



Safeguarding and Child Protection Policy

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Introduction

St John's College School fully recognises the responsibility it has under section 157 of the Education Act 2002 to have arrangements in place to safeguard and promote the welfare of children. With regard to the provisions we make for safeguarding and safer recruitment, the school takes into account the nature, age range and other significant features of the school including specifically, EYFS pupils, pupils who board, as well as choristers.

In line with Keeping Children Safe in Education (Sept 2018), safeguarding and promoting the welfare of children is defined for the purposes of this policy as: *“protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.”*

This policy has been drawn up having regard to Disqualification under the Childcare Act February 2006 (March 2015)

This responsibility is more fully explained in the statutory guidance for schools and colleges [“Keeping Children Safe in Education”](#) (Sept 2018). All staff have read at least Part 1 and Annex A of this guidance. All staff must sign to say they are aware and understand their duties and responsibilities under part one of this document. Staff will be required to read every new edition of Keeping Children Safe In Education. The Designated Safeguarding Lead will ensure all staff are made aware of any changes or updates to the guidance. All staff will then be expected to read and sign to say they have read and understood the changes.

Staff must read the above document together with [What to do if you're worried a child is being abused: Advice for practitioners, 2015](#) and [Working Together to Safeguard Children 2018](#) which refers to the non- statutory advice Information Sharing: [Advice for Practitioners providing safeguarding services to children, young people, parents and carers 2018](#))

This policy also has due regard for [Prevent Duty Guidance: for England and Wales \(March 2015\)](#) supplemented by the non- statutory advice and a briefing note [The Prevent duty: Departmental Advice for Schools and Childcare providers \(June 2015\)](#) and [The Use of Social Media for On-line Radicalisation \(July 2015\)](#)

Through their day-to-day contact with pupils and direct work with families, all staff at the school have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to Social Care via the Multi-Agency Safeguarding Hub (MASH). If at any time there is a risk of immediate serious harm to a child, a referral should be made to children's social care immediately. **Any member of staff can make a referral. Parental consent is not needed to make a referral.** The school is aware that if a crime may have been committed, the matter should be reported to the police immediately.

This policy sets out how the school's governing body discharges its statutory responsibilities relating to safeguarding and promoting the welfare of children who are pupils at the school and to ensure that the policy is fully implemented. Our policy applies to all staff, volunteers and contractors, paid and unpaid, working in the school including governors. Teaching assistants, mid-day supervisors, secretaries as well as teachers can be the first point of disclosure for a child. Concerned parents/carers may also contact the school and its governors.

It is important to note that safeguarding is everyone's responsibility and that anyone can make a referral to children's social care if necessary. At all times staff should consider what is in the best interests of the child. If you make a referral please inform the Designated Safeguarding Lead as soon as possible.

Our policy is consistent with the Cambridgeshire Local Safeguarding Children Board (LSCB) procedures.

As a member of the Boarding School's Association, our school has adopted the BSA's Commitment to Care Charter. [Please click here to view a copy of the Charter](#)

There are four main elements to our policy:

- **PREVENTION** through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos

- **PROCEDURES** for identifying and reporting cases, or suspected cases, of abuse. The definitions of the four categories of abuse are attached (see Appendix A)
- **SUPPORTING CHILDREN** particularly those who may have been abused or witnessed violence towards others;
- **PREVENTING UNSUITABLE PEOPLE WORKING WITH CHILDREN**

Prevention

We recognise that identifying children who may benefit from early help is imperative and as such our whole pastoral system is set up accordingly. We recognise that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help to protect children.

The school, led by the Designated Safeguarding Lead will therefore:

- establish and maintain an environment where children feel safe in both the real and the virtual world and are encouraged to talk and are listened to.
- Train staff to recognize the importance of children receiving the right help at the right time to address risks and to prevent issues from escalating and to constantly review and reflect on their practice.
- Train staff to act on and to refer on the early signs of abuse and neglect, including radicalization.
- ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty and their concerns will be taken seriously and acted upon as appropriate.
- include in the curriculum activities and opportunities which equip children with the skills they need to stay safer from abuse both in the real and the virtual world and information about who to turn to for help.
- Include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills.
- Teach a Staying Safe Curriculum based on the Healthy and Safer Lifestyles Unit from the Cambridgeshire PSHEE Service Personal Development Programme. This Unit reinforces essential skills for every child. Self-esteem and confidence building, thinking independently and making assessments of risk based on their own judgements are encouraged throughout the Unit. These lessons include how to stay safe online and are aimed at helping children to adjust their behaviours in order to reduce risks and build resilience, including to radicalization, with particular attention to the safe use of electronic equipment and the internet, topics which are also covered in computing lessons.
- Ensure each child has a 'safety network' of people written down which is revisited at the beginning of each term. The children will discuss how to deal with a worry including worries about bullying and cyberbullying.

Prevention of Peer on Peer Abuse

We recognise that peer on peer abuse can manifest itself in many ways. This can include but is not limited to: bullying, cyberbullying, sexual violence, sexual harassment, being coerced to send sexual images (sexting), teenage relationship abuse and physical abuse.

All forms of peer on peer abuse are unacceptable and will be taken seriously.

The school will therefore:

Create a whole school protective ethos in which peer on peer abuse, including sexual violence and sexual harassment will not be tolerated.

Provide training for staff about recognising and responding to peer on peer abuse, including raising awareness of the gendered nature of peer abuse, with girls more likely to be victims and boys perpetrators.

Ensure that staff do not dismiss instances of peer on peer abuse, including sexual violence and sexual harassment as an inevitable part of growing up.

Include within the curriculum, information and materials that support children in keeping themselves safe from abuse, including abuse from their peers and online.

Provide high quality Relationship and Sex Education (RSE), including teaching about consent.

Ensure that staff members follow the procedures outlined in this policy when they become aware of peer on peer abuse.

Procedures

We will follow the procedures set out in the Cambridgeshire and Peterborough Safeguarding Children Board 'Inter-Agency Procedures'. A copy of these procedures can be found on the LSCB website:

<http://www.safeguardingpeterborough.org.uk/children-board/professionals/lscbprocedures/>.

The Designated Safeguarding Lead, Prevent Strategy Lead and Domestic Violence is:

Ruth O'Sullivan, Deputy Head (01223 272718)

The Deputy Designated Safeguarding Lead is:

Steve Glitherow, Housemaster (01223 448760)

The person responsible for safeguarding in EYFS and also a Deputy Designated Safeguarding Lead is:

Althea Pipe, Head of Byron House (01223 272729)

The nominated governor for Safeguarding and Child Protection and Prevent is:

The Revd Carol Barrett Ford (01223 338617)

The Role of the Designated Safeguarding Lead

The Governing Body will:

- ensure there is a Designated Safeguarding Lead who is a member of the senior management team and who has lead responsibility for child protection in the school and has undertaken, as a minimum, the 2 day child protection training course run by The Education Child Protection Service. The Designated Safeguarding Lead will have a copy of the Designated Person Information Booklet which contains all relevant guidance and advice to support and carry out their role effectively. The training will include working with inter agencies, participating in child protection conferences, supporting children in need, record keeping and promoting a culture of listening to children.
- ensure that this training is updated every two years in accordance with government guidance
- ensure that the Designated Safeguarding Lead receives Prevent awareness training in response to the Prevent Duty on schools and is confident in rolling out Prevent Awareness Training to all staff.
- recognise the importance of the role of the designated person/s and ensure they have the time, training and support necessary to undertake their duties including reporting to the senior management team at the half termly meetings. (See Keeping Children Safe in Education Annex B)
- Ensure that every member of staff, paid and unpaid, and the governing body knows who the Designated Personnel are and the procedures for passing on concerns from the **point of induction**. Staff members are required to complete a logging a concern form and pass it to the DSL immediately.
- Ensure that the DSL or one of the Deputy DSL's is always available during school hours, during term time to discuss any safeguarding concerns and that all staff are clear upon the course of action they must take if in exceptional circumstances the DSL or Deputy DSL's are not available. (Staff should consider speaking to a member of the senior leadership team and /or take advice from social care).
- Nominate a governor for safeguarding and child protection who has undertaken appropriate training.

