



*Learning together, succeeding together and creating our future together*

# CHILD PROTECTION & SAFEGUARDING POLICY

<b>Scope:</b>	Trust Policy
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<b>Name of Responsible Officer:</b>	Executive Headteacher / Chief Executive Officer
<b>Approving Committee:</b>	Trust Board
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## Designated Safeguarding Lead's across the Trust

### Littlegreen Academy

Louise Isa-Grada	Designated Safeguarding Lead	02392 631259
Hannah Davis	Deputy Designated Safeguarding Lead	02392 631259
David Umeafia	Deputy Designated Safeguarding Lead	02392 631259
Sharon Burt	Executive Headteacher / CEO	07498 483138
Gordon Duff	Named Safeguarding Governor	02392 631259

### Redwood Park Academy

Luci Johnson	Designated Safeguarding Lead	02392 377500
Dave Turner	Deputy Designated Safeguarding Lead	02392 377500
Kim Radlett	Deputy Designated Safeguarding Lead	02392 377500
Sharon Burt	Executive Headteacher / CEO	07498 483138
Roisin Gwyer	Named Safeguarding Governor	02392 377500

### Cliffdale Primary Academy

Ashley Oliver-Catt	Designated Safeguarding Lead	02392 662601
Nicola Payne	Deputy Designated Safeguarding Lead	02392 662601
Beth Arnold	Deputy Designated Safeguarding Lead	02392 662601
Sharon Burt	Executive Headteacher / CEO	07498 483138
Sherry Parsons	Named Safeguarding Governor	02392 662601

### Mary Rose Academy

Faye Watton-Lawrence	Designated Safeguarding Lead	02392 852330
Mel Walton	Deputy Designated Safeguarding Lead	02392 852330
Hannah Richardson	Deputy Designated Safeguarding Lead	02392 852330
Sally Rogers	Deputy Designated Safeguarding Lead	02392 852330
Sharon Burt	Executive Headteacher / CEO	07498 483138
Mark Mitchell	Named Safeguarding Governor	02392 852330
Leonie Hill	Chair of Governors	02392 852330

## 1. Introduction

1.1. This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Section 175 of the Education Act 2002; and in line with government publications the Teachers' Standards 2012, 'Working Together to Safeguard Children' 2018 (<https://www.gov.uk/government/publications/working-together-to-safeguard-children>), Child Missing Education 2016, Keeping Children Safe in Education 2020, What to do if you are Worried a Child is Being Abused 2015, and that Solent Academies Trust follows the Local Safeguarding Children Partnership Procedures (PSCP) <https://pscptraining.portsmouthscp.org.uk>. The Policy should be read in conjunction with associated policies such as E-Safety, Positive Behaviour and Whistle Blowing and Speaking Out Policies. This Policy has been developed to ensure that the Trust complies with 'Keeping Children Safe in Education' 2020.

1.2. Staff, Trustees and Academy Committee members recognise that children and young people have a fundamental right to be protected from harm or exploitation and that, unless they feel secure, children cannot learn effectively. Solent Academies Trust will, in accepting the cognition and communication limitations of our pupils, provide a school environment which promotes self-confidence, a feeling of worth and the knowledge that pupils' concerns, no matter how expressed, will be listened to and acted upon. We are aware of the ongoing and historic impact that adverse childhood experiences have upon our young people, and actively seek to build protective, supportive and intervention support into our Academy Systems, working in partnership with our Multi-Agency partners.

1.3. Solent Academies Trust will ensure that Members, Trustees, Academy Committee members, staff and volunteers understand the importance of working in partnership with children, their parents, carers and other agencies in order to promote children's welfare.

1.4. Solent Academies Trust will ensure that the Trust carries out its statutory duties to report suspected child abuse to the appropriate Local Authority's Children's Services (Social Care) and to assist them in taking appropriate action on behalf of children in need or enquiring into safeguarding concerns and allegations of child abuse. The Trust recognises that concerns tend to grow and may be apparent before someone makes an allegation. Solent Academies Trust recognises the contribution that the Trust and its academies can make to protect and support pupils in our care.

