend, wherever possible, the Safeguarding Schools Cluster Meeting, which will meet at least termly and whose members can be gathered for advice at any time. This meeting is a good opportunity to share good practice and to outline concerns. It is chaired by the Child Protection Lead for Education.

## Child abuse: Categories and definitions

24. All school and college staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.
- **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.

- **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.
- **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), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.
- **Sexual abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education (see paragraph 50).
- **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.

### **Staff and volunteer responsibility**

25. Staff and volunteers should understand that they are not making a diagnosis, only receiving concerns. There are many potential signs of abuse; none of which may indisputably prove that a child is being abused and these indications should not be taken as proof. They may be indicators, which when put into context, provide justification for action.



Emotional abuse is more than just the occasional criticism of a child. Abuse is a symptom of continued negative treatment, which ostracises or belittles a child. This is usually the result of extremes of inappropriate care by the parents and so very difficult to confront.

26. ALL abuse is emotional abuse irrespective of whether or not it is accompanied by physical injury, sexual abuse or neglect.

### **Procedures**

27. A member of staff suspecting or hearing a complaint of abuse:

- Must listen carefully to the child and keep an open mind. Staff should not take a decision as to whether or not the abuse has occurred.
- Must not ask leading questions, that is, a question which suggests its own answer (“was it your Father?” or “did this take place on Tuesday when you were away?”)
- Must reassure the child but not give a guarantee of absolute confidentiality. The member of staff should explain that they need to pass the information to the Designated Safeguarding Lead, who will ensure that the correct action is taken.
- Must keep a written record of the conversation (see instructions below – paragraph 36). The record should include the date, time and place of the conversation and the essence of what was said and done by whom and in whose presence. The record should be signed by the person making it and should use names, not initials. The record must be kept securely and handed to the Designated Safeguarding Lead.
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### **Preserving evidence**

28. All evidence (for example scribbled notes, mobile phones containing text messages, photographs, clothing, and computers) must be safeguarded and preserved.

### **Recording**

29. It is essential to create a full, contemporaneous report of the meeting. To do this:

- a) Make brief notes as soon as possible after the meeting. This may be possible in the meeting itself.
- b) Write up your notes in full and include time, date, place and signature.
- c) Describe observable behaviour e.g. was shaking, continued to cry, constantly moved around the room (Do not interpret these features).
- d) Record the actual words spoken by the child wherever possible.

### **Reporting**

30. All suspicion or complaints of abuse must be reported to the Designated Safeguarding Lead the Head Teacher, or if the complaint involves the Designated Officer, to the Chair of Governors.

Action by the Designated Safeguarding Lead

31. The action to be taken could be to:

1. refer cases of suspected abuse to the local authority children's social care as required;
2. support staff who make referrals to local authority children's social care;
3. refer cases to the Channel programme where there is a radicalisation concern as required;
4. support staff who make referrals to the Channel programme;
5. refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required;
6. refer cases where a crime may have been committed to the Police as required.
7. liaise with staff (especially pastoral support staff, school nurses, IT Technicians, and SENCOs or the named person with oversight for SEN in a college) on matters of safety and safeguarding (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies;
8. act as a source of support, advice and expertise for all staff.
9. respect duties of confidentiality, so far as applicable.
10. ensure that a child's interests are paramount.
11. ensure that, if there is room for doubt as to whether a referral to Children's services should be made, the Designated Safeguarding Lead will consult with the Child Protection Lead for Education, or in the case of an allegation against a professional, the LADO, or other appropriate professionals on a no names basis without identifying the pupil. However, as soon as sufficient concern exists that a child may be at risk of significant harm, a referral will be made as soon as possible. If the initial referral is made by telephone, the Designated Safeguarding Lead will confirm the referral in writing to Children's Services within 24 hours using the Interagency Referral Form. If no response or acknowledgment is received within three working days, the Designated Safeguarding Lead will contact Social Services again. The Designated Safeguarding Lead will agree with the recipient of the referral what the child and parents will be told, by whom and when.