The Designated Safeguarding Lead will

- refer all cases of suspected abuse to the Cambridge Multi-Agency Safeguarding Hub (MASH), refer all cases which concern a member of staff to the Named Senior Officer, refer all cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service and refer cases where a crime may be committed to the police.
- follow up any referrals made by any member of the school to ensure a satisfactory outcome for the child. If the child's situation does not seem to be improving the designated safeguarding lead will press the necessary authorities until the concerns are addressed in the best interests of the child.
- liaise with the Head to inform him of issues especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations.
- act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.
- understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments. In the case of a child who is likely to suffer significant harm, this will involve reporting directly to Social Care immediately. In cases where a child is in need of additional support this will include, providing advice and support to staff, taking part in inter-agency meetings and contributing to the assessment of the child in need. This could involve the use of the Early Help referral Form or TAC (Team around the Child) approaches. In cases where there is a risk of a child becoming radicalized, the normal procedures for making a referral will take place. A logging a concern form will be completed and passed to the Designated Safeguarding Lead who will refer it to the Multi Agency Safeguarding Hub (MASH) which could mean a referral to the Channel Panel.
- have a working knowledge of how Cambridgeshire Local Authority conducts a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
- ensure each member of staff has access to and understands the school's safeguarding and child protection policy and procedures, especially new and part time staff as well as volunteers.
- be alert to the specific needs of children in need, those with special educational needs and young carers.
- be able to keep detailed, accurate, secure written records of concerns and referrals.
- obtain access to resources and attend any relevant or refresher training courses.
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school or college may put in place to protect them.
- ensure the Safeguarding and Child Protection Policy is reviewed annually and the procedures and implementation are updated and reviewed regularly, and work with governing body regarding this.
- ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this.
- link with the Cambridgeshire and Peterborough LSCB to make sure staff are aware of training opportunities and the latest local policies on safeguarding.

- where children leave the school ensure their child protection file is transferred to the new school as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit and confirmation of receipt should be obtained.
- request child protection files for any new pupils transferring from other schools or nurseries.

The Role of the Deputy Designated Safeguarding Lead

The Deputy Designated Safeguarding Lead will

- be a member of the senior management team
- support the Designated Safeguarding Lead and have the same authority as the designated safeguarding lead if the Designated Safeguarding Lead is unavailable
- act as and carry out the role of the designated safeguarding lead when the designated safeguarding lead is unavailable
- undertake the Designated Safeguarding Lead training, refreshing every two years.

The Designated Safeguarding Lead will

- ensure every member of staff, paid and unpaid, and the governing body knows who the designated members of staff are and the procedures for passing on concerns from the point of induction. A document called [Responding to a Disclosure](#) is displayed in Staff offices and workrooms on all three sites and is available in the Staff Handbook. This document gives instructions on the process for making a referral to social care.
- Ensure as part of their induction, that every member of staff, paid and unpaid, and the governing body reads and signs to say they understand The Safeguarding and Child Protection Policy, The Whistleblowing Policy, The Code of Conduct for Staff, Keeping Children Safe in Education part 1 and Annex A, Working Together to Safeguard Children, Use of Mobile Phones Policy, Acceptable Use Policy, Use of Physical Restraint Policy, Intimate Care Policy, Searching and Confiscation Policy, Behaviour Policy, Anti-bullying Policy, Cyber-bullying Policy. (there may be additional policies specifically related to their role)
- ensure every member of staff, paid and unpaid, and the governing body knows what the contingency arrangements are for when the designated members of staff are not available.
- ensure all staff have access to both the Multi-Agency Safeguarding Hub (MASH) for social care referrals and professional consultations and the Early Help Hub (EHH) for early help assessment and advice. The Emergency Duty Team (out of hours) is also available (see Useful Contacts, Appendix B)
- have a nominated governor for safeguarding and child protection and Prevent who has undertaken appropriate training. (The Rev'd Carol Barrett Ford)
- ensure every member of staff and every governor knows:
 - the name of the designated person/s and their role
 - how to identify the signs of abuse and neglect including signs of bullying, radicalization (Prevent), sexual exploitation and acts of female genital mutilation
 - how to respond to and report concerns about children in need and children at risk, in line with Working Together to Safeguard Children 2018.
 - how to pass on and record concerns about a pupil
 - that they have an individual responsibility to be alert to the signs and indicators of abuse and for referring child protection concerns to the Designated Person/s
 - that they have a responsibility to provide a safe environment in which children can learn
 - where to find the Inter–Agency Procedures on the LSCB website
 - their role in the early help process.
- provide regular Child Protection training for all staff including the Head, the Governors, temporary staff and volunteers in regulated activity consisting of induction training, refresher training in full every two years. This covers the full Basic Child Protection training from the local Education Child Protection Service. Termly reminders of safeguarding procedures and any changes are a permanent part of

training days and staff receive regular updates when necessary. This could be through email or during a staff meeting/training session. Such regular training ensures that staff are confident that they know:

- the school's legislative responsibility by having a thorough knowledge and understanding of the school's safeguarding policy and the relevant statutory documents.
 - The contents of Keeping Children Safe in Education Part 1 (Sept 2018)
 - The actions where there are concerns about a child. Please see the flowchart - Actions where there are concerns about a child on page 10 of [KCSIE Sept 2018](#).
 - their personal responsibility by having a thorough knowledge and understanding of the school's Code of Conduct
 - their responsibility in relation to whistleblowing and have a thorough knowledge and understanding of the school's [Whistleblowing Policy](#).
 - the need to be alert to the signs and indicators of possible abuse, including possible child sexual exploitation, female genital mutilation, peer on peer abuse and radicalization
 - who the Designated Safeguarding Lead and Prevent Lead is
 - how to receive a disclosure from a child, including how to avoid asking leading questions and explaining that confidentiality cannot be promised
 - how to support a child who has made a disclosure
 - how to record the information accurately and factually
 - that anyone can make a referral and that the designated safeguarding lead should be informed as soon as possible if a referral has been made.
 - how to receive and make a referral either in school or outside school if necessary. 'Responding to a Disclosure' posters are all visible all around school Appendix D. Parental consent is **NOT** required for referrals to statutory authorities.
- ensure that all staff, paid and unpaid, recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies
 - ensure that parents are informed of the responsibility placed on the school and staff in relation to child protection by setting out these duties on the school website
 - ensure that this policy is available publicly via the school website. A paper copy can be obtained from Ruth O'Sullivan (rosullivan@sjcs.co.uk)
 - Where pupils are educated off site or in alternative provision, the school and the provider will have clear procedures about managing safeguarding concerns between the two agencies. Written confirmation that the alternative provider has carried out appropriate safeguarding checks on individuals working at the establishment will be sought by the school. (The school will liaise with the College to ensure they receive written confirmation that the appropriate safeguarding checks have been carried out by the College)

Liaison with Other Agencies

The Designated Safeguarding Lead will:

- work to develop effective links with relevant services to promote the safety and welfare of all pupils
- co-operate as required, in line with Working Together to Safeguard Children 2018, with key agencies in their enquiries regarding child protection matters including attendance and providing written reports at child protection conferences and core groups
- notify the relevant Social Care Unit immediately if:
 - it should have to exclude a pupil who is subject to a Child Protection Plan (whether fixed term or permanently);
 - there is an unexplained absence of a pupil who is subject to a Child Protection Plan
 - there is any change in circumstances to a pupil who is subject to a Child Protection Plan

Record Keeping

The Designated Safeguarding Lead will:

- keep clear, detailed, accurate, written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to Social Care immediately
- ensure all records are kept securely, separate from the main pupil file, and in a locked location

- ensure all relevant child protection records are sent to the receiving school or establishment when a pupil moves schools in accordance with Keeping Children Safe in Education 2018 and the Education Child Protection Record Keeping Guidance. The DSL will consider whether it would be appropriate to share information with the new school/college in advance of a child leaving.
- make parents aware that such records exist except where to do so would place the child at risk of harm.

