



Safeguarding Policy and Procedures

2017-18

Introduction

Purpose

Safeguarding is taken extremely seriously with the school to ensure that our children feel safe to learn.

Aim(s)

That all staff and Governors abide by the Keeping Children Safe in Education Part guidance. All staff have been given a copy of this following the information given by the DSLs in September 2016. They have also been given the compulsory three yearly Safeguarding training provided by the Borough of Bournemouth. The ESW works closely with the Local Safeguarding Children's Board to ensure we are up to date with any new legislation and recommendations from Serious Case Reviews.

Objectives

Identifying Abuse

Abuse may take several forms:

Physical abuse: this 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 persistent adverse effects on the child's emotional development. It may involve conveying to the child they are worthless, unloved or inadequate. It can also involve the seeing or hearing of ill-treatment of another (ie domestic violence/radicalisation on the internet). It can also include cyber bullying or serious bullying or exploitation or corruption of children.

Sexual abuse: involves forcing or enticing a child to take part in sexual activities including non-contact activities such as involving them to look at or in the production of sexual images (ie via the internet) Sexual abuse is not just perpetrated by adult males, women can also commit this as can other children.

Neglect: Persistent failure to meet child's basic physical/psychological needs. Can occur during pregnancy as a result of maternal substance abuse. Not providing basic necessities eg food, clothing, shelter, caring supervision, protection from physical/emotional harm, not ensuring access to medical care or treatment.

Grooming and Entrapment

The vast majority of teachers and other school staff work tirelessly to ensure the education of future generations. There are, however, a select few who use the power inherent in their role to abuse that trust and to target vulnerable children and young people for sexual abuse.

The power imbalance present in this influential relationship may be abused, resulting in long-term trauma for the pupil. It is therefore of critical importance that those involved in education

have a greater understanding how these adults groom and entrap their pupils.

Grooming is a conscious, purposeful, and carefully planned approach used by the offender to gain access to the child, gain the child's trust and compliance and maintain the child's secrecy to provide opportunities to abuse and reduce the likelihood of being reported or discovered. This process is thought to strengthen the offender's abusive pattern of behaviour, as it may be used as a means of justifying or denying their actions. Some potential warning signs of sexual abuse in the context of education include:

A pupil receiving special attention or preferential treatment

Excessive time spent alone with a pupil outside of the classroom

Frequently spending time with a pupil in private or isolated areas

Transporting a pupil possibly to or from school

Making friends with a pupil's parents and visiting their home

Acting as a particular pupil's "listening ear"

Giving small gifts, money, toys, cards, letters to a pupil

Using texts, telephone calls, e-mails or social networking sites to inappropriately communicate with a pupil

Overly affectionate behaviour with a pupil

Flirtatious behaviour or making suggestive remarks or comments of a sexual nature around a pupil

Other pupils are suspicious and make jokes or references

Other Important Definitions

Domestic Abuse – any incident of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners. The school has recently signed up to the MARAC (Multi-agency risk assessment conference) and domestic abuse alert information sharing protocols and are now provided data by the police. The school receives information from the police to alert the ESW, Deputy DSL when there has been an incident of domestic abuse in a household where a pupil lives. We are not informed of the detail of the incident, only that one has occurred. This allows us to monitor and support the pupil. If we have additional concerns we will discuss the need for further safeguarding actions with Social Care. This information is only shared with other staff on a restricted need to know basis. Where a MARAC occurs, the school may be asked for information and appropriate school related information may be shared with the school after the meeting.

Child Missing from Education - a child going missing from education is a potential indicator of abuse or neglect. School staff should follow the school's procedures for dealing with children that go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of their going missing in future.

Child Sexual Exploitation – a form of sexual abuse which involves the manipulation and/or coercion of young people under the age of 18 into sexual activity in exchange for money, gifts, accommodation, affection or status. All pastoral staff have

received in-house training on what CSE is and how to refer children.

The Prevent Agenda

The DSL/DDSL share the role for the Prevent Lead which was brought into being in 2009 following the 7/7 bombings in London. It forms part of the Government's counter-terrorism strategy that aims to stop people becoming terrorists. This involves assessing the risk of pupils being radicalized and drawn into terrorism and works as a multi-agency approach. Whole school staff have completed the government's online training for the Prevent Agenda in December 2016.

Female Genital Mutilation (FGM)

On 4 July 2017 all staff were asked to complete online training provided by the Home Office for Female Genital Mutilation which is the deliberate mutilation of female genitalia. It is known as circumcision, sunna or cutting. It is an extremely harmful practice with devastating health consequences.

