

WHOLE SCHOOL POLICY FOR PROTECTION
(including safer recruitment, concerns)



SAFEGUARDING INCORPORATING CHILD
allegations against staff and low-level

Date of Policy: September 2023
Date of Policy Review: September 2024

Key contacts in school – Telephone number: 01709 570297
Safeguarding email: safeguarding@stp.dsat.education

Role	Name	Contact details
Executive Headteacher Head of School	Rebecca Allard Victoria Sherwood	Rallard@tc.dsat.education vsherwood@stp.dsat.education
Designated Safeguarding Lead	Victoria Sherwood	vsherwood@stp.dsat.education
Deputy Safeguarding Leads	Rebecca Webster Jessica Reed Fiona Neal	rwebster@stp.dsat.education jreed@stp.dsat.education fneal@stp.dsat.education
Named Safeguarding and Looked After Children Local School Board Member	Jenny Newman	c/o St Thomas' CE Primary Academy Meadow View Road Kilnhurst S64 5UA
Designated teacher for Looked After Children	Victoria Sherwood	vsherwood@stp.dsat.education
Chair of Local School	Andy Brewerton	c/o St Thomas' CE Primary Academy Meadow View Road Kilnhurst S64 5UA

Policy Consultation & Review

This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school and through our school newsletter.

The policy is provided to all staff (including temporary staff and volunteers) at induction alongside our Staff Code of Conduct. In addition, all members of staff are provided with Part One and Annex A of the statutory guidance '[Keeping Children Safe in Education](#)', DfE (September 2023).

This policy will be reviewed in full by the DSL and shared with the Local School Board (LSB) and all staff members on an annual basis.

CONTENTS

Section:

1. Legal Framework
2. Purpose & Aims
3. Our Ethos
4. Understanding the views of children
5. Children with a social worker
6. Types of abuse, including specific issues?
7. Roles & Responsibilities
8. First day calling
9. Children who are looked after
10. Elective home education
11. Early Help
12. Safer Recruitment
13. Staff conduct and the use of reasonable force
14. Managing Allegations against Staff
15. Low level concerns
16. Child on Child abuse
17. Communication and confidentiality
18. Training and induction
19. Whistleblowing policy
20. Procedures for managing concerns
21. Use of school premises

22. Working with Parents & Carers
23. When to call the police
24. Relevant policies
25. Policy consultation and review

1. LEGAL FRAMEWORK

This policy is based on the Department for Education's statutory guidance Keeping Children Safe in Education (2023) and Working Together to Safeguard Children (2018). We comply with this guidance and the arrangements agreed and published by our 3 local safeguarding partners. This policy has been devised in accordance with (but not limited to) the following legislation and statutory guidance:

Legislation

The Children Act 1989 and 2004

The Education Act 2002 (sections 157 and 175) places a duty on schools and local authorities to safeguard and promote pupil welfare

The Safeguarding Vulnerable Groups Act 2006

The Equality Act 2010

Data Protection Act/GDPR Regulations 2018

The Children and Families Act 2014

The Sexual Offences Act 2003

Voyeurism Offence Act 2019

Female Genital Mutilation Act 2003

Counter Terrorism and Security Act 2015

Domestic Abuse Act 2021

Statutory guidance

- DfE (July 2018, updated December 2020) '**Working together to safeguard children**'
- DfE (2023) 'Keeping children safe in education'
- DfE (2021) Relationships Education, Relationships and Sex Education (RSE) and Health Education
- DfE (2016) 'Disqualification under the Childcare Act 2006'
- DfE (2015) 'The Prevent duty'
- HM Government (2014) 'Multi-agency practice guidelines: Handling cases of Forced Marriage
- The Human Rights Act 1988
- The Equality Act 2020

Non-statutory guidance

DfE (2018) 'Information sharing'

DfE (2017) 'Child sexual exploitation'

DfE (2016) 'Children missing education'

DfE (2018) 'Mental Health and Behavior in Schools'

DfE (2019) 'Teaching Online Safety in Schools'

The Equality Act 2020

2. PURPOSE & AIMS

The purpose of this policy is to ensure every child who is a registered pupil at our school is safe and protected from harm and we expect everyone who works in our school to share this commitment. This means we will always work to take all welfare concerns seriously and always act in the best interests of the child to:

- protect children from abuse or neglect;
- prevent impairment of their **mental and physical health** or development;
- ensure that children grow up in circumstances consistent with the provision of safe and effective care.
- take action to enable all children to have the best outcomes;
- ensure that staff are properly trained in recognising and reporting safeguarding issues and that they understand their statutory responsibilities;
- ensure that the appropriate action is taken in a timely manner to safeguard and promote children's welfare.

This policy will give clear direction to staff, volunteers, visitors and parents about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our school.

Our school fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at our school. This will include recognising when they are at risk and how to get help when they need it and identifying children who may benefit from early help. We also assess the risks and issues in the wider community when considering the wellbeing and safety of our pupils. The elements of our policy are prevention, protection and support.

This policy applies to all pupils, staff, parents, Local School Board members, volunteers and visitors.

3. OUR ETHOS

The child's welfare is of paramount importance. Our school will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe. Children at our school will be able to talk freely to any member of staff if they are worried or concerned about something.

'Everyone' who comes into contact with children and their families has a responsibility in safeguarding children. It is important for children to receive the **'right help at the right time'** to address risks and prevent issues escalating. All staff are advised to maintain an attitude of ***'it could be happening here'*** where safeguarding is concerned.

All staff and regular visitors will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child that we will keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

Throughout our curriculum we will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills. Our curriculum covers aspects of E Safety through both our Computing Curriculum and PSHE curriculum. We are fully implementing the RSE Curriculum and have consulted appropriately. The school is working in conjunction with the Diocese of Sheffield Academies Trust (DSAT) regarding all elements of safeguarding in school. We also work with RSCP (Rotherham Safeguarding Children Partnership)

At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (July 2018).

Link:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf

4. UNDERSTANDING THE VIEWS OF CHILDREN

All staff in this school understand how important it is that children feel heard and understood, and that the child is always placed at the centre of our thinking and actions.

We will encourage an ethos of listening to children and taking account of their wishes and feelings.

A child-centred and listening culture throughout our school will be achieved through training and information, to ensure staff have an appreciation of the difficulties children may have in approaching staff about their circumstances and worries, and are aware of how to build trustful and respectful relationships with children which enable effective communication.

5. CHILDREN WITH A SOCIAL WORKER

We recognise that when a child has a social worker, it is an indicator that the child has vulnerabilities or may be at risk of harm requiring additional support and services. This may mean that they are more vulnerable to further harm, as well as facing educational barriers to attendance, learning, behaviour and poor mental health. We will take these needs into account when making plans to support pupils who have a social worker or are receiving an Early Help service.

6. WHAT IS ABUSE AND NEGLECT?

Abuse and neglect are forms 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 a stranger. An adult or adults, or another child or children may abuse them.

KEY TERMS:

Child protection: refers to activities undertaken to prevent a child suffering, or likely to suffer, significant harm

Abuse: is a form of maltreatment of a child, and may involve inflicting harm or failing to act to prevent harm

Victim: is a widely understood and recognised term, but we understand that not everyone who has been subjected to abuse considers themselves a victim or would want to be described that way. When managing an incident, we will be prepared to use any term that the child involves feels most comfortable with

Alleged perpetrator(s) and **perpetrator(s)** are widely used and recognised terms. However, we will think carefully about the terminology we use (especially in front of children) as, in some cases, abusive behaviour can be harmful to the perpetrator too. We will decide what's appropriate and which terms to use on a case-by-case basis.