Confidentiality and information sharing

The Data Protection Act 2018 does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child.

The school will:

- Ensure staff and volunteers adhere to confidentiality protocols and that information is shared appropriately.
- Ensure staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children, (as set out in 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018).
- Ensure that if a member of staff receives a Subject Access Request (under the Data Protection Act 2018) from a pupil or parent they will refer the request to the DSL or Headteacher.
- Ensure staff are clear with children that they cannot promise to keep secrets.

The Designated Safeguarding Lead/Personnel will:

- Disclose information about a pupil to other members of staff on a 'need to know' basis. Parental consent may be required.
- Aim to gain consent to share information and be mindful of situations where to do so would place a child at increased risk of harm. Information may be shared without consent if a person believes that there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner.
- Record when decisions are made to share or withhold information, who information has been shared with and why. (See 'Working Together to Safeguard Children,' July 2018)
- Seek advice about confidentiality from outside agencies if required. (See 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018).

Communication with Parents/Carers

The Designated Safeguarding Lead will:

- ensure that parents/carers are informed of the responsibility placed on the school and staff in relation to child protection by setting out its duties in the school website
- undertake appropriate discussion with parents/carers prior to involvement of another agency unless the circumstances preclude this action. If the school believes that notifying parents could increase the risk of harm to the child or exacerbate the situation, advice will be sought from Social Care.
- Particular circumstances where parents **may not** be informed include any disclosure of sexual abuse or where the school feels the child is at risk of significant harm. This may also include concerns relating to radicalisation.

- record what discussions have taken place with parents on the Log of Concern about a Child's Welfare or if a decision has been made not to discuss it with parents, record the reasons why. Staff will use the Logging a Concern Form. Records may subsequently be disclosable to relevant partner agencies if Child Protection proceedings commence.

Dealing with Sexual Violence and Sexual Harassment between children

The school recognise that sexual violence and sexual harassment can occur between two children of any age and sex. Sexual violence may include rape, assault by penetration or sexual assault. Sexual harassment refers to 'unwanted conduct of a sexual nature', such as sexual comments, sexual taunting or physical behaviour such as deliberately brushing against someone. Online sexual harassment may include non-consensual sharing of sexual images and videos, sexualised online bullying, unwanted sexual comments and messages, and sexual exploitation, coercion and threats.

The school will:

- Be clear that sexual violence and sexual harassment will not be tolerated.
- Provide training for staff on how to manage a report of sexual violence or sexual harassment.
- Make decisions on a case-by-case basis.
- Reassure victims that they are being taken seriously, offer appropriate support and take the wishes of the victim into account when decision making.
- Implement measures to keep the victim, alleged perpetrator and if necessary other children and staff members, safe. Record any risk assessments and keep them under review.
- Give consideration to the welfare of both the victim(s) and perpetrator(s) in these situations.
- Liaise closely with external agencies, including police and social care, when required.

Further guidance can be found in 'Keeping Children Safe in Education - Part Five' (September 2018), 'Sexual violence and sexual harassment between children in schools and colleges,' (DfE, May 2018) and 'Sexting in schools and colleges: Responding to incidents and safeguarding young people' published by the UK Council for Child Internet Safety (UKCCIS)

Supporting Children

The school recognises that **any** child may be subject to abuse and neglect.

We recognise that abuse or witnessing violence may have an adverse impact on those children which may last into adulthood without appropriate intervention and support.

The school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may become withdrawn.

We recognise that some vulnerable children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.

The school will support all pupils through:

- Listening to the child. The Designated Safeguarding Lead will ensure the pupil's wishes and feelings are taken into account when determining what action to take and what services to provide.
- Curricular opportunities to encourage self-esteem and self-motivation
- An ethos that actively promotes a positive, supportive and safe environment and values the whole community
- The school's behaviour policy will support all pupils in the school. All staff will agree on a consistent approach, which focuses on the behaviour of the child but does not damage the pupil's sense of self-worth. The school will ensure that the pupil knows that some behaviour is unacceptable but s/he is valued and not to be blamed for any abuse which has occurred
- Liaison with other agencies which support the pupil such as Social Care, Child and Adolescent Mental Health Services, Cambridgeshire Sexual Behaviour Service or Locality Teams
- A commitment to develop productive and supportive relationships with parents/carers
- Recognition that children living in a home environment where there is domestic abuse, drug or alcohol abuse or mental health issues are vulnerable and in need of support and protection; they may also be young carers
- Monitoring and supporting pupil's welfare, keeping records and notifying Social Care in accordance with the Cambridgeshire Local Safeguarding Children Board "Inter-Agency Procedures"
- When a pupil who is subject to a child protection plan leaves, information will be transferred to the new school immediately. The Child Protection Review Manager and Lead Social Worker from Social Care will also be informed
- When a child is missing from education, the school will follow the procedure as set out in Cambridgeshire's Children Missing Education guidance and inform the Education Welfare Officer and Social Care if a child is subject to a Child Protection Plan or there have been ongoing concerns.
- Referral to the Channel programme (through Cambridgeshire Direct Contact Centre and the police), if radicalization is identified as an issue.
- The school recognises that whilst any child may benefit from early help, staff are encouraged to consider the wider environmental factors present in a child's life which could pose a threat to their welfare or safety, (contextual safeguarding). Staff are required to be particularly alert to the potential need for early help for those:

Children with Disabilities, Additional Needs or Special Educational Needs

We recognise that, statistically, children with additional needs, special educational needs, emotional and behavioural difficulties and disabilities are most vulnerable to abuse. School staff who deal with children with complex and multiple disabilities and/or emotional and behavioural problems should be particularly sensitive to indicators of abuse.

The school has pupils with emotional and behavioural difficulties and/or challenging behaviours. The school will support staff to decide appropriate strategies that will reduce anxiety for the individual child and raise self-esteem as part of an overall behaviour support plan agreed with parents/carers.

As part of the PSHEE curriculum staff will teach children personal safety skills commensurate with their age, ability and needs. Children will be taught personal safety skills such as telling and who to tell, good and bad touches and how to manage risk. The content of lessons will be shared with parents/carers so that these skills can be supported at home.

The school has pupils who may have communication difficulties and we are aware that they are vulnerable to abuse because they are unable to express themselves to others. Instead such children will often exhibit changes in behaviours or signs and indicators of abuse recognised by staff with a good knowledge of the child.

Where necessary, the school will provide additional training to staff in the use of Makaton, PECS or other communication systems. Supervision by senior managers will be vigilant to create a protective ethos around the child.

We promote high standards of practice, including ensuring that disabled children know how to raise concerns, and have access to a range of adults with whom they can communicate.

Young Carers

The school recognises that children who are living in a home environment which requires them to act as a young carer for a family member or a friend, who is ill, disabled or misuses drugs or alcohol can increase their vulnerability and that they may need additional support and protection.

The School will: seek to identify young carers; offer additional support internally; signpost to external agencies; be particularly vigilant to the welfare of young carers and follow the procedures outlined in this policy, referring to Early Help or Social Care as required if concerns arise.