1.5. Solent Academies Trust is committed to ensuring that best practice is adopted when working with all children and young people, offering them support and protection and accepting that there is a moral and legal responsibility to implement procedures, to provide a duty of care for young people, to safeguard their well-being and to protect them from abuse. All employees and volunteers will receive safeguarding training appropriate to their designation.

### Aims:

1.6. Solent Academies Trust fully recognises its responsibilities for safeguarding children.

1.7. Our policy applies to all staff, Members, Trustees, Governing Body members and volunteers working for the Trust.

1.8. There are five main elements to our policy:

- Ensuring Solent Academies Trust practises safer recruitment in checking the suitability of staff and volunteers to work with children;
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe;
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse;

- Supporting pupils who have been identified as in need of early help or at risk of harm in accordance with their agreed Child Protection, Child in Need or Early Help plan;
- Establishing a safe environment in which children can learn and develop.

### Definitions of Safeguarding and Child Protection

1.9. It is helpful to define what is meant by these terms.

- Safeguarding and promoting the welfare of children is 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.
- Child protection refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

1.10. Solent Academies Trust recognises that because of the day-to-day contact with children, The Trust's staff are well placed to identify concerns early and to observe the outward signs of abuse. The Trust will therefore:

- Establish and maintain an environment where children feel safe, secure, resilient, valued and respected and are encouraged to talk, believing they will be listened to;
- Ensure children know that there are adults that they can approach if they are worried;
- Include opportunities in the curriculum, specifically through PSHE, ICT and the creative curriculum, for children to develop the skills they need to recognise and stay safe from abuse and to know who they should turn to for help.

1.11. Solent Academies Trust seeks to ensure that the child's wishes and feelings are taken into account when determining what action to take and what services to provide to protect children from harm. To this end the Trust will:

- Ensure there are systems in place for children to express their views and give feedback e.g. through the schools' council, safety questionnaires and participation in anti-bullying and e-safety events (at least termly);
- Ensure that the child's thoughts/wishes and feelings are recorded on all referrals.

## **2. Procedures**

2.1. Solent Academies Trust will follow the procedures set out by the Local Safeguarding Children Partnership and take account of guidance issued by the Department for Education.

2.2. The Trust and its academies will:

- Ensure it has a senior leader nominated as Designated Safeguarding Lead who has received appropriate training and support for this role.
- Ensure it has a member of staff who will act in the absence of the Designated Safeguarding Lead (Deputy DSL).
- Ensure it has a nominated Trustee and Governing Body members responsible for safeguarding children.
- Ensure every member of staff (including temporary and supply staff and volunteers) and the Trustees and Governing Body members know the name of the Designated Safeguarding Lead and understands their role;
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and neglect and maintain an attitude of 'it could happen here';

- Ensure all staff and volunteers understand their responsibility for referring any concerns to the Designated Safeguarding Lead/Head of School or deputy Designated Safeguarding Lead and are aware that they may raise concerns directly with Children's Social Care Services if they believe their concerns have not been listened to or acted upon;
- Ensure that parents have an understanding of the responsibility placed on the Trust and staff for child protection by setting out its obligations in the prospectus and publishing its policy on the school's website;
- Operate a Lettings Policy which ensures the suitability of adults working with children on the Trust's sites at any time;
- Ensure that community users organising activities for children are aware of, and understand the need for compliance with, the Trust's child protection guidelines and procedures;
- Ensure that the duty of care towards its pupils and staff is promoted by raising awareness of illegal, unsafe and unwise behaviour and assist staff to monitor their own standards and practice;
- Be aware of and follow procedures set out by the Department for Education where an allegation is made against a member of staff or volunteer, including making a referral to the Disclosure and Barring Service and/or National College for Teaching and Leadership if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned;
- Operate safer recruitment practice, ensuring that at least one member on every recruitment panel has completed safer recruitment training.