Abuse may fall into a number of categories:

Physical Abuse:

This is a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse:

This is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may 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:

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

Neglect:

This is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

Once a child is born, neglect may involve a parent or carer failing to:

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

All staff are aware that child sexual and child criminal exploitation are forms of child abuse.

Specific safeguarding issues are:**Mental Health**

School staff are aware that mental health problems can, in some cases, be an indicator that a child has or is at risk of suffering abuse, neglect or exploitation. Staff are well placed in their daily contact with children to be able to identify behaviour that suggests they may be developing or have a mental health problem.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key

that our staff are aware of how these children's experiences can impact on their mental health, behaviour and education.

If staff have a mental health concern for a child that is also a safeguarding concern, they must take immediate action by following the child protection procedures and speaking to the DSL. All concerns must be logged on the school recording system, along with the actions taken.

Criminal Exploitation of Children (CCE)

The criminal exploitation of children (CCE) is a geographically widespread form of harm that typically crosses county boundaries. Like other forms of abuse and exploitation, this can affect any child under the age of 18, appear consensual and could involve violence or threats of violence and enticement.

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence.

The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology.

County Lines

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more different urban or rural areas, using dedicated mobile phone lines or other form of "deal line".

Exploitation is an integral part of the county lines offending model with children groomed and exploited to move [and store] drugs and money from urban areas to suburban areas, rural areas and market and seaside towns. Gangs use coercion, intimidation, violence, sexual violence and weapons to ensure the compliance of their victims.

Staff members who suspect a pupil may be vulnerable to, or involved in, this activity will immediately report

all concerns to the DSL. The DSL will consider referral to MASH and the National Referral Mechanism on a case-by-case basis.

Indicators that a pupil may be victims of criminal exploitation include the following:

- **Persistently going missing or being found out of their usual area**
- **Unexplained acquisition of money, clothes or mobile phones**
- **Excessive receipt of texts or phone calls**
- **Relationships with controlling or older individuals or groups**
- **Leaving home without explanation**
- **Evidence of physical injury or assault that cannot be explained**
- **Carrying weapons**
- **Sudden decline in school results**
- **Becoming isolated from peers or social networks**
- **Self-harm or significant changes in mental state**
- **Parental reports of concern**

More information on CCE is contained in Annex A of Keeping Children Safe in Education (2023) and Chapter 2.1.2 and 2.1.13 of the Rotherham Local Safeguarding Children's Partnership online procedures:

<http://rotherhamscb.proceduresonline.com/index.htm>

Serious violence

All staff, through training, will be made aware of the indicators which may signal that a pupil is at risk from, or is involved with, serious violent crime. These indicators include, but are not limited to, the following:

- Increased absence from school
- A change in friendships
- New relationships with older individuals or groups
- A significant decline in academic performance
- Signs of self-harm
- A significant change in wellbeing
- Signs of assault
- Unexplained injuries
- Unexplained gifts or new possessions

If any staff member suspects that a child may be vulnerable to, or involved in, serious violent crime will report it immediately to the DSL.

Child Sexual Exploitation (CSE) and Trafficking

CSE 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. CSE does not always involve physical contact; it can occur through the use of technology.

CSE can occur in all communities and amongst all social and ethnic groups and can affect girls and boys. Children as young as 8 years have been identified, particularly in relation to online concerns. CSE is a complex form of abuse and it can be difficult for those working with children to identify and assess however, all those working in our school are made aware of the potential indicators of grooming and exploitation and how to refer concerns on appropriately.

There are two different types of **trafficking** of children and young people for the purposes of sexual exploitation. Firstly, there is trafficking from abroad into the United Kingdom. The second category is internal trafficking, where children and young people are moved from one place to another in the UK for the purposes of sexual exploitation. This may be from one street to a neighbouring street, from one area of a town or city to another area, or across county borders. It is not the distance that is relevant in the definition of internal trafficking, but the movement of a child or young person for the purpose of sexual exploitation.

More information on CSE is contained in Annex A of Keeping Children Safe in Education (2023), Child sexual exploitation: Definition and a guide for practitioners (DfE 2017), and Chapter 2.1.2 of the Rotherham Local Safeguarding Children's Partnership online procedures:
<http://rotherhamscb.proceduresonline.com/index.htm>

Children with Special Educational Needs and Disabilities (SEND)

We understand that children with special educational needs and disabilities (SEND) can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group of children. This can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- Children with SEND can be disproportionately impacted by things like bullying without outwardly showing any signs
- These children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children
- Communication barriers and difficulties in overcoming these barriers.

Where there are any concerns raised about the safety and welfare of a child with SEND in school, we will ensure that these will be treated in the same way as with any other child, with careful consideration of any additional needs.

More information on children with SEND is contained in Annex A of Keeping Children Safe in Education 2023 and Chapter 2.1.4 / 5 of the RSCP child protection online procedures:
<http://rotherhamscb.proceduresonline.com/index.htm>

The Designated Teacher for Children who are Looked After (CLA) in this school is Tracey Raison

We have a separate CLA and SEND policies which can be found on the school website

Children Missing from Education

Children missing education are defined as children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school. Children missing education are at significant risk of underachieving, being victims of harm, exploitation or radicalisation and becoming NEET (not in education, employment or training) later in life.

Knowing where children are during school hours is an extremely important aspect of safeguarding. Missing school can be an indicator of abuse and neglect and may also raise concerns about others safeguarding issues, including the criminal exploitation and/or the radicalisation of children. We monitor attendance carefully and address poor or irregular attendance without delay.

We will always follow up with parents/carers when pupils are not at school. This means we need to have

At least two up to date contacts numbers for parents/carers. Parents should remember to update the school as soon as possible if the numbers change.

All staff in school understands the importance of regular attendance and our school has appropriate procedures to follow for unauthorised absence in place and for dealing with children that go missing from education, particularly on repeat occasions. This helps identify the risk of abuse and neglect, including

sexual exploitation, and helps prevent the risks of their going missing in future. All staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, Female Genital Mutilation and Forced Marriage.

More information on children missing education is contained in Annex A of Keeping Children Safe in Education 2023 and Chapter 2.3.2 of the RSCP child protection online procedures:

<http://rotherhamscb.proceduresonline.com/index.htm>

Elective Home Education (EHE)

Our school recognises that many home educated children have an overwhelmingly positive learning experience, however this is not the case for all, and this can sometimes mean that some children are less visible to services that are there to keep them safe and supported in line with their needs, Keeping Children Safe in Education 2023, p. 176. School will report/inform the LA when a child is taken off role. Wherever possible, the school, LA and other key professionals will coordinate a meeting with parents/carers before a final decision has been made to ensure that the decision is in the best interests of the child. This is particularly important where the child has special educational needs or a disability, and/or a social worker, and/or is otherwise vulnerable. Where a child has an Education Health Care plan, the LA will need to review the plan and work closely with parents and carers.

Child on Child Abuse

Child on child abuse occurs when a young person is exploited, bullied and/or harmed by their peers who are the same or similar age; everyone directly involved in child on child abuse is under the age of 18. 'Child on child abuse can relate to various forms of abuse (not just sexual abuse and exploitation), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim. Child on child abuse may not just occur between peers, but also family members, siblings, etc.