Children at Risk of Criminal Exploitation

Criminal exploitation of children is a form of harm that is a typical feature of county lines activity. Drug networks or gangs exploit children and young people to carry drugs and money from urban areas to suburban and rural areas. Exploitation can occur even if activity appears to be consensual.

School will address indicators of child criminal exploitation with staff through training. Staff will follow the procedures outlined in this policy if concerns of criminal exploitation arise.

The Designated Personnel will complete the LSCB Child Exploitation Checklist and refer to the Multi-Agency Safeguarding Hub (MASH) if there is a concern that a young person may be at risk of criminal exploitation.

The school recognises that young people who go missing can be at increased risk of child criminal exploitation and/or trafficking and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions.

Children Frequently Missing Education

School recognises that children going missing, particularly repeatedly, can act as a warning sign of a range of safeguarding possibilities including abuse, neglect, child sexual exploitation and child criminal exploitation, mental health problems, risk of substance abuse, risk of travelling to conflict zones, and risk of FGM or forced marriage.

The school monitors attendance of individual pupils closely and analyses patterns of absence to aid early identification of concerning patterns of absence.

The school endeavours to hold more than one emergency contact for each pupil to provide additional options to make contact with a responsible adult when a child missing education is identified as a welfare and/or safeguarding concern.

When a child is missing from education, the school follows the procedure as set out in Cambridgeshire's Children Missing Education guidance. The school will inform the Education Welfare Officer and Social Care if a missing child is subject to a Child Protection Plan or there have been ongoing concerns.

Children Misusing Drugs or Alcohol

The discovery that a young person is misusing legal or illegal substances or reported evidence of their substance misuse is not necessarily sufficient in itself to initiate child protection proceedings but the Designated Safeguarding Lead will consider such action in the following situations:

When there is evidence or reasonable cause:

- to believe the young person's substance misuse may cause him or her to be vulnerable to other abuse such as sexual abuse

- to believe the pupil's substance related behaviour is a result of abuse or because of pressure or incentives from others, particularly adults
- where the misuse is suspected of being linked to parent/carer substance misuse.
- Where the misuse indicates an urgent health or safeguarding concern
- Where the child is perceived to be at risk of harm through any substance associated criminality

Children of Substance Misusing Parents/Carers

Misuse of drugs and/or alcohol is strongly associated with Significant Harm to children, especially when combined with other features such as domestic violence.

When the school receives information about drug and alcohol abuse by a child's parents/carers they will follow appropriate procedures.

This is particularly important if the following factors are present:

- Use of the family resources to finance the parent's dependency, characterised by inadequate food, heat and clothing for the children
- Children exposed to unsuitable caregivers or visitors, e.g. customers or dealers
- The effects of alcohol leading to an inappropriate display of sexual and/or aggressive behaviour
- Chaotic drug and alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance
- Disturbed moods as a result of withdrawal symptoms or dependency
- Unsafe storage of drugs and/or alcohol or injecting equipment
- Drugs and/or alcohol having an adverse impact on the growth and development of the unborn child

Children Living with Domestic Abuse

Domestic Abuse is defined as any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial and emotional.

The school recognises that where there is Domestic Abuse in a family, the children/young people will always be affected; the longer the violence continues, the greater the risk of significant and enduring harm, which they may carry with them into their adult life and relationships. Domestic Abuse can also affect children in their personal relationships as well as in the context of home life.

Staff will follow the procedures outlined in this policy if concerns of Domestic Abuse arise. The school will vigilantly monitor the welfare of children living in domestic abuse households, offer support to them and contribute to any Multi-Agency Risk Assessment Conference (MARAC) safety plan as required.

Children at risk of 'Honour- Based' Violence including Female Genital Mutilation

So called 'honour-based' violence encompasses incidents which have been committed to protect or defend the honour of the family and/or community, including breast ironing, female genital mutilation (FGM) and forced marriage. The school takes these concerns seriously and staff are made aware of the possible signs and indicators that may alert them to the possibility of HBV through training. Staff are required to treat all forms of HBV as abuse and follow the procedures outlined in this policy.

FGM is a procedure involving the partial or total removal of the external female genitalia or other injury to the female genital organs. FGM is illegal in the UK. Any indication that a child is at risk of FGM, where FGM is suspected, or where the woman is over 18, will be dealt with under the child protection procedures outlined in this policy. Staff will report concerns to the DSL, who will make appropriate and timely referrals to social care.

In these cases, parents will not be informed before seeking advice and the case will still be referred to social care even if it is against the pupil's wishes.

In accordance with the Female Genital Mutilation Act, it is a statutory duty for teachers in England and Wales to report 'known' cases of FGM in under-18s which they identify in the course of their professional work to the police. Teachers should still consider and discuss any such case with the DSL and involve social care as appropriate, but the teacher will personally report to the police that an act of FGM appears to have been carried out.

Children at Risk of Child Sexual Exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Sexual exploitation can take many different forms from the seemingly 'consensual' relationship to serious organised crime involving gangs and groups. Potential indicators of sexual exploitation will be addressed within staff training, including raising awareness with staff that some young people who are being sexually exploited do not show any external signs of abuse and may not recognise it as abuse. Staff will follow the procedures outlined in this policy if concerns of child sexual exploitation arise.

The Designated Personnel will complete the LSCB Child Exploitation Checklist and refer to the Multi-Agency Safeguarding Hub (MASH) if there is a concern that a young person may be at risk of CSE.

The school recognises that young people who go missing can be at increased risk of sexual exploitation and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions.

Children who have returned home to their family from care

The school recognises that a previously looked after child potentially remains vulnerable. School will vigilantly monitor the welfare of previously looked after children, keep records and notify Social Care as soon as there is a recurrence of a concern in accordance with the Cambridgeshire Local Safeguarding Children Board 'Inter - Agency Procedures.'

Children showing signs of Abuse and/or Neglect

School recognise that experiencing abuse or neglect may have an adverse impact on those children which may last into adulthood without appropriate intervention and support. School may be the only stable, secure and predictable element in the lives of children at risk. Children who have experienced abuse or neglect may display this through their own behaviour, which may be challenging and defiant or passive and withdrawn. We recognise that children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.

School will provide training for staff to ensure that they have the skills to identify and report cases, or suspected cases, of abuse in accordance with the procedures outlined in this policy. The definitions of the four categories of abuse are attached (see Appendix A).

Children at Risk of Radicalisation

School recognises that children are vulnerable to extremist ideology and radicalisation and that protecting children from this risk forms part of the school's safeguarding response.

The governing body will ensure that the DSL has undertaken Prevent awareness training and that all staff receive training about the Prevent duty.

Staff are required to be alert to changes in children's behavior which could indicate they need help or protection. Concerns that a child is at risk of radicalisation are referred to the DSL in the usual way. If appropriate the DSL will make a Channel referral.

See also 'The Prevent Duty, Departmental advice for schools and childcare providers', DfE (June 2015), and 'Revised Prevent Duty Guidance: for England and Wales,' HM Government, (July 2015).

Privately Fostered Children

Private fostering is when a child under the age of 16, (under 18 if disabled) is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or relative in their own home for 28 days or more.

The school will follow the mandatory duty to inform the local authority of any 'Private Fostering' arrangements.

Children who have Family Members in Prison

The school is committed to supporting children and young people who have a parent or close relative in prison and will work with the family to find the best ways of supporting the child.

The school recognises that children with family members in prison are at risk of poor outcomes including: poverty, stigma, isolation, poor mental health and poor attendance.

The school will treat information shared by the family in confidence and it will be shared on a 'need to know' basis.

The school will work with the family and the child to minimise the risk of the child not achieving their full potential.