**Referral guidelines**

32. Our policy is to refer all matters of concern to the appropriate agency. If it is a matter of child protection it will be referred to Children's Services. If the concern relates to an allegation against a member of staff it will be referred to the Local Authority Designated Officer (LADO).

### **Low Level Monitoring**

33. Any indication of a potential child protection issue must be discussed with the Designated Safeguarding Lead the Head Teacher. If the Designated Safeguarding Lead has concerns he or she will contact either the Child Protection Lead for Education, duty social worker at the MASH team or the LADO as appropriate to seek clarification on what action should be taken.

### **Allegations against staff members, volunteers or Governors**

34. The School follows procedures for dealing with allegations against staff (and volunteers who work with children) that aim to strike a balance between the need to protect children from abuse and the need to protect staff and volunteers from malicious or unfounded allegations. These procedures follow the guidance in *Working Together to Safeguard Children September 2018* and also from the London Child Protection Procedures. Full consideration will be given to all the options, subject to the need to ensure the safety and welfare of the pupils or pupil concerned.
35. Where an allegation or complaint is made against the Designated Safeguarding Lead the Head Teacher, the person receiving the allegation should immediately inform the Chair of Governors, or in his or her absence the Local Authority LADO, without first notifying the Head Teacher.
36. Staff are given guidance by reading and referencing the document 'Guidance for Safer Working Practice for Adults who work with Children and Young People (2016)' on how to reduce the likelihood that their behaviour and actions might place pupils or themselves at risk of harm or of allegations of harm to a pupil.
37. If the School ceases to use the services of a member of staff (or a governor or volunteer) because that person has engaged in conduct that harmed (or is likely to harm) a child, or if they otherwise pose a risk of harm to a child, a compromise agreement will not be used and there will be a prompt and detailed report to the Disclosure and Barring Service. 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.
38. If an allegation against a member of staff is found to have been malicious it will be removed from personnel records. Then on a case by case basis if an allegation is not substantiated, is unfounded or malicious, the decision will be made as to whether it will be referred to in any employment reference.

### **Allegations against pupils**

39. A pupil against whom an allegation of abuse has been made may be suspended from the School and the School's policy on behaviour, discipline and sanctions will apply. The School will take advice from Children's Services or the Local Authority Designated Officer (LADO) as

appropriate on such allegations and will take all appropriate action to ensure the safety and welfare of all pupils involved, including the pupil or pupils accused of abuse. 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 Children's Services or the LADO, 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 Guardian will be requested to provide support to the pupil and to accommodate him/her if it is necessary to suspend him/her.

40. If a pupil is suspended from school as a result of an allegation of abuse, the Chair of Governors and at least one Designated Governor will be informed as soon as practicable.

### **Harm from outside the school**

41. A member of staff who suspects that a pupil is suffering harm from outside the School should refer the matter to the Designated Safeguarding Lead the Head Teacher.

### **Supporting pupils at risk**

42. St Andrew's C of E Primary School recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth or view the world as a positive place. This school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, whilst at school their behaviour may still be challenging and defiant or they may be withdrawn.

This school will endeavour to support pupils through:

- the curriculum to encourage self-esteem and self-motivation.
- the school ethos which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued.
- the implementation of the school's behaviour management policies.
- a consistent approach agreed by all staff which will endeavour to ensure the pupil knows that some behaviour is unacceptable but s/he is valued.
- regular liaison with other professionals and agencies that support the pupils and their families.
- a commitment to develop productive, supportive relationships with parents, whenever it is in the child's best interest to do so.
- the development and support of a responsive and knowledgeable staff group, trained to respond appropriately in child protection situations.
- recognition that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse so staff who work in any capacity with children with profound and multiple disabilities, sensory impairment and/or emotional and behavioural problems will need to be particularly sensitive to signs of abuse.
- Recognition that in a home environment where there is domestic abuse, drug or alcohol abuse, and any other difficulties experienced by families, children may also be vulnerable and in need of support and/or protection.