Key areas where child on child abuse occurs are:

- Bullying, including online/cyber bullying and prejudice-based bullying
- Racist, religious, disability and homophobic or transphobic abuse
- Gender based violence/violence against girls and young women
- Teenage relationship abuse
- Issues relating to gang activity and youth violence
- Sexual harassment and sexual violence, including texting and harmful sexual behaviour
- Upskirting - taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks (carries a 2-year sentence under the Voyeurism (Offences) Act 2019)

More information on child-on-child abuse/sexual violence is contained in Annex A paragraphs 13, 14 Keeping Children Safe in Education (2023), The information may also relate to harm caused by another child, in which case both children, i.e. the suspected perpetrator and victim must be referred - see also Chapter 2.1.4 of the Rotherham RSCP child protection online procedures:

<http://rotherhamscb.proceduresonline.com/index.htm>

Female Genital Mutilation (FGM)

Female genital mutilation refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK. FGM typically takes place between birth and around 15 years old.

School is aware of the common risk factors for FGM which include:

- Low level of integration into UK society
- Mother or a sister who has undergone FGM
- Girls who are withdrawn from PSHE
- Visiting female elder from the country of origin
- Being taken on a long holiday to the country of origin
- Talk about a 'special' procedure to become a woman

FGM may be likely if there is a visiting female elder, there is talk of a special procedure or celebration to become a woman, or parents wish to take their daughter out-of-school to visit an 'at-risk' country (especially before the summer holidays), or parents who wish to withdraw their children from learning about FGM.

FGM is addressed as part of the procedures around '**Honour Based Abuse (HBA)**' which is defined as "crimes which have been committed to protect and defend the honour of the family and/or the community, including FGM, Forced Marriage and practices such as Breast Ironing"

Our school has due regard to the **mandatory reporting duty (FGM Act 2003)**, which places a **statutory duty** on all teaching staff (along with social workers and healthcare professionals) to personally report to the police where they discover that FGM appears to have been carried out on a girl under 18 years.

Our staff will be vigilant and will report promptly any FGM or other honour-based abuse concerns to the Designated Safeguarding Lead. If a member of staff has reason to believe FGM has been carried out on a girl under 18 years and this occurs out of school, then they must exercise their statutory duty and report this to the police personally.

More information on these issues is contained in Keeping Children Safe in Education [Annex B \(2023\)](#) and Chapters 2.2.11, 2.2.12 and 2.2.13 of the Rotherham LSCP child protection online procedures: <http://rotherhamscb.proceduresonline.com/index.htm>

Preventing Radicalisation and Extremism (Prevent Duty)

Our school has due regard to the **Prevent Duty** Guidance 2015, under Section 26 of the Counter-Terrorism and Security Act 2015, which aims to prevent children and young people from being drawn into extremism and terrorism.

In our school we use age-appropriate curriculum to ensure that children and young people understand how people with extreme views share these with others, especially using the internet. We are committed to ensuring that our pupils are offered a broad and balanced curriculum that aims to prepare them for life in modern Britain. Teaching the school's core values alongside the fundamental British Values supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

We will engage with parents and families as we are in a key position to spot signs of radicalisation and we will assist and advise those families who do raise concerns and point them in the direction of support mechanisms ie, the Local Authority, Police and/or the **Channel Programme**. We will provide a link, via the school's website, to the Local Safeguarding Children Partnership website which provides information on radicalisation for children and young people, their parents/carers and professionals: www.rscp.org.uk

As with other safeguarding risks, staff will be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. Staff will use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include making a referral to the **Channel** programme.

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. Referrals to the Channel Panel in Rotherham are via the LA Children's Social Care Multi-Agency Safeguarding Hub (MASH) on 01709 336080.

More information on Prevent and Channel is contained in Annex B of Keeping Children Safe in Education (2023) and Rotherham LSCP child protection online procedures:
<http://rotherhamscb.proceduresonline.com/index.htm>

Children witnessing domestic abuse

Witnessing domestic abuse is really distressing and scary for a child, and causes serious harm. Children living in a home where domestic abuse is happening are at risk of other types of abuse too. Children can experience domestic abuse or violence in lots of different ways. They might:

- see the abuse
- hear the abuse from another room
- see a parent's injuries or distress afterwards
- be hurt by being nearby or trying to stop the abuse

The Domestic Abuse Act 2021 recognises that children are victims of domestic abuse in their own right.

The definition of domestic abuse applies to children if they see or hear, or experience the effects of, the abuse and they are related to the abusive person.

Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child/adolescent to parent violence and abuse. Anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home.

More information on these issues is contained in Annex B of Keeping Children Safe in Education (2023) and Chapters 2.2.8 of the Rotherham LSCP child protection online procedures:
<http://rotherhamscb.proceduresonline.com/index.htm>

Operation Encompass

As a school we support an initiative called '**Operation Encompass**' a partnership between South Yorkshire Police and Education, supported by each Local Safeguarding Children Partnership.

Operation Encompass has been designed to provide support for any child in school who may be affected by a domestic abuse incident where the police have attended.

A key safeguarding member of staff in school will be informed when a domestic abuse incident has been recorded within the previous 24 hours or over the weekend. This will enable staff in school to monitor

children possibly affected and, provide appropriate support to promote their welfare. This will remain confidential; no information about specific incidents is shared with school. The school will, however, be able to make provision for possible difficulties experienced by children who have been involved in, affected by, or witnessed a domestic abuse incident.

We are keen to offer the best support possible for our children and young people and we believe that Operation Encompass will enhance safeguarding within our school. This will be extremely beneficial for all those involved.

Our Key Safeguarding Adult is: Victoria Sherwood.

Private fostering

A Private Fostering arrangement is one that is made privately (without the involvement of a local authority) for the care of a child under the age of 16 years (under 18 if disabled) by someone other than a parent or close relative, in their own home, with the intention that it should last for 28 days or more.

A close family relative is defined as a 'grandparent, brother, sister, uncle or aunt' and includes half-siblings and step-parents; it **does not** include great-aunts or uncles, great grandparents or cousins.

Parents and private foster carers both have a legal duty to inform the relevant local authority at least six weeks before the arrangement is due to start; not to do so is a criminal offence.

School staff should notify the designated safeguarding lead when they become aware of private fostering arrangements. It is recommended the designated safeguarding lead speak to the family of the child involved to check that they are aware of their duty to inform the LA.

Further information on Private Fostering can be found in Part One Keeping Children Safe in Education 2023, 336. -339. and chapter 2.3.7 of the Rotherham RSCP child protection online procedures: www.rotherhamscbproceduresonline.com/index.htm

Contextual safeguarding

School staff, particularly the DSL and their deputy(s), are aware that the children in our schools may face additional extra-familial risks outside of the school context.

Working Together to Safeguard Children, 2018 states that, "These extra-familial threats might arise at school and other educational establishments, from within peer groups, or more widely from within the wider

community and/or online. These threats can take a variety of different forms and children can be vulnerable

to multiple threats, including:

- exploitation by criminal gangs and organised crime groups such as county lines;
- trafficking;
- online abuse;
- teenage relationship abuse;
- sexual exploitation and
- the influences of extremism leading to radicalisation,".

Assessment of pupils' behaviour will consider whether there are wider environmental factors that are a threat to their safety and/or welfare.

Understanding the context and circumstances of our children and families helps us to ensure we are able to safeguard our children to the best of our abilities. Within our catchment and local area, the following issues are of concern:

- Domestic abuse
- Poverty/unemployment/poor mental health
- Child sexual exploitation/Child Criminal Exploitation
- Drug and alcohol use
- Poor engagement with services

As a result, our approach is as follows:

Domestic Abuse – we are signed up to ‘Operation Encompass’. Parents and carers know that school will be alerted where there has been a domestic incident in the family home. We are then able to offer support to children and families as appropriate. Where children disclose domestic abuse, we refer to MASH and take the advised action. All incidents – both reported and disclosed are logged in CPOMS.