Health and social care professionals and teachers are now required by law, to report any cases they identify to the police.

Procedures to be followed by the Designated Teacher(s)

A child may disclose abuse to anyone. Information should always be taken seriously.

If, at any point, there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately. Anybody can make a referral.

In line with the Bournemouth and Poole Local Safeguarding Children's Board, the inter-agency safeguarding procedures outline the legal framework within which investigations take place. The DSLs must be informed as soon as possible. Parents not to be informed at this stage as it may harm any police investigation. It may be appropriate to talk to other members of staff to see if they have seen anything amiss with the child. This should be done quickly and discretely.

If physical abuse, it will be necessary to try to determine how the injury happened from the child. Everything to be written down with possible actual words used. A suitable diagram should be completed with date, time and name of interviewer.

What school staff should do if they have concerns about a child?

If staff members have concerns about a child they should raise these with the school's designated safeguarding lead. The safeguarding lead will usually decide whether to make a referral to children's social care, but it is important to note that any staff member can refer their concerns to children's social care directly.

What school staff should do if they have concerns about another staff member

If staff members have concerns about another staff member then this should be referred to the Headteacher. Where there are concerns about the Headteacher this should be referred to the chair of governors. (See policy on Allegations against Staff for full procedures)

What school staff should do if they have concerns about safeguarding practices within the school

Staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school's safeguarding regime. Appropriate whistleblowing procedures, which are suitably reflected in staff training and staff behaviour policies, should be in place for such concerns to be raised with the school's management team.

Support

Pupils who are the subject of a Child Protection Conference will have either an agreed multi-disciplinary action plan or child protection plan. The DSL/DDSL will attend planning meetings and core groups specified in the plan and contribute to the assessments and plans.

Child abuse investigations inevitably involve a number of individuals/agencies. This can be stressful for students – identifying one member of staff as their “key worker” should be helpful.

Staff: the designated staff member should make arrangements for teachers to whom disclosures have been made to have support as necessary.

Outcomes

Each case is different but the outcome of what to do should then be the same. Enquiries will lead to one of these conclusions:

The suspicion was unfounded in which case the notes should be kept and the person who initiated the concern should come back to the Designated Teacher if there is any further suspicion.

The suspicion was probably or possibly well founded but while concern remains there is nothing tangible to take the matter further. Staff should remain vigilant and subsequent concerns documented and acted on.

The suspicion was probably/definitely well founded and the child should receive protection. Social Care should be informed immediately.

Other Concerns

There will be other circumstances, not amounting to abuse, which give staff serious cause for concern about the care of students. Questions of a child being in moral danger, being uncared for, engaging in anti-social or inappropriate behaviour out of school including inappropriate use of digital technology. These should be referred to Designated Leads or Year Leaders who may refer to the Police or Social Care.

Principles/values

The school plays a vital role in ensuring the safety of all our students regardless of age and all employees undertake their responsibilities with the utmost of importance.

Roles and responsibilities 2017/18

A Member of SLT with responsibility for oversight of the Safeguarding policy within St Peter's along with the Designated Lead at Iford. In addition, there is an Education Social Worker, who works on both sites who is also a Designated Lead for Safeguarding.

The Link Governor is responsible for monitoring the Safeguarding agenda ensuring that the policy is fit for purpose.

DBS

Part of that monitoring by the Link Governor will be to ensure that the School maintains a Central Record of Recruitment and Vetting which will record that a Disclosure and Barring Service (DBS) check has been made on all employees. DBS checks are requested as part of an organisation's recruitment process.

Previously known as a CRB (Criminal Records Bureau) check, a DBS (Disclosure and Barring Service) check is a record of an individual's unprotected Convictions, Cautions, Reprimands and Warnings and can also include intelligence held by the police and/or the DBS that relates to that individual and their suitability for a job position

Concluding Notes

Monitoring and review

Weekly meetings between the Safeguarding Leads within the school and termly meetings between the SLT lead and link Governor.

Reviewed via termly updates to the SWC.

Other documents and appendices

What to do if you're worried a child is being abused - Advice for practitioners HM Government 2015.

Governor approval date: SWC Committee 20 November 2017 by email
Ratified by Full Governing Body: 29 November 2017 by email
Next review date: November 2018

Sources and references

Working Together to Safeguard Children (Inter-agency statutory guidance) HM Government 2016

Keeping Children Safe in Education - Statutory guidance for schools and colleges DfE 2016

NSPCC

Local Safeguarding Children's Board

Bournemouth LA