43. This policy should be considered alongside other related policies in school. These are the policies for the teaching of PSHE, the behaviour policy, the anti-bullying policy and the health and safety policy.

#### **Further information regarding specific forms of abuse**

44. Child sexual exploitation and female genital mutilation - Child sexual exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases, simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.
45. Female genital mutilation (FGM: professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. There is a range of potential indicators that a child or young person may be at risk of FGM, which individually may not indicate risk but if there are two or more indicators present, this could signal a risk to the child or young person. Victims of FGM are likely to come from a community that is known to practise FGM. Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject. Warning signs that FGM may be about to take place, or may have already taken place, can be found on pages 11-12 of the multi-agency practice guidelines referred to previously. Staff should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care.
46. Child sexual exploitation is a form of child 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 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact: it can also occur through the use of technology.
47. 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 Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame

themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life.

48. So-called ‘honour-based’ violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving “honour” often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.
49. Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a schools’ or colleges’ safeguarding approach. Extremism<sup>101</sup> is the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces. Radicalisation<sup>102</sup> refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child’s vulnerability. Similarly, radicalisation can occur through many different methods (such as social media) and settings (such as the internet).
50. **The Prevent duty** All schools and colleges are subject to a duty under section 26 of the CounterTerrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have “due regard<sup>103</sup> to the need to prevent people from being drawn into terrorism”.<sup>104</sup> This duty is known as the Prevent duty. The Prevent duty should be seen as part of schools’ and colleges’ wider safeguarding obligations. Designated safeguarding leads and other senior leaders should familiarise themselves with the Revised Prevent duty guidance: for England and Wales, especially paragraphs 57-76 which are specifically concerned with schools (and also covers childcare). The guidance is set out in terms of four general themes: Risk assessment, working in partnership, staff training, and IT policies.
51. **Peer on peer abuse** Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals. Sexual violence and sexual harassment between children in schools and colleges Context Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment

exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.

## **Online Safety**

52. The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm. An effective approach to online safety empowers a school or college to protect and educate the whole school or college community in their use of technology and establishes mechanisms to identify, intervene in and escalate any incident where appropriate.
53. The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:
  - **content:** being exposed to illegal, inappropriate or harmful material; for example pornography, fake news, racist or radical and extremist views;
  - **contact:** being subjected to harmful online interaction with other users; for example commercial advertising as well as adults posing as children or young adults; and
  - **conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for example making, sending and receiving explicit images, or online bullying.
54. Governing bodies and proprietors should be doing all that they reasonably can to limit children's exposure to the above risks from the school's IT system. As part of this process, governing bodies and proprietors should ensure their school or college has appropriate filters and monitoring systems in place. A whole school approach to online safety is in place to ensure that all staff and Governors undergo regular training about online safety and that children are taught about safeguarding and online safety as part of a broad and balanced curriculum.

## **Monitoring**

55. The Designated Safeguarding Lead will monitor the operation of this policy and its procedures and make an annual report to the Board of Governors.
56. The Board of Governors will undertake an annual review of this policy and how the related duties under it have been discharged. The Governors will ensure that any deficiencies or weaknesses in regard to child protection arrangements are remedied without delay.
57. A single record will be implemented giving a full history of child protection matters at the School which will be available to successive Head Teachers and Chairs of Governors. This record will help the School in upholding the highest standards of safeguarding.

## **Former pupils**

58. The Board of Governors will ensure that the desire to exonerate the School will not be allowed to take precedence over concerns for the current physical and emotional health of former pupils.

## **Use of the school premises by other organisations**

59. Where services or activities are provided separately by another body, using the school premises, the Governing Body will seek assurance that the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection. Further details can be found in the *Lettings Policy*.

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*Date ratified by Governors:*

*Signed:*