Poverty/Unemployment/Poor mental health – we work closely with parents and carers to ensure that they are receiving benefits which they are entitled to, including FSMs. We provide support through our Pupil Premium allocation where appropriate such as subsidising visits and providing money for school uniform. A symptom of poverty and unemployment is poor mental health. We have systems and processes in school to support children and offer guidance to parents and carers where we know this is an issue. We work closely with EPS, CAMHS, Early Help, Social Care, Mind and CDC to ensure best possible outcomes. We support parents who have limited parenting skills and signpost Early Help where parents and carers are willing to engage. We know that poor parenting skills can often lead to neglect and poor behaviour in school. We liaise closely with outside agencies to support parents and address the issues the children face.

Low educational outcomes in households – Education and skills according to IDACI in our LSOA show that education and skills are among the lowest in the country. We know that this area can impact negatively on attendance, particularly persistent absentees where some families do not appreciate the impact of absence from school. We have further developed our practices as we come out of the pandemic to ensure that we take the appropriate action when attendance is poor and encourage regular attendance. Our policies are based on the LA Attendance Pathway. Low aspiration is also a symptom of low levels of education and skills in households where children can have their life chances limited by their lack of experience. It is important that children receive the best education which offers a broad and balanced curriculum and plentiful opportunities to develop their cultural capital.

CSE/CCE – we know that there has been an issue with CSE and CCE in our local area. Staff attend training on identifying the signs and we are able to make the appropriate referrals where required. We know our families well and are alert to where there have been issues in families and how this may affect younger siblings in the future. CCE/CSE are part of our basic safeguarding training which is delivered to all staff annually.

Drug and alcohol use – The use of drugs and alcohol is often a symptom of other issues such as poverty and poor mental health. Where we feel children may have been at risk due to drug and alcohol misuse in the home, we are confident to discuss this with parents and make the appropriate referrals.

Poor engagement with services – we know that there is a stigma to working with Social Care and Early Help. Whilst we have families working with outside agencies under section 47 and section 17 of the Children’s Act, there are many children and families who require support through Early Help but are

unwilling to engage. Our universal offer is therefore crucial and we do a lot of work with parents at a school level which ordinarily would be done with Early Help. Although the pandemic has made this more difficult, we intend to resume parenting workshops and direct work as soon as possible.

Online Safety

The use of technology has become a significant component of many safeguarding issues. As a school we are aware that the predominant issues associated with online safety are:

- **Content** – exposure to illegal, harmful or inappropriate material; for example, pornography, fake news, racist or radical and extremist views, misogyny, self-harm, suicide, antisemitism, radicalisation and extremism
- **Contact** – harmful online interaction with other users such as peer-to-peer pressure, commercial advertising as well as adults posing as children or young people with the intention to groom or exploit them for sexual, criminal, financial or other purposes
- **Conduct** – personal online behaviour that increases the likelihood, or causes, harm; for example, making, sending and receiving explicit images (*the production and sharing of sexual images of under 18s is illegal*), or online bullying
- **Commerce** – risks such as online gambling, inappropriate advertising, phishing and/or financial scams

Our school recognises that today's pupils are growing up in an increasingly complex world, living their lives seamlessly on and offline. This presents many positive and exciting opportunities, but also challenges and risks. Our E-safety policy and day-to-day online e-safety procedures have due regard to the most recent DFE non-statutory guidance entitled 'Teaching online safety in school' (June 2019) this helps teach our pupils how to stay safe online, within both new and existing school subjects (including Relationships Education, Relationships and Sex Education, Health Education, Citizenship and Computing). We teach pupils about the underpinning knowledge and behaviours that can help them to navigate the online world safely and confidently regardless of the device, platform or app.

To address this our school aims to:

- Have robust processes in place to ensure the online safety of pupils, staff, volunteers and LSB members
- Protect and educate the whole school community in its safe use of technology, including mobile and technology
- Set clear guidelines for the use of mobile phones for the whole school community
- Establish clear mechanisms to identify, intervene in and escalate any incidents or concerns, where appropriate
- Identify and assign roles and responsibilities to manage filtering and monitoring systems
- Put in place robust filtering and monitoring systems to limit children's exposure to the 4 key categories of risk (described above) from the school's IT systems
- Block harmful and inappropriate content without unreasonably impacting teaching and learning
- Carry out an annual review of our approach to online safety, supported by an annual risk assessment that considers and reflects the risks faced by our school community

At our school, we understand the responsibility to educate our pupils about all online safety issues; teaching them the appropriate behaviours and critical thinking skills to enable them to remain both safe

and legal when using the internet and related technologies, in and beyond the context of the classroom.

We have a separate Online Safety Policy which can be found on the school website.

As a school, we will provide information for parents and carers on online safety plus links to useful websites. Chapter 2.1.7 of the RSCP child protection online procedures:

<http://rotherhamscb.proceduresonline.com/index.htm>

Additional safeguarding issues

Additional guidance on other safeguarding issues such as Children missing from education, Sexual violence and sexual harassment between children in schools and colleges, Substance Misuse, Modern Slavery, Homelessness and many more is contained in Annex B of 'Keeping Children Safe in Education 2023' along with information about the indicators of abuse contained in Chapter 1.2.4 of the RSCP child protection online procedures: [www.rotherhamscb.proceduresonline.com/index.htm](http://rotherhamscb.proceduresonline.com/index.htm)

Protocol for responding to self-harm in school

Self-harm is when someone hurts or injures themselves. It can be used to describe cutting, scratching, burning, taking overdoses, punching oneself, substance abuse, self-poisoning, unsafe sex etc. In some cases, this can be a continuum ranging from a behaviour which has strong suicidal intent to behaviour which is part of a coping mechanism.

The DSL in each school is responsible for ensuring that staff members are aware of how to recognise and respond to self-harm, and how to report and record all instances on the child's electronic safeguarding chronology for example CPOMS. The protocol includes:

- listening to the disclosure in a calm and non-judgemental way
- reporting the self-harm to the DSL as soon as possible
- being aware of any health and safety/first aid needs around the incident.

The DSL will keep accurate records of the incidents, liaise with local services and contact parents at the appropriate time, including signposting if necessary.

7. ROLES AND RESPONSIBILITIES

The Diocese of Sheffield Academies Trust (DSAT)

The trustees of DSAT are accountable for ensuring the effectiveness of this policy and our compliance with it. The delegate the oversight of the implementation of the policy to the Local School Board of the school.

The Local School Board will ensure that:

- The safeguarding policy is in place and is reviewed annually, is available publicly via the school website and has been written in line with 'Keeping Children Safe in Education' (2023), Local Authority advice and the requirements of Rotherham Safeguarding Children Partnership's policies and procedures
- A member of the senior leadership team is designated to take the lead responsibility for safeguarding and child protection and that there is a named deputy member of staff identified to deal with any issues in the absence of the designated safeguarding lead professional. There will always be cover for this role.