Physical Intervention

Please see our [Physical Restraint and Use of Reasonable Force Policy](#).

We acknowledge that staff must only ever use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person. We take guidance from [The Use of Reasonable Force in Schools \(DfE Guidance 2013\)](#).

Searching and Confiscation

We acknowledge that a child has a right to privacy. Please see our [Searching and Confiscation Policy](#).

Anti-Bullying and Cyberbullying

Please see our [Anti-Bullying Policy](#) and [Cyber-bullying Policy](#).

We acknowledge that to allow or condone bullying may lead to consideration under child protection procedures. We review this policy annually.

Intimate Care

There may be occasions when a member of staff needs to undertake personal care tasks with children but particularly to those who are in the Early Years and Foundation Stage. The normal range of development for this group of children indicates that they may not be fully toilet trained. In addition to this there are other vulnerable groups of children and young people that may require support with personal care on either a short, longer term or permanent basis due to SEN and disability, medical needs or a temporary impairment. Examples of these may be children who have limbs in plaster or are temporarily wheelchair bound. In such circumstances staff must follow the guidelines set out in the [Intimate Care Policy](#).

Peer on Peer Abuse

When dealing with peer on peer abuse the school will follow the key safeguarding documents, *Keeping Children Safe in Education and Working Together to Safeguard Children*, even where an alleged perpetrator is a child.

This will entail:

- effective implementation of the school's usual safeguarding and anti-bullying policies (and recognition that sexualised abuse, including verbal abuse, by peers is a potential safeguarding issue); Sexting and banter are unacceptable.
- following the normal procedures for dealing with pastoral incidents should be followed so that a systematic, rigorous and transparent investigation is carried out. (please see [Dealing with a Pastoral Incident](#)). In the event of a disclosure all of the children involved, whether perpetrator or victim will be treated as at risk. The school is aware that there is more potential for peer on peer abuse among boarders and special attention is paid to highlight the vulnerability of boarders in staff training and pastoral group meetings.
- seeking advice from statutory agencies, as appropriate, and readiness to make a referral if an incident meets the referral threshold set by the Local Safeguarding Children Board;
- if a child is in immediate danger or is at risk of harm, an immediate referral to children's social care and/or the police;
- following the advice for practitioners in: *What to do if you're worried a child is being abused*;
- effective information sharing with any agencies or other professionals involved;
- where allegations of abuse or assault have been made against one or more of its own pupils, a thorough risk-assessment of the situation and risk-based decision-making (with the benefit of the advice of statutory authorities, where appropriate) should be carried out within 24 hours, with a view to ensuring the safety of all pupils and that both alleged victims and perpetrator pupils receive appropriate support. Decisions arising might include, for example, whether the accused pupil should be removed from school for a period, or from certain classes, whether sleeping arrangements should be changed for boarders, whether contact with certain individuals should be prevented or supervised, the availability of counselling, the adequacy of arrangements for listening to children etc;
- good record keeping of related conversations, meetings and communications.

The school will include within the curriculum, information and materials that support children in keeping themselves safe from abuse including abuse from their peers and online.

Additional guidance on sexting can be found in ['Sexting' in schools: advice and support around self-generated images - What to do and how to handle it](#), published by CEOP and [Sexting in schools and colleges: Responding to incidents and safeguarding young people published by the UK Council for Child Internet Safety \(UKCCIS 2016\)](#).

Bullying related to Racism, Gender or Disability

Our policy on bullying related to Racism, Gender or Disability, set out in the school's Pastoral Care policy, which is in accordance with the school's Equal Opportunities policy, is reviewed annually. We acknowledge that repeated incidents or a single serious incident of this kind may lead to consideration under child protection procedures.

Cyberbullying (See Cyberbullying Policy)

We acknowledge that to allow or condone bullying using any form of technology may lead to consideration under child protection procedures. Our policies on e-safety and acceptable use, set out in a separate document, are reviewed annually. They reflect the balance needed between the exciting opportunities offered by the internet and other technologies and the need for pupils and staff to keep themselves safe and deal sensibly with risk. Cyberbullying is part of the taught curriculum in PSHEE and Staying Safe. Parents are invited annually to an online safety evening run by the Head of Computing.

Health & Safety

Our Health & Safety policy, set out in a separate document, is reviewed annually. It reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits. As a matter of routine any trips involving outside bodies such as travel firms will involve assessment of all risks including the production of child protection measures specific to the activity and its location. All children going on trips outside of the school receive 'Staying Safe' training from the Deputy Head, the Head of the Junior Department, the Housemaster or the teacher in charge of the trip.

Preventing Unsuitable People from Working with Children

The school will operate safer recruitment practices including ensuring appropriate DBS and reference checks are undertaken according to the government guidance 'Keeping Children Safe in Education' (2018) and this section should be read in conjunction with the school's Safer Recruitment Policy.

The governing body will ensure that at least one of the persons who conducts an interview has completed safer recruitment training.

The following members of staff have undertaken Safer Recruitment training:

Neil Chippington (Head), Faisal Babar (Bursar) and Alex Loria (Director of Operations).

The following members of staff have undertaken Warner Interview training:

Ruth O'Sullivan (Deputy Head), Althea Pipe (Head of Byron House), Alex Loria (Director of Operations), Simon Kirk (Director of Music), Faisal Babar (Bursar) and Karen Close (HR and Compliance Administrator).

Under Section 75 of the Childcare Act, 2006 individuals are disqualified from childcare provision if they have committed certain specified offences. This applies to any member of staff employed in early years childcare (up to the age of 5) or later years childcare (up to the age of 8) in nursery, primary or secondary school settings or the management of such settings. Staff will be asked to sign a self-declaration form on an annual basis to confirm that they are not disqualified from childcare. (See the [Safer Recruitment Policy](#) where this is set out in greater detail).

The School is also required to check with the DfE that anyone who is employed to carry out teaching work has not been prohibited from the teaching profession.

Arrangements for Dealing with Allegations of Abuse against teachers and other staff including volunteers

As part of the induction process all staff are given training on the Whistleblowing Policy, refreshed every two years as part of the safeguarding training.

If an allegation is made against a member of staff the quick resolution of the allegation should be a clear priority to the benefit of all concerned. All necessary delays should be eradicated.

Staff and volunteers should report any allegation of abuse immediately to the Head. In cases where the Head is the subject of an allegation, staff and volunteers should report directly to the Chair of Governors without informing the Head. (See Allegations flowchart Appendix C.) The Designated Safeguarding Lead will follow the procedures set out in Part four of Keeping Children Safe in Education 2018 and the LSCB arrangements.

The Designated Safeguarding Lead will consult with the Local Authority Named Senior Officer (Chris Meddle 01223 703564) immediately in the event of an allegation being made against a member of staff and adhere to the relevant procedures set out in Keeping Children Safe in Education. In the case of an allegation of historical abuse, the same procedures will be followed.

The Named Senior Officer will liaise with the Local Authority Designated Officer (LADO 01223 727967) ensuring that all allegations are reported to the LADO within one working day. Following consultation with the LADO, the Named Senior Officer will advise on all further action to be taken. Please note that the Head Teacher or Chair of

Governors must **not** seek to interview the child/ren or members of staff involved until advice has been sought. Doing so may compromise any police interviews and statutory investigations that may be necessary.

All discussions with the Named Senior Officer and the LADO will be recorded in writing and any communication with the individual and parents/carers of the child/ren will be agreed.

The school will ensure that any disciplinary proceedings against staff relating to child protection matters are concluded in full even when the member of staff is no longer employed at the school and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.

Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress. The school recognises it has a duty of care to staff and will provide effective support to any member of staff who is the subject of an allegation. Suspension is not mandatory, nor is it automatic but, in some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected. Advice will be taken from the LADO and the staff member will be given a named contact if suspended. Arrangements will be made for alternative accommodation away from the children for resident members of staff who have been suspended pending an investigation of a child protection nature.

The school is aware of the restrictions (effective October 2012 applied up to the point where the accused is charged with an offence or the DFE/NCTL publish information or a decision in a disciplinary case) on the reporting or publishing of allegations against teachers and so the school will make every effort to maintain confidentiality and guard against unwanted publicity.

If the school dispenses with a person's services because of unsuitability to work with children, or would have done so had the person not resigned, the school will report that person to the Disclosure and Barring Service, within one month of leaving the school.

Referrals to the DBS will not be prevented because of an individual's refusal to co-operate in an investigation.

The school will consider making a referral to the National College for Teaching and Leadership (NCTL) where a teacher has been dismissed (or would have been dismissed had he or she not resigned) and a prohibition order may be appropriate, because of 'unacceptable professional conduct', 'conduct that may bring the profession into disrepute', or a 'conviction at any time for a relevant offence';

In relation to the Early Years Foundation Stage (EYFS) the school will notify Ofsted (08456 404040 or 0300 1233155) as soon as is practicable and within 14 days of any allegations of serious harm or abuse by any person living, working or looking after children at the school whether the allegations relate to harm or abuse which took place on the premises or elsewhere. The school will provide Ofsted the following information about themselves or an employee when relevant:

- details of any order, determination, conviction, or other ground for disqualification from registration under regulations made under section 75 of the Childcare Act 2006;
- the date of the order, determination or conviction, or the date when the other ground for disqualification arose;
- the body or court which made the order, determination or conviction, and the sentence (if any) imposed; and a certified copy of the relevant order (in relation to an order or conviction).

Consideration must be given to the needs of the child and a recognition that a child may make an allegation against an innocent party because they are too afraid to name the real perpetrator. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

At no time must the child be put into a situation in which he/she may have to communicate with or see the accused. The identity of the child will remain confidential to the Head and the DSL.

Support will be put in place for the accuser and the school will make every effort to ensure the accuser does not suffer in any way and is not disadvantaged as a result of their disclosure.

The Designated Safeguarding Lead will ensure that all staff and volunteers, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents/carers as advised within the school's Code of Conduct. As part of the Induction process, all staff will receive guidance about how to create appropriate professional boundaries (in both the real and virtual world) with all children, especially those with a disability or who are vulnerable.

The Designated Safeguarding Lead will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of Position of Trust).

The Designated Safeguarding Lead will ensure that communication between pupils and adults, by whatever method, is transparent and takes place within clear and explicit professional boundaries and is open to scrutiny.

Other Related Policies

[Physical Restraint and Use of Reasonable Force](#)

[Searching and Confiscation Policy](#)

[Anti-Bullying Policy](#)

[Cyber-bullying Policy](#)

[Health and Safety](#)

[Acceptable Use Policy](#)

[Digital Devices Guidelines for Parents and Children](#)

[Digital Devices Guidelines for Staff](#)

[Intimate Care Policy](#)

[Code of Conduct for Staff](#)

[Safer Recruitment Policy](#)

[Use of Mobile Phones Policy](#)

[Whistleblowing](#)

[Complaints Policy & Procedure](#)

[Behaviour Policy](#)

[Protocol for Requesting Approval for Tuition Taking Place Outside of School](#)

[Staying Safe Guidance for Staff regarding Boarders, Choristers and Children on Overnight or Extended Trips and Tours](#)

Use of Mobile Phones Policy

The [Use of Mobile Phones Policy](#) is a requirement for all schools with EYFS.

Our policy on use of mobile phones, cameras and sharing of images is set out in a separate document and is reviewed annually. It is recognised that personal mobile phones have the potential to be used inappropriately and therefore the school has developed a policy to outline the required protocol for all staff, students volunteers and parents/carers.

Governing Body Child Protection Responsibilities

The governing body fully recognises its responsibilities with regard to child protection and safeguarding and promoting the welfare of children.

It will:

- nominate a governor for safeguarding and child protection and Prevent who will monitor the school's compliance with statutory requirements and practice and champion child protection issues
- ensure that the Designated Safeguarding Lead and Prevent Lead has a job description.
- ensure that the Designated Safeguarding Lead and Prevent Lead has sufficient time, funding, supervision and support to carry out the role.

- consider how children should be taught about staying safe, paying attention particularly to practices which help the pupils to reduce risks including the safe use of the internet and electronic equipment.
- ensure an annual report is made to the full governing body and copied to the Education Child Protection Service. Any weaknesses will be rectified without delay
- ensure that this Safeguarding and Child Protection policy is annually reviewed and updated and shared with staff. It will be made available on the school website.
- ensure that the policies and procedures are fully implemented in the day to day running of the school.

The Named Governor for Welfare and Prevent will support the Designated Safeguarding Lead and Prevent Lead by

- working with the Designated Lead for Safeguarding and Prevent in monitoring the Safeguarding and Child Protection policies and practices
- reviewing with the Designated Lead for Safeguarding and Prevent termly any safeguarding matters and reporting to the governing body
- completing with the Designated Lead for Safeguarding and Prevent an annual review of the safeguarding and child protection policies including an update and review of the effectiveness of the procedures and implementation. A detailed report evidencing the depth and breadth of the full review will be produced and presented to the governing body.
- ensuring that the policy is known in practice. The Governor for Welfare and Prevent will meet with a number of staff during each termly visit to ensure they know who to go to in the case of suspected abuse and how to receive a disclosure from a child.

After School Activities (on or off school site)

For all after school activities directly under the supervision or management of school staff, the school's arrangements for child protection as written in this policy shall apply.

Where services or activities are provided separately by another body, supervising the school's pupils either on or off school site, the school will seek assurance that the body concerned has appropriate policies and procedures in place for safeguarding children and child protection and there are arrangements to liaise with the school on these matters where appropriate.

For Regular Activities Run by another body we require:

- Confirmation that they have completed the relevant safer recruitment checks on all of their staff
- Completion of the Safer Recruitment Checks for Contractors form
- Information on the content of the activities to ensure we comply with our duties under Prevent

For Visiting Speakers please see the [Visiting Speakers Policy](#).

This policy will be reviewed in October 2019 and signed off by the Governor for Welfare and Prevent.

This policy will be presented to the governing body in October 2018 and signed off by the Chair of Governors.

Four Categories of Abuse

Physical Abuse - 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.

Neglect - 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.

- It may occur during pregnancy as a result of maternal substance misuse.
- It may involve the neglect of or lack of responsiveness to a child's basic emotional needs.
- It also includes parents or carers 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

Emotional Abuse - Is the persistent emotional maltreatment so as to cause severe and adverse effects on a child's emotional development.

It may involve conveying to a child that they are:

- Worthless, Unloved, Inadequate, Valued only insofar as they meet another person's needs

It may include:

- not giving the child opportunities to express their views
- deliberately silencing them
- 'making fun' of what they say or how they communicate

It may also feature age or developmentally inappropriate expectations being imposed on children including:

- interactions that are beyond the child's developmental capability
- overprotection and limitation of exploration and learning
- preventing participation in normal social interaction

It may involve:

- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying) causing children frequently to feel frightened or in danger
- The exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment although it may occur alone

Sexual Abuse – involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.

This may involve:

- physical contact including assault by penetration (e.g. rape or oral sex)
- non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing
- non-contact activities involving:
 - children in looking at, or in the production of, sexual images,
 - children in watching sexual activities
 - encouraging children to behave in sexually inappropriate ways
 - 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.