2.3. Our procedures will be regularly reviewed and updated.

### 3. Training

3.1. When staff join Solent Academies Trust they will be informed of the safeguarding children arrangements in place. They will be given a copy of this policy, Keeping Children Safe in Education 2020, What to do if you are worried if a child is being abused, the Trust's code of conduct and the leaflet 'Safer Working Practice for Staff in Education Settings' and told who the Designated Safeguarding Lead is and who acts in their absence.

3.2. All staff will receive induction in safeguarding children. The induction programme will include basic child protection information relating to signs and symptoms of abuse, how to manage a disclosure from a child, when and how to record a concern about the welfare of a child and advice on safe working practice.

3.3. All volunteers, supply staff and regular visitors to the Trust and its academies will be told where our policy is kept, given the name of the Designated Safeguarding Lead and informed of the procedures in reporting concerns.

3.4. All staff will receive training in child protection and safe working practice, updated at least every year, in line with Policing and Community Safety Partnerships guidance.

3.5. Staff with specific responsibility for safeguarding children will undertake both single and interagency training at a level suitable to their role and responsibilities, updated every two years.

3.6. As part of induction and the on-going CPD programme for safeguarding staff will all undertake training relating to: safeguarding, child protection, E-Safety, Child Sexual Exploitation, Forced Marriage, Female Genital Mutilation, Trafficking, Neglect, Bullying, Peer to Peer abuse, The Prevent Agenda and Domestic Violence.

## 4. Responsibilities

4.1. The Trust Board and the individual Academy Governing Bodies, will nominate a member to be responsible for safeguarding children and liaise regularly with the Designated Safeguarding Lead /Head of School in matters relating to safeguarding. It will ensure that:

- safeguarding policies and procedures are in place, available to parents/carers on the Trust, Academy websites or by other means and reviewed annually;
- an annual report on the effectiveness of the academies' safeguarding procedures is presented to the Trustees and/or Governing Body and returned to the Local Authority;
- any weaknesses brought to its attention relating to safeguarding are remedied without delay.

4.2. The Executive Headteacher / Chief Executive Officer will ensure that the Safeguarding policies and procedures are fully implemented and followed by all staff and that sufficient resources are allocated to enable the Designated Safeguarding Lead and other staff to discharge their responsibilities with regard to child protection.

4.3. The Designated Safeguarding Lead will co-ordinate action on safeguarding and promoting the welfare of children within Solent Academies Trust. The Designated Safeguarding Lead is responsible for:

- Organising child protection induction training for all newly appointed staff and whole staff training, refreshed every year;
- Undertaking, in conjunction with the Executive Headteacher / Chief Executive Officer and Safeguarding Academy Committee member, an annual audit of safeguarding procedures, using the Policing and Community Safety Partnerships safeguarding audit;
- Referring a child to the Early Help Hub or Children's Social Care as appropriate, when there are concerns about possible abuse and neglect;
- Keeping records of concerns about children, including the use of body maps, even where there is no need to refer the matter immediately;
- Ensuring all child protection records are kept securely, separate from the main pupil file, and in locked locations;
- Ensuring that all child protection/safeguarding files are transferred in a safe and timely manner when a child moves settings, both between and across phases, within and out of the borough or kept until the age of the student is the age of 25. Record keeping is compliant with the Trust's Data Protection Policy;
- Notifying the key worker if there is an unexplained absence of more than two days of a pupil who is subject to a child protection plan;
- Monitoring unauthorised absence, particularly where children go missing on repeated occasions, reporting concerns in line with 'missing children' procedures;
- Developing effective links with relevant agencies and other professionals and co-operate as required with their enquiries regarding safeguarding matters including co-operation with serious case reviews, attendance at strategy meetings, initial and review child protection conferences, core group and child in need review meetings;
- Contributing to assessments and providing a report to initial and review conferences which has been shared with parents first;
- The Executive Headteacher / Chief Executive Officer will always lead on allegations against staff;

- Where any roles of the Designated Safeguarding Lead are delegated to appropriately trained deputies, the Designated Safeguarding Lead retains the ultimate lead responsibility;
- In the absence of the Designated Safeguarding Lead, all staff will always be aware of who the deputy Designated Safeguarding Lead is.