- School contributes to inter-agency working in line with Working Together to Safeguard Children (2018)
- School has due regard to the **Prevent Duty** Guidance 2015, under Section 26 of the Counter-Terrorism and Security Act 2015, which aims to prevent children and young people from being drawn into extremism and terrorism. This may include making a referral to the **Channel** programme which provides a mechanism for schools to make referrals (via MASH) if they are concerned that an individual might be vulnerable to radicalisation.
- School has due regard to the **mandatory** reporting duty which came into force in October 2015, of the **Female Genital Mutilation** Act 2003 which places a **statutory duty** on all teaching and support staff (along with social workers and healthcare professionals) to report to the police where they discover that FGM appears to have been carried out on a girl under 18 years.
- All staff receive a safeguarding induction and are provided with a copy of this policy, Part One of *'Keeping Children Safe in Education'* and the staff behaviour policy/code of conduct.
- All staff undertake appropriate safeguarding and child protection training that is updated regularly; in addition, all staff members will receive safeguarding and child protection updates (for example, via e-mail, e-bulletins and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.
- Procedures are in place for dealing with allegations against members of staff and volunteers in line with Part Four of Keeping Children Safe in Education 2023 and Chapter 5.2 Safe Workforce of RSCP Child Protection procedures:
www.rotherhamscbproceduresonline.com/index.htm
- Safer recruitment practices are followed in accordance with Part Three of *'Keeping Children Safe in Education'* (2023) and also Chapter 5.1 of the RSCP Child Protection Procedures.
www.rotherhamscbproceduresonline.com/index.htm
- They remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.
- Ensure all relevant persons are aware of the school's local safeguarding arrangements, including the governing board itself, the SLT and DSL.

Safeguarding will be a standing item on Local School Board agendas. The board will receive regular updates throughout the academic year and a minimum of one full safeguarding report from the Designated Safeguarding Lead. Updates and the report will show all safeguarding activity that has taken place, for example, meetings attended, reports written, training or induction given. It will not identify individual pupils.

The Executive Headteacher and Head of School

The Executive Headteacher and Head of School at Kilnhurst St Thomas' C. of E. Primary Academy is responsible for:

- Identifying a member of the senior leadership team to be the Designated Safeguarding Lead (DSL)

- Identifying an alternate member of staff to act as the Deputy Designated Safeguarding Lead (DSL) in his/her absence to ensure there is always cover for the role
- Ensuring that the policies and procedures adopted by the Local School Board, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff
- Ensuring that all staff and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures
- Liaising with the LADO in the event of an allegation of abuse being made against a member of staff.

The Designated Safeguarding Lead

The Designated Safeguarding Lead (DSL) will:

- carry out their role in accordance with the responsibilities outlined in Annex C of *'Keeping Children Safe in Education'* (2023). The DSL will provide advice and support to other staff on child welfare and child protection matters. At least one other person in school is designated as the Deputy Safeguarding Lead, they will be responsible for the role if the DSL is absent.
- act as the main point of contact with local safeguarding partners and keep up to date with local safeguarding arrangements.
- take lead responsibility for promoting the educational outcomes of vulnerable children. They need to ensure that:
 - Information is shared about welfare, safeguarding and child protection issues with teachers and leaders
 - There is a particular focus on children with social workers
 - Staff know who these vulnerable children are
 - They understand these children's academic progress & attainment
 - They maintain a culture of high aspirations for vulnerable child
 - They support teaching staff to identify challenges these children may face and the academic support and adjustments that could be made
 - Liaise with the mental health lead in school and, where available, the Mental Health Support Team when safeguarding concerns are linked to mental health
- undertake safeguarding training as recommended by Rotherham Safeguarding Children Partnership and update this training every two years. Additionally, the DSL will receive regular updates to safeguarding training via the termly Education Safeguarding Forum, e-bulletins, e-learning, etc
- liaise with Children's Social Care and other agencies where necessary, and make referrals of suspected abuse to Children's Social Care, take part in strategy discussions and other interagency meetings and contribute to the assessment of children, including Early Help assessments.
- maintain accurate electronic or written records and child protection files ensuring that they are kept confidential and stored securely.
- (when a child leaves the school), make contact with the DSL at the new school and will ensure that the child protection file is forwarded to the receiving school in an appropriately agreed manner. We

will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written confirmation of receipt from the receiving school and/or evidence of recorded delivery or, via electronic transfer using CPOMS

- ensure that all staff members and volunteers are aware of our policy and the procedure they need to follow. They will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction and have been trained to the appropriate level recommended by KCSIE 2023 and the RSCP.
- Lead responsibility for safeguarding and child protection (including online safety and understanding the filtering and monitoring systems in place). This should be explicit in the role of the job holder's job description, Keeping Children Safe in Education 2023, Part 2 paragraph 103

Virtual School Headteachers

Virtual school headteachers have a non-statutory responsibility for the strategic oversight of the educational attendance, attainment, and progress of pupils with a social worker. They should also identify and engage with key professionals e.g., DSLs SENCOs, social workers, mental health leads and others.

8. FIRST DAY CALLING PROCEDURES

Our school has a robust 'first day calling' procedure for when a child has not arrived within the expected time frame. At least **two** emergency contact details will be held for each pupil where possible, however, following learning from a serious case review, DfE recommendations are that school hold four emergency contact numbers for all pupils. We update the contact details annually.

We have clear time scales in place to ascertain a reason for non-attendance, this includes an escalation of action to be taken, including that of a home visit where appropriate. Our attendance officer is responsible for following the 'first day calling' procedures and liaising with the Head of School where there are concerns. Where appropriate, this will be escalated to the DSAT Education Welfare Officer.

Our expectation is that school is aware of the reason for absence of the child before the start of the afternoon session. If this cannot be ascertained, school will consider whether a request to the police for a safe and well check is necessary or a referral to MASH is required.

9. CHILDREN WHO ARE LOOKED AFTER

Our school has a named designated teacher for Children who are Looked After who works closely with the Virtual School Team and the Local Authority. We have a separate CLA policy which gives further detail about CLA procedures.

More information on these issues is contained in Part 1 of Keeping Children Safe in Education paragraph 187. - 197 (2023) and the Rotherham and Doncaster LSCB child protection online procedures:

<http://rotherhamscb.proceduresonline.com/index.htm>

10. CHILDREN WHO ARE ABSENT FROM EDUCATION

Our school recognises that children who are absent from education for long periods/or on repeat occasions can act as a vital warning sign to a range of safeguarding issues including neglect, child sexual

and child criminal exploitation – particularly county lines. We will identify early any children who are persistently absent in order to prevent them becoming missing from education in future. Keeping Children Safe in Education 2023, Part 2, paragraph 44

11. ELECTIVE HOME EDUCATION

KCSIE 2023 (Paragraph 178), says that: 'where a parent/carer has expressed their intention to remove a child from school with a view to educating at home, **we recommend that LAs, schools, and other key professionals work together to coordinate a meeting with parents/carers where possible.** Ideally, this would be before a final decision has been made, to ensure the parents/carers have considered what is in the best interests of each child. This is particularly important where a child has SEND, is vulnerable, and/or has a social worker.'

When a parent(s) has expressed their intention to home educate it is recommended that school has the agreement of BOTH parents (if they share parental responsibility) where possible.

Children who are home educated can be less visible to the services that are there to keep them safe and provide support in line with their needs. From September 2016 (Pupil Registration) (England) Regulations 2006 were amended so that schools must inform their LA of all deletions from their admissions register when a child is taken off role.

Early Help and support for children in need:

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. We will work with local agencies in Rotherham to put processes in place for the effective assessment of the needs of individual children who may benefit from early help services.

Any pupil may benefit from early help, but in particular staff will be alert to the potential need for early help for pupils who:

- Have SEND (whether or not they have a statutory EHC plan).
- Are young carers.
- Show signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups.
- Show signs of deteriorating mental health and emotional well-being
- Are frequently missing/going missing from care or from home.
- Are missing education or attendance at school is problematic.
- Misuse drugs or alcohol.
- Are at risk of modern slavery, trafficking or exploitation.
- Are in a family circumstance presenting challenges such as substance abuse, adult mental health problems or domestic abuse
- Are returned home to their family from care, or is a privately fostered child
- Show early signs of abuse and/or neglect.
- Are at risk of being radicalised or exploited.
- May be homeless
- Have a parent/carer in custody

Staff in school are aware of children who may benefit from family engagement with Early Help services. Where this is the case, staff will speak with parents and carers about a request for support. Staff in school are trained on how Early Help services can support families and how to make a request for support.