Signs of Abuse (from What to do if you are worried a child is being abused : Advice for Practitioners 2015)

The warning signs and symptoms of child abuse and neglect can vary from child to child. Disabled children may be especially vulnerable to abuse, including because they may have an impaired capacity to resist or avoid abuse. They may have speech, language and communication needs which may make it difficult to tell others what is happening. Children also develop and mature at different rates so what appears to be worrying for a younger child might be normal behaviour for an older child. Parental behaviours may also indicate child abuse or neglect, so you should also be alert to parent-child interactions which are concerning and other parental behaviours. This could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health. By understanding the warning signs, you can respond to problems as early as possible and provide the right support and services for the child and their family. It is important to recognise that a warning sign doesn't automatically mean a child is being abused.

Some of the following signs might be indicators of abuse or neglect:

- Children whose behaviour changes – they may become aggressive, challenging, disruptive, withdrawn or clingy, or they might have difficulty sleeping or start wetting the bed;
- Children with clothes which are ill-fitting and/or dirty;
- Children with consistently poor hygiene;
- Children who make strong efforts to avoid specific family members or friends, without an obvious reason;
- Children who don't want to change clothes in front of others or participate in physical activities;
- Children who are having problems at school, for example, a sudden lack of concentration and learning or they appear to be tired and hungry;
- Children who talk about being left home alone, with inappropriate carers or with strangers;
- Children who reach developmental milestones, such as learning to speak or walk, late, with no medical reason;
- Children who are regularly missing from school or education;
- Children who are reluctant to go home after school;
- Children with poor school attendance and punctuality, or who are consistently late being picked up;
- Parents who are dismissive and non-responsive to practitioners' concerns;
- Parents who collect their children from school when drunk, or under the influence of drugs;
- Children who drink alcohol regularly from an early age;
- Children who are concerned for younger siblings without explaining why;
- Children who talk about running away; and
- Children who shy away from being touched or flinch at sudden movements.

Useful Contacts: Numbers/Emails/Websites

Ruth O’Sullivan Designated Safeguarding and Prevent Lead	01223 272 718 or Emergency 01223 272715
Steve Glitherow Deputy Designated Safeguarding and Prevent Lead	01223 448 760 Emergency 01223 272751
Althea Pipe Early Years Safeguarding Lead	01223 272729
Carol Barrett Ford Governor for Safeguarding and Prevent	01223 338617
Neil Chippington Headmaster	01223 272700
Multi-agency Safeguarding Hub (MASH) (for professional consultations and telephone referrals and for sending safeguarding referrals)	0345 045 1362 MASH.C&F@Cambridgeshire.gcsx.gov.uk 01480 376666
Early Help Hub (Support for early help intervention and for sending all early help assessments)	Early.HelpHub@cambridgeshire.gcsx.gov.uk
Education Child Protection Service Procedural or paperwork enquiries only	01223 729039 ecpsgeneral@cambridgeshire.gov.uk
Children Social Care	0345 045 1362
Emergency Duty Team (out of hours)	01733 234724
Police Central Referral Unit	01480 847743 or 101 If a child is in danger ring 999
DfE Prevent Helpline	0207 3407264
Named Authority Named Senior Officer	Chris Meddle 01223 703564 Diane Stygal 01223 507115
Local Authority Designated Officer (LADO)	Amanda Harrison Lynn Chesterton 01223 727967
Cambs and Peterborough LSCB	01480 373 758 or 01480 373 522
Safeguarding Inter-Agency Procedures	www.cambslscb.org.uk

Relevant Documents

[“Disqualification under the Childcare Act 2006: statutory guidance for local authorities, maintained schools, academies and free schools” \(August 2018\)](#)

[“Guidance for Safer Working Practice for those working with children and young people in education settings” \(October 2015\)](#)

["Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers" \(July 2018\)](#)

["Keeping children safe in education: Statutory guidance for schools and colleges" \(Sep 2018\)](#)

["The Prevent Duty, Departmental advice for schools and childcare providers" \(June 2015\)](#)

["Revised Prevent Duty Guidance: for England and Wales" \(July 2015\)](#)

["Sexting in schools and colleges: Responding to incidents and safeguarding young people" published by the UK Council for Child Internet Safety \(UKCCIS\) – \(September 2016\)](#)

["Sexual violence and sexual harassment between children in schools and colleges" \(May 2018\)](#)

["What to do if you're worried a child is being abused: Advice for practitioners" \(March, 2015\)](#)

["Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children" \(July 2018\)](#)

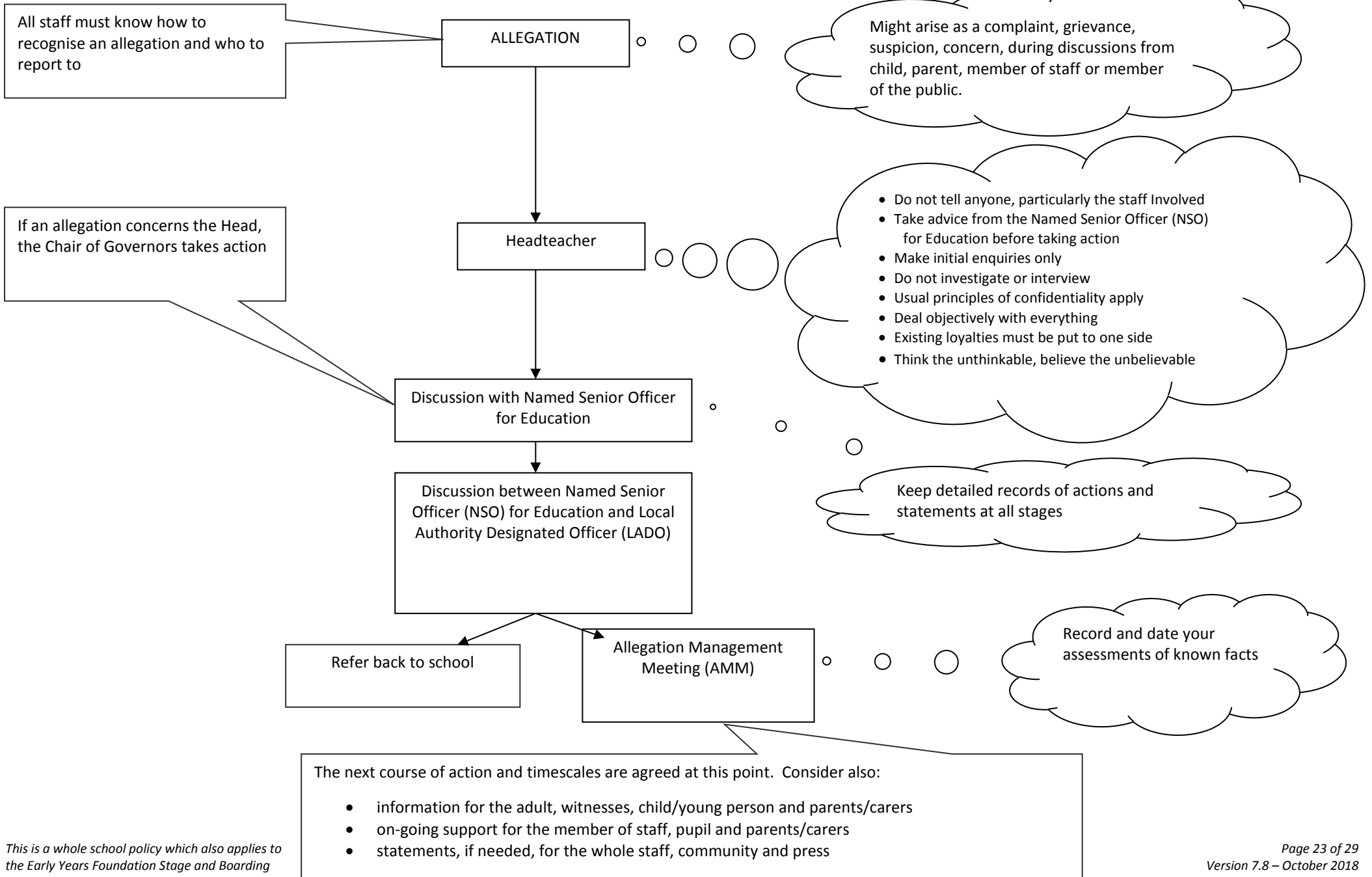
The Designated Safeguarding Lead, Prevent Strategy Lead and Behaviour Lead is Mrs Ruth O'Sullivan

The Deputy Designated Safeguarding Lead is Mr Steve Glitherow

The EYFS Designated Safeguarding Lead is Miss Althea Pipe.