### Out of Hours Arrangements

4.4. If trips/visits organised by the Trust's academies, extend outside of the normal day, the Designated Safeguarding Lead or their deputy will always be on call by telephone.

## **5. Managing a Disclosure**

5.1. Teachers and other staff at the Trust are in a unique position to observe children's behaviour over time and often develop close and trusting relationships with pupils. If a child discloses directly to a member of staff, the following procedures will be followed:

- Listen carefully to what is said;
- Ask only open questions such as:
- 'Tell me what happened';
- 'Please explain what you mean when you say .....';
- 'Can you describe the person?' or 'Can you describe the place?';
- Do not ask questions which may be considered to suggest what might have happened, or who has perpetrated the abuse, e.g. 'Did your Dad hit you?';
- Do not force the child to repeat what he/she said in front of another person;
- Do not begin an investigation – for example by asking the child to record what happened in writing or taking a photograph of any injuries;
- Report immediately to the DSL and complete a record as soon after the disclosure as possible and in any case within 24 hours, using the child's words as far as possible. Use body maps to record any observed injuries;
- A referral to social care to discuss or refer, will be made by usually the Designated Safeguarding Lead or a deputy unless in exceptional circumstances this can be any member of staff;
- Training on how to record disclosures on My concern system is given during induction, at the beginning of the year and updated in staff briefings at least once a term;

5.2. Where a child discloses a safeguarding allegation against another pupil, the Designated Safeguarding Lead should refer to local procedures (on the Policing and Safety Community Partnerships website) and only commence an investigation or contact parents as guided by Part 5 of Keeping Children Safe in Education 2020: Child on Child Sexual Violence and Sexual Harassment.

## **6. Information Sharing & Confidentiality**

6.1. The Trust and its academies recognise that all matters relating to child protection are confidential.

6.2. The Head of School/ Designated Safeguarding Lead will disclose any information about a pupil to other members of staff on a need to know basis only.

6.3. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

6.4. All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or well-being.

6.5. The 2018 Data Protection Act contains a clause which includes the 'safeguarding of children and vulnerable individuals at risk.' This legally allows a safeguarding team within each academy/nursery to share information without consent if they are unable to or cannot gain consent from an individual or if to gain consent would place a child at risk. The most important consideration for safeguarding teams will always be that by sharing information the safeguarding and protection of a child is likely to be increased.

#### Domestic Violence Alerts

6.6. The Trust's academies receive information from the police to alert the Designated Safeguarding Lead when there has been an incident of domestic abuse in a household where a pupil lives. The academy is not informed of the detail of the incident, only that one has occurred. This allows the academy to monitor and support the pupil. If there are additional concerns the Designated Safeguarding Lead will discuss the need for further safeguarding actions with Social Care. This information would only be shared with other staff on a restricted need to know basis i.e. those who are immediately responsible for the pupil's welfare such as the class teacher.

Where a multi-agency risk assessment conference occurs, the academy may be asked for information and appropriate school related information may be shared after the meeting.

### **7. Communication with Parents/Carers**

7.1. Solent Academies Trust recognises that good communication with parents/carers is crucial in order to safeguard and promote the welfare of children effectively.

7.2. The Trust's academies will always undertake appropriate discussion with parents/carers prior to involvement of another agency **unless to do so would place the child or an adult at further risk of harm or would impede a criminal investigation.**

7.3. Academies will ensure that parents/carers have an understanding of the responsibilities placed on their staff to safeguard children and their duty to co-operate with other agencies in this respect.

#### Early Help

7.4. Providing early help is more effective in promoting the welfare of children than reacting later. It means providing support as soon as a problem emerges.

7.5. Early help support must be kept under constant review and consideration given to a referral to Children's Social Care if the child's situation does not appear to be improving.

- In order to do this, the Trust's academies will work with other local agencies to identify children and families who would benefit from early help;
- Undertake an assessment of the need for early help;
- Provide early help services e.g. School Nurse, Pastoral Worker, Special Educational Needs Coordinator, Family Outreach Workers, targeted youth, breakfast club;
- Refer to appropriate services e.g. CAMHS, YADAS.