[Early Help – Rotherham Metropolitan Borough Council](#)

13. SAFER RECRUITMENT

At all times, the Head of School, Executive Headteacher and Local School Board will follow relevant guidance in *Keeping Children Safe in Education September 2023* (Part 3 Safer Recruitment) and from The Disclosure and Barring Service

(DBS):

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>

- We will ensure LSB members and staff on recruitment panels undertake all appropriate safer recruitment training as outlined in *KCSIE September 2023*
- We will use the recruitment and selection process to deter, reject or identify unsuitable candidates.
- Our selection and recruitment policy will include all appropriate checks on staff and suitability including DBS checks. With regard to the recruitment of volunteers our policy will be rigorous and follow DBS guidance taking into account regulated and supervised activity
- We will always act reasonably when making decisions about the suitability of any prospective employee based on checks and evidence, including criminal record checks (Disclosure and Barring Service), barred list checks and prohibition checks (for teaching posts), together with references and interview information
- We will ensure that all staff and volunteers have read the staff code of conduct and understand that their behaviour and practice should be in line with it.
- In addition, as part of the shortlisting process, school will consider carrying out online searches as part of the due diligence process relating to shortlisted candidates. The school will inform shortlisted candidates that online searches may be done as part of the recruitment process. *Keeping Children Safe in Education 2023, Part 3, paragraph 221*

Our school will maintain a Single Central Register of all safer recruitment checks carried out in line with statutory requirements. The Single Central Register will contain information on all staff members (this includes contractors and supply staff) on the following:

- An identity check
- A barred lists check
- An enhanced DBS check/certificate
- An overseas check if required
- A prohibition from teaching check

- A section 128 check if applicable (for management positions in independent schools, free schools and academies)
- A check of professional qualifications
- A check to establish the person's right to work in the UK
- Further checks on people who have lived or worked outside the UK
- Any other relevant information we feel should be included on the SCR such as volunteers, childcare disqualification, safeguarding and safer recruitment training records, etc.

Safer Recruitment training is available to all relevant staff and LSB members who are involved in the recruitment process.

14. STAFF CONDUCT AND THE USE OF 'REASONABLE FORCE'

Guidance about acceptable conduct and safe practice will be given to all staff and volunteers during induction. These are sensible steps that every adult should take in their daily professional conduct with children. There are circumstances, however, when it is appropriate for staff in our school to use 'reasonable force' to safeguard children and young people.

'Reasonable Force' covers the broad range of actions used by our staff that involves a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury. Staff in our school will be trained in how to use reasonable force and the Head of School will keep a list of those who have been trained. All classroom staff will attend training on the use of reasonable force and de-escalation every three years.

15. MANAGING ALLEGATIONS AGAINST STAFF (INCLUDING LSB MEMBERS, VOLUNTEERS, SUPPLY TEACHERS AND AGENCY STAFF)

Our aim is to provide a safe and supportive environment that secures the well-being and very best outcomes for the children at our school. We recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made. We promote an open and transparent culture in which **all** concerns about staff (including **low level concerns***) are shared with the DSL/Head of School and are recorded and dealt with appropriately.

Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in the RSCP Child Protection Procedures: Chapter 5.2 and Part 4 of the statutory guidance 'Keeping Children Safe in Education' (2023) are adhered to.

Any allegations against staff (including LSB members, volunteers, supply teachers and agency staff) that indicate that they may have:

- 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 he or she would pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children (transferable risk)

will be reported immediately to the Head of School or the Designated Safeguarding Lead if the Head of School is not present.

If an allegation is made or information is received about an adult who works in our school that indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Head of School immediately. This would also include where relationships and 'associations' that staff have in school and outside (including online) may have an implication for the safeguarding of children in our school.

The Head of School will inform the **Local Authority Designated Officer (LADO)** within one working day, following the guidance in *KCSIE 2023*. The Head of School or Chair of the LSB will ensure that we will take part in further information gathering, discussions and allegation meetings as required by the LADO. No member of staff or the LSB will undertake further investigations before receiving advice from the LADO.

If the allegation concerns the Head of School, the person receiving the allegation will immediately inform the Chair of the LSB who will consult as above, without notifying the Head of School first.

Any member of staff or volunteer who does not feel confident to raise their concerns with the Head of School or Chair of the LSB should contact the **Local Authority Designated Officer (LADO)** on: **01709 336491** or email LADO@rotherham.gov.uk

***Low Level Concerns**

Concerns may be graded low-level if the concern does not meet the criteria for an allegation; and the person* has acted in a way that is inconsistent with the staff code of conduct, including inappropriate conduct outside of work.

KCSIE 2023 (paragraph 426) gives examples of such 'low-level' concerns which could include, but are not limited to:

- being over friendly with children
- having favourites
- taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- using inappropriate sexualised, intimidating, or offensive language
- humiliating children

Staff will be encouraged and feel confident to self-refer, where, for example, they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards.

It is crucial that any such concerns, including those that do not meet the allegation/harm threshold (KCSIE Part four) are shared responsibly with the DSL/Head of School, and recorded and dealt with appropriately. Ensuring they are dealt with effectively should also protect those working in or on behalf of schools from potential false allegations or misunderstandings.

Low-level concerns should be recorded in writing, including:

- name of individual sharing their concerns
- details of the concern
- context in which the concern arose
- action taken

Reports about supply staff and contractors should be notified to their employers, so any potential patterns of inappropriate behaviour can be identified.

Records should be reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. If a concerning pattern of behaviour is identified and now meets the criteria for an allegation, then the matter should be referred to the LADO.

Referral to DBS

The name of any member of staff considered not suitable to work with children will be referred to the Disclosure and Barring Service (DBS) with the advice and support of Human Resources and in accordance with the DBS Referral Policy.

Further information is also available in Chapters 5.1, 5.2 and 5.3 of the RSCP online child protection procedures:

www.rotherhamscbproceduresonline.com/index.htm

16. CHILD ON CHILD ABUSE (INCLUDING SEXUAL VIOLENCE/ASSAULT AND SEXUAL HARRASSMENT)

We have a zero-tolerance approach towards all forms of child on child abuse and all school staff are aware that any child-on-child abuse is unacceptable, that pupils are capable of abusing their peers, and no form of any such abuse is ever dismissed as “banter” or “part of growing up”.

Our school staff understand that where there is a safeguarding concern, we will ensure that the child’s wishes, and feelings are considered when determining what action to take and what services to provide. Systems are in place, and well promoted in throughout school, that are easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

We understand that harm committed by children and young people on other children or young people transcends equalities issues. Gender, ethnicity, age, disabilities, sexual identity can all be factors in harmful behaviour, for all children involved. Such abusive behaviour may be either a one-off incident, or may be a continuous experience for someone, that is physical, sexual or emotional (including verbal) in nature or may be a combination of those factors. It may be inflicted by a single child or young person, in pairs or by groups or gangs. It can be face to face, or in the form of cyber-bullying (online via computers, games consoles or mobile phones). It may be exercised between children, and within children’s relationships (both intimate and non-intimate), friendships and wider peer association and can be manifested in many different ways, including sexting and gender issues, such as girls being sexually touched or assaulted, and boys being subjected to hazing/initiation type of violence, which aims to cause physical, emotional or psychological harm.