This is a whole school policy and relates to EYFS and Boarding.

Managing an Allegation Against a Member of Staff in your Establishment



Responding to a Disclosure

All staff need to know:

- **All concerns relating to the welfare of a child must be passed on and dealt with immediately and always on the same day. Anyone can make a referral if necessary (see useful contacts below).**
- The Designated Safeguarding Lead is Mrs Ruth O'Sullivan, the Deputy Head. (ext 718)
- If she is unavailable, you can go to Mr Steve Glitherow, Housemaster and Deputy Designated Safeguarding Lead (01223 448760)
- The Designated Safeguarding Lead for EYFS is Althea Pipe (ext 729)
- The Core Inter-agency Safeguarding Procedures are available on the school website or on the Internet at www.cambslscb.org.uk
- The Safeguarding and Child Protection policy is on the school website or a copy is available from Ruth O'Sullivan
- Logging a Concern forms are kept in the staffrooms at Byron House and Senior House or a copy is available on the school website
- The Whistle-blowing Policy is on the school website and a copy is available from Ruth O'Sullivan
- The Designated Governor for Child Protection, Safeguarding and Prevent is Rev'd Carol Barrett Ford



Ruth O'Sullivan
01223 272 718
01223 272 715



Steve Glitherow
01223 448 760
01223 272 751



Althea Pipe
01223 272 729



Neil Chippington
01223 272 700



Rev'd Carol Barrett
Ford
01223 338617

What to do if a pupil tells you of abuse

LISTEN - be calm and reassuring. Be sensitive to the child. Do not ask leading questions

EXPLAIN what you intend to do and that you may not be able to keep it confidential,

PASS ON your concerns to the DSL without delay, and

RECORD the details of your conversation as soon as possible and always before the end of the day.

Fill in the 'Logging a Concern Form' using only factual information.

What to do if the Designated Safeguarding Lead (DSL) is not available to advise you about a child protection matter

- If Ruth O'Sullivan is not available, refer your concerns to Steve Glitherow
- If he is unavailable refer your concerns to the Head, Neil Chippington. (ext 700)
- You may wish to speak to Rev'd Carol Barrett Ford as the governor in charge of Child Protection, Safeguarding and Prevent. (see above)
- If none of the above are available and you are worried about a child, telephone the Multi Agency Safeguarding Hub (MASH) (0345 045 1362)
- If there is no answer, telephone the Emergency Duty Team (01733 234724)
- If you think a child is in danger, ring 999

Useful Contacts

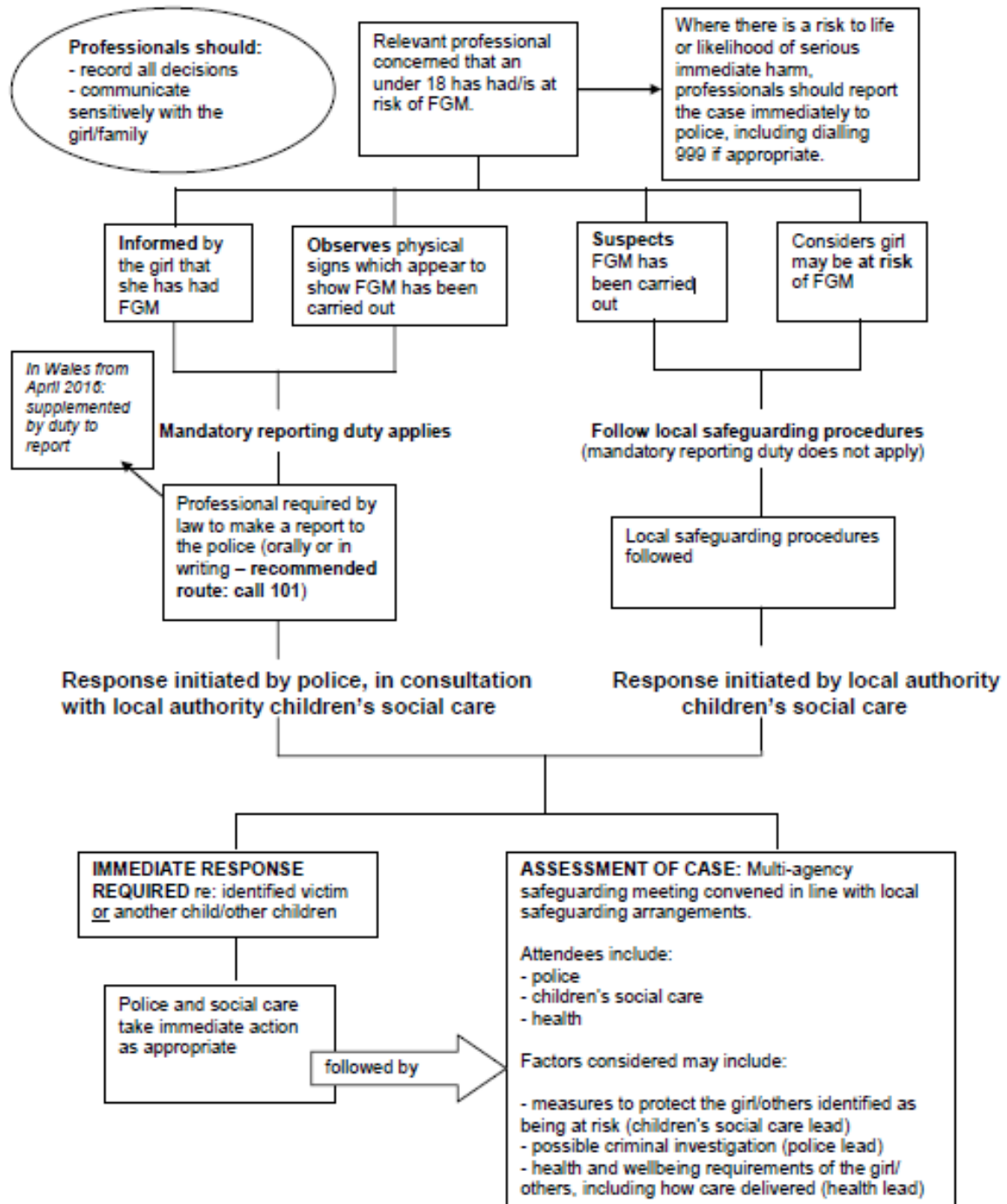
Police Central Referral Unit: Tel: 01480 847743 or 101 (for non- emergencies)

DfE Prevent Helpline: Tel: 020 7340 7264 (if you are worried about radicalisation)

Early Help Hub: 01480 376666 (early help assessment and advice for non- emergencies)

FGM Mandatory Reporting Process Map

This process map is intended to demonstrate where the FGM mandatory reporting duty fits within existing processes. It is not intended to be an exhaustive guide, and should be considered in the context of wider safeguarding guidance and processes.



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From *Mandatory Reporting of Female Genital Mutilation – procedural information*
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