## 8. Record Keeping

8.1. Any member of staff receiving a disclosure of abuse from a child or young person, or noticing signs or symptoms of possible abuse, will record, on the My concern system, as soon as possible (within the hour, if possible) writing down exactly what was said, using the child's own words as far as they can.

8.2. All records of a child protection nature will be passed to the Designated Safeguarding Lead including case conference or core group minutes and written records of any concerns. Child protection records are kept securely and transferred in a safe and timely manner when a child moves from the Trust's academies.

8.3. The Designated Safeguarding Lead will maintain and regularly audit child protection records and ensure that each standalone file includes a chronology of significant events in line with Policing and Safety Community Partnerships guidance.

## 9. Supporting Children

9.1. Solent Academies Trust recognises that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame.

9.2. The Trust acknowledges that the academies may be the only stable, secure and predictable element in the lives of children who have been abused or who are at risk of harm.

9.3. The Trust is aware that research shows that their behaviour may be challenging and defiant or they may be withdrawn.

9.4. The Trust's academies will endeavour to support all children by:

- Encouraging self-esteem, resilience and self-assertiveness through the curriculum, as well as promoting respectful relationships, challenging bullying and humiliating behaviour;
- Promoting a positive, supportive and secure environment giving pupils a sense of being valued;
- Consistently applying the Positive Behaviour Policy which is aimed at supporting vulnerable pupils. The academies and nurseries will ensure that the pupil knows that some behaviour is unacceptable but that they are valued and not to be blamed for any abuse which has occurred;
- Liaising with other agencies that support the pupil such as Children's Social Care Services, Child and Adolescent Mental Health Service (CAMHS), Educational Psychology Service and those agencies involved in the safeguarding of children;
- Paying due regard to the document: <https://www.portsmouth.gov.uk/services/health-and-care/children-and-families/early-help-and-prevention-service/> which sets out when to call the Police to ensure calls are timely and appropriate;
- The use of Early Help Services, through the Early Help Hub;
- Notifying the Children's Advice and Duty Service Children' First Response immediately there is a significant concern;
- Providing continuing support to a child about whom there have been concerns who leaves the Trust's academies by ensuring that appropriate information is forwarded under confidential cover to the child's new setting;

- Pupils will receive a rigorous programme of PSHE, including (but not restricted to) input from the Safer Schools Community Team, YADAS, School Nurse, Domestic Violence Support, Children's Social Care, Space Project (LGBT) and Safe Date to promote their wellbeing, safety and development of appropriate and positive relationships with others.

## **10. Supporting and Supervision of Staff**

10.1. Solent Academies Trust recognises that their staff who have become involved with a child who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting.

10.2. The Trust will support such staff by providing an opportunity to talk through their anxieties with the Designated Safeguarding Lead and to seek further support such as counselling or regular supervision, as appropriate.

10.3. The Trust will enable supervision for the Designated Safeguarding Lead using the Supervision Policy and in line with local guidance. Solent Academies Trust Safeguarding Forums are held twice a year to enable staff to network and share best practice.

10.4. In order to reduce the risk of allegations being made against staff, and ensure that staff are competent, confident and safe to work with children, they will be made aware of safer working practice guidance and will be given opportunities in training to develop their understanding of what constitutes safe and unsafe behaviour.

## **11. Safer Recruitment and Selection of Staff**

11.1. Solent Academies Trust has a written Recruitment Policy and procedures linking explicitly to this policy. The statement is included in all job advertisements, publicity material, recruitment websites, and candidate information packs.

11.2. The recruitment process is robust in seeking to establish the commitment of candidates to support measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them.

11.3. All staff working within the Trust who have substantial access to children have been checked as to their suitability, including verification of their identity, qualifications and a satisfactory barred list check, gaps in employment, enhanced Disclosure and Barring Service check and a right to work in the UK.

11.4. Our Members, Trustees and Governing Body members are subject to an enhanced Disclosure and Barring Service check without barred list check, in line with Solent Academies Trust and Policing and Community Safety Partnership procedures.