Managing allegations

Allegations of child-on-child abuse, and particularly those involving sexual violence and sexual harassment, should be dealt with on a case-by-case basis and should be led by the Designated Safeguarding Lead (DSL).

The needs and wishes of the child must be paramount in how the allegations are managed from the moment of reporting. Considerations should include how the investigation proceeds and what support the child requires. However, if both the victim and alleged perpetrator are present in the same class, key stage or school it is recommended they are separated immediately so no further unsupervised contact is possible until the investigation is completed. It is also recommended that parents are contacted as soon as possible.

The DSL will record the incident in writing (or add further information if they weren't the person making the initial report) on the recording/electronic recording system and decide what course of action is necessary, with the best interests of the child in mind at all times. They will work in conjunction with other services if required, such as police and social care.

If appropriate, a referral may be made to children's social services (MASH 336080) and, depending on the nature of the incident, the police. Before doing so, it is important to discuss this with parents and the child, explaining why it is important for other agencies to know and how these agencies will be able to support them.

Possible actions to take

- Immediate support for child (victim)
- Separating pupils in lessons and during the school day
- Contacting parents of both children (victim and alleged perpetrator) unless doing so would put the child at risk from further harm
- Investigation of incident
- Risk assessments – including for both children, location of incident, etc
- Disciplinary action/ specialist, targeted support for alleged perpetrator and their behaviour
- Seeking advice from other agencies, such as social care, police, etc.

Responding to the report

Our first response to a pupil disclosing an incident is vital. The child must be reassured that they will be taken seriously and be kept safe. Immediate action should be taken to ensure the pupil is in a safe space to discuss the incident with a trusted member of staff (this may be in addition to the DSL).

It is important to:

- not promise confidentiality at any stage of the process
- only share the disclosure with those people necessary to progress it
- explain to the pupil what the next steps will be and who the information will be passed to
- listen to the pupil carefully, without judgement and be clear about boundaries
- not ask leading questions but use open questions to ascertain the necessary information – where, when, what, etc.

Once the disclosure has been made the member of staff must report this to the DSL for immediate action.

Recording the information accurately

Staff should consider the best way to record the information for the recording system, and must be in line with school's data protection policies and procedures. Our system for recording incidents is CPOMS and staff should record their concerns in line with their training. **It is expected that any concern that is deemed to be very serious in nature and possibly criminal should be passed to the Head of School/DSL without delay and not simply recorded on CPOMS.**

The staff member should only record the facts as the pupil presents them, the notes should not reflect the personal opinion or words of the note-taker. It is important to remember these notes/report may become part of a statutory investigation by social care or a criminal investigation by police.

After the disclosure has been made, it is important that the staff member immediately write up a concise and factual summary on the recording/electronic recording system.

Risk Assessment

If there has been a report of physical or sexual violence the DSL should make an immediate risk assessment. The risk assessment must consider:

- the protection and support of the child (victim)
- the child or young person who has displayed the harmful behaviour and further risk
- the risk to other children, staff, etc

It should be reviewed regularly and should be shared with parents, and other agencies as required.

On-going response to protect and safeguard the child (victim)

The following should help shape any decisions made about protecting and supporting the child:

- consider the age and developmental stage of the child, the nature of the allegations and the potential risk of further abuse
- the needs and wishes of the child must be paramount to any decision-making.
- the victim (rather than the alleged perpetrator) should be allowed to carry on in their normal routine, their daily school experience should be as normal as possible to ensure they feel they are in a safe space
- the response to the incident should be proportional and considered on a case-to-case basis – for example, the response for a one-off sexualised name-calling incident will be vastly different to the response for a sexually violent assault, such as rape
- the child may not always disclose the whole picture immediately, it's important that a designated person (of their choice) is available for the pupil to talk to if they need to.
- support for the child may be longer term (could involve social care, police, etc), may eventually require a move of schools or other such measures, these must be led by child and parents.

Safeguarding and supporting the child who has displayed the harmful behaviour

The following should help shape any decisions made about supporting the child or young person who has displayed the harmful behaviour:

- in addition to protecting the victim, consideration must be also given to the alleged perpetrator with regard to their education, safeguarding support and any disciplinary action
- consider the age and developmental stage of the child or young person who has displayed the harmful behaviour, and the nature of the allegations, the pupil may experience stress and anxiety being the subject of allegations and negative reactions from their peers
- consider how you respond to the incident on a case-by-case basis and also the child's possible unmet needs in displaying behaviour that may be harmful, sexual physical aggression, etc. Take advice to support your decision-making where necessary.

Sharing nude and semi-nude photos or images (also known as 'sexting')

In cases where nudes or semi-nudes have been shared, we follow guidance given to schools and colleges

by the UK Council for Internet Safety (UKCIS).

17. COMMUNICATION AND CONFIDENTIALITY

All child protection and safeguarding concerns will be treated in the strictest of confidence in accordance with school data protection policies.

If a current or former pupil makes an allegation directly to the police, the police may approach school for access to personal data relating to the victim, the alleged perpetrator and/or other witnesses. Again, data protection law supports such sharing where the police require that personal data for the purposes of the prevention or detection of crime, or the apprehension or prosecution of offenders.

The updated Working Together to Safeguard Children (2020) guidance clarifies that the Data Protection Act 2018 and General Data Protection Regulations (GDPR) **do not** prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare and protect the safety of children.

Consent is not required when sharing information for the safeguarding and protecting the welfare of a child.

It is also stated that, while encouraged, the agreement of the child and parents is not required to share information, though it is important to explain the reasons for this.

School must be proactive with sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of a child. Concerns will only be reported to those necessary for its progression and reports will only be shared amongst staff members and with external agencies on a need-to-know basis.

During disclosure of a concern by a pupil, staff members will not promise the pupil confidentiality and will ensure that they are aware of what information will be shared, with whom and why. Depending on the nature of a concern, the DSL will discuss the concern with the parents of the pupils involved, unless such a discussion could potentially put a pupil at risk of harm.

18. TRAINING AND INDUCTION

Every new member of staff or volunteer should have an induction programme which includes basic safeguarding information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record this information and discuss issues of confidentiality. The induction will also remind staff and volunteers of their responsibility to safeguard all children at our school and the role of the Designated Safeguarding Lead. At induction, all staff will also be provided with a copy of Part One of *'Keeping Children Safe in Education'* and will be expected to read this.

In addition to the safeguarding induction, all members of staff will undertake appropriate safeguarding training on a regular basis in accordance with *'Keeping Children Safe in Education'* (2023) and advice from Rotherham Safeguarding Children Partnership.

The DSL and deputy DSL will attend training courses organised by RSCP at least once every two years. They will also receive regular safeguarding updates throughout the school year in order to keep up with and developments relevant to their role.

In accordance with Part Three of KCSIE 2023 all school governors (including LSB members) will also undertake training, appropriate to their role, to ensure they are able to carry out their duty to safeguard all of the children in our school.

DSAT will review IT standards and discuss IT with staff and service providers to decide what more needs to be done to support the school in meeting the required standard. Keeping Children Safe in Education 2023, Part 2, paragraph 141

19. WHISTLEBLOWING POLICY

Where there are concerns about the way that safeguarding is carried out in the school, staff should refer to the Whistle-blowing Policy.

A whistleblowing disclosure must be about something that affects the general public such as:

- a criminal offence has been committed, is being committed or is likely to be committed
- a legal obligation has been breached
- there has been a miscarriage of justice
- the health or safety of any individual has been endangered
- the environment has been damaged
- information about any of the above has been concealed.

The NSPCC runs a whistleblowing helpline on behalf of the government, the number is 0808 800 5000.

Further information is also available in Chapter 5.4 of the RSCP online child protection procedures:

www.rotherhamscbproceduresonline.com/index.htm

20. PROCEDURES FOR MANAGING CONCERNS

Our school adheres to child protection procedures that have been agreed locally through Rotherham Safeguarding Partnership. The three local safeguarding partners that have established arrangements to work together with all appropriate agencies are:

1. Local Authority
2. [Clinical Commissioning Group](#)/Local Integrated Care System
3. The Chief Police Officer

Commented [PM1]:

We will ensure that all school staff understand their responsibilities in being alert to the signs of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection and the importance of reporting their concerns expeditiously and in line with this policy. However, it is *not* the responsibility of school staff to investigate welfare concerns or determine the truth of any disclosure or allegation.

The Designated Safeguarding Lead (DSL) should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our school. Any member of staff or visitor to the school who receives a disclosure of abuse or suspects that a child is at risk of harm must report it immediately to the DSL or, if unavailable, to the Deputy DSL. In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff.

If a child is in **immediate danger or risk of harm**, a referral should be made to Children's Social Care and/or the Police immediately. Anyone can make a referral but in situations where referrals are not made by the

DSL, they should be informed as soon as possible afterwards that a referral has been made by someone else.

All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing using the agreed reporting procedure. In this school this is through the use of CPOMS for which all staff have been trained.

Following receipt of any information raising concern, the DSL will consider what action to take and seek advice from Children's Social Care - Multi-Agency Safeguarding Hub (MASH) as required. All information and actions taken, including the reasons for any decisions made, will be fully documented.

All referrals will be made in line with RSCP online child protection procedures – www.rotherhamscbproceduresonline.com/index.htm

If after a referral, the child's situation does not appear to be improving, we will consider following the RSCP escalation procedures to ensure our concerns have been addressed and, most importantly, that the child's situation improves.

Staff should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with MASH, or the police, if the situation is an emergency and the DSL, their deputy and the Head of School are all unavailable and they are convinced that a direct report is the only way to ensure the pupil's safety.

Any member of staff who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy should raise their concerns with the Head of School or the Chair of the LSB. If any member of staff does not feel the situation has been addressed appropriately at this point should contact the MASH directly with their concerns.

If staff members have concerns about another staff member then this should be referred to the Head of School or DSL. Where there are concerns about the Executive Headteacher, Head of School or DSL this should be referred to the chair of the LSB or Alison Bradley – People Director for DSAT – abradley@dsat.education

21. USE OF THE SCHOOL PREMISES FOR NON-SCHOOL ACTIVITIES/EXTRA CURRICULAR ACTIVITIES

Where the school hires or rents out school facilities or the school premises to organisations or individuals, e.g. for providers to run community or extracurricular activities, it will ensure that appropriate arrangements are in place to keep pupils safe.

Where the school provides the activities under the direct supervision or management of school staff, child protection arrangements will apply. Where activities are provided separately by another body, this may not be the case; therefore, school will seek assurance that the body concerned has appropriate safeguarding and child protection policies and procedures in place, including inspecting these as needed.

The school will ensure safeguarding requirements are included in the lease or hire agreement/contract, as a condition of use and occupation of the premises, and specify that failure to comply with this would lead to termination of the agreement.

Extra-curricular activities and clubs hosted by external bodies will work in collaboration with the school to effectively safeguard pupils and adhere to local safeguarding arrangements. Staff and volunteers running

extra-curricular activities and clubs need to be aware of their safeguarding responsibilities and promote the welfare of pupils. Paid and volunteer staff need to understand how they should respond to child protection concerns and how to make a referral to social care or the police, if necessary.

If the school receives an allegation relating to an incident that happened when an individual or organisation was using their school premises for the purposes of running activities for children, as with any safeguarding allegation, the school will follow all safeguarding policies and procedures, and contact with LADO will be made.

Keeping Children Safe in Education 2023, Part 4, paragraph 377

22. WORKING WITH PARENTS AND CARERS

Kilnhurst St Thomas' C. of E. Primary Academy is committed to working in partnership with parents/carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

When new pupils join our school, parents and carers will be informed that we have a safeguarding policy. A copy will be provided to parents on request and is available on the school website. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to MASH.

We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity, and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have consent, or it is necessary to do so in order to safeguard a child from harm. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

We will seek to share with parents any concerns we may have about their child *unless* to do so may place that child at increased risk of harm. A lack of parental engagement or agreement regarding the concerns the school has about a child will not prevent the DSL making a referral to MASH in those circumstances where it is appropriate to do so.

In order to keep children safe and provide appropriate care for them, the school requires parents to provide accurate and up to date information regarding:

- Full names and contact details of all adults with whom the child normally lives;
- Full names and contact details of all persons with parental responsibility (if different from above);
- Emergency contact details – at least two in order to be able to make contact with a responsible adult should a concern arise ie, illness, not being collected at the end of the school day, a child going missing or a safeguarding concern.
- Full details of any other adult authorised by the parent to collect the child from school (if different from the above).

The school will retain this information on the pupil file. The school will only share information about pupils with adults who have parental responsibility for a pupil or where a parent has given permission and the school has been supplied with the adult's full details in writing.

23. WHEN TO CALL THE POLICE

When to call the police addresses criminal activity, not safeguarding issues. Safeguarding issues are addressed using the referral process and procedures. Contact with police should ideally be made by a single point of contact from the school. This may be the Head of School or the DSL to ensure all the relevant information is shared and improve consistency of referrals.

When an incident occurs in which a crime has or may have been committed, the school needs to consider whether to involve the police. The school behaviour policy and codes of conduct will give further guidance on how to deal with and record such incidents.

24. RELEVANT POLICIES

To underpin the values and ethos of our school and our intent to ensure that pupils are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

- Staff Code of Conduct
- Anti-Bullying
- Behaviour
- Positive Handling
- Safer Recruitment and selection
- Whistle-blowing
- Attendance and Children Missing in Education
- Online Safety
- Health and Safety including site security
- Meeting the needs of pupils with medical conditions
- Intimate Care
- First aid
- Educational visits including overnight stays

25. POLICY CONSULTATION AND REVIEW

This policy will be reviewed in full by school leaders and the DSL on an annual basis. Any changes made to this policy will be communicated to all members of staff and LSB members.

This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school.

All members of staff are required to familiarise themselves with all processes and procedures outlined in this policy as part of their induction programme.

The next scheduled review date for this policy is **September 2024**.

APPENDIX 1

Useful Contact numbers and e-mail addresses/websites:

Local Authority Children's Social Care – Multi-Agency Safeguarding Hub (MASH) for all referrals, advice and support including referral to Early Help and Family Engagement services:

- 01709 336080

Duty LADO – 01709 336491

LADO email (not for referrals) – LADO@rotherham.gov.uk

South Yorkshire Police non-emergency number – 101

In an emergency ring 999

Rotherham Safeguarding Children Partnership (RSCP): www.rscp.org.uk

www.rotherhampower.co.uk

National Helplines/Websites:

NSPCC Confidential helpline – 0808 800 5000

help@nspcc.org.uk

Childline – 0800 1111

<https://www.thinkuknow.co.uk/>

<http://www.saferinternet.org.uk/>

<https://www.swgfl.org.uk>

Information, Advice and Support to Keep Children Safe Online (internetmatters.org)

<https://www.pshe-association.org.uk/>

educateagainsthate.com

<https://www.gov.uk/government/publications/the-use-of-social-media-for-online-radicalisation>