11.5. The Trust's academies maintain a single central register of recruitment checks for audit purposes.

11.6. Any member of staff working in regulated activity prior to receipt of a satisfactory Disclosure and Barring Service check will not be left unsupervised and will be subject to a risk assessment.

11.7. Volunteers who are not working in regulated activity will be supervised at all times (ensuring they are not alone with pupils) in line with Policing and Community Safety Partnership guidelines.

## 12. Allegations against staff

12.1. Solent Academies Trust acknowledges that a pupil may make an allegation against a member of staff.

12.2. If such an allegation is made, which meets the criteria as identified in Part 4 of Keeping Children Safe in Education, the member of staff receiving the allegation will immediately inform the Designated Safeguarding Lead and Head of School. The allegation will be discussed with the Local Authority Designated Officer (LADO) at an early stage. However, if the allegation concerns the Head of School, the Executive Headteacher / Chief Executive Officer and Chair of the Governing Body will be informed immediately. If the allegation concerns the Executive Headteacher / Chief Executive Officer the Chair of Trustees or LADO will be informed immediately.

12.3. Head of School (or Chair of the Governing Body) on all such occasions will discuss the content of the allegation with the Chief Executive Officer as applicable.

Portsmouth:

**The main contact number for the LADO service is 02392 688793.**

**The secure email address for the service is:**

[LADO@secure.portsmouthcc.gov.uk](mailto:LADO@secure.portsmouthcc.gov.uk)

Individual contact details is:

Hayley Cowmeadow  
02392 882500

West Sussex:

**The main contact number of the LADO service is:**

Claire Coles  
[Claire.coles@westsussex.gov.uk](mailto:Claire.coles@westsussex.gov.uk)  
[lado@westsussex.gov.uk](mailto:lado@westsussex.gov.uk)  
0330 22203339

[MASH@westsussex.gcsx.gov.uk](mailto:MASH@westsussex.gcsx.gov.uk)  
01403 229900 / 0330 222 6664

Any concern or allegation against an Executive Headteacher / Chief Executive Officer will be reported to the Chair of Trustees, who will then report this to the Local Authority Designated Officer.

12.4. Solent Academies Trust will follow the Department for Education and Local Authority procedures for managing allegations against staff (including supply staff and volunteers), a copy of which is readily available in the Academy. Solent Academies Trust will always follow up and work with the Local Authority Designated Officer and other agencies should a supply member of staff has behaved or may have behaved that indicates they may not be suitable to work with children. In no circumstances, will any academy/nursery simply not continue to employ supply staff.

12.5. The Case Manager will be guided by the Senior Adviser and/or Local Authority Designated Officer in all matters relating to the case, including suspension, sharing of information and any follow up investigation.

### **13. Whistleblowing**

13.1. Solent Academies Trust recognises that children cannot be expected to raise concerns in an environment where staff fail to do so.

13.2. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues using the Trust's Whistleblowing and Speaking Out policy.

13.3. All concerns are to be reported to the Executive Headteacher / Chief Executive Officer and Head of School.

13.4 Whistleblowing concerns about the Executive Headteacher / Chief Executive Officer should be raised in accordance with the Trust's Whistleblowing and Speaking Out Policy.

13.5 Any concerns that staff feel have not been addressed correctly can be taken further through contact with the NSPCC via: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

### **14. Complaints or Concerns expressed by Pupils, Parents, Staff or Volunteers**

14.1. Solent Academies Trust recognises that listening to children is an important and essential part of safeguarding them against abuse and neglect. To this end, any expression of dissatisfaction or disquiet in relation to an individual child will be listened to and acted upon in order to safeguard their welfare.

14.2. The Trust will also seek to ensure that the child or adult who makes a complaint is informed not only about the action the academy will take but also the length of time that will be required to resolve the complaint. The academy will also endeavour to keep the child or adult regularly informed as to the progress of their complaint. The Trust's Schools Complaints policy is readily available and published on the website.

### **15. Positive Physical Intervention**

15.1. Our policy on positive handling is set out in our Positive Behaviour Policy and acknowledges 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 or damage to property.

15.2. The Trust's academies understand that physical intervention of a nature that causes injury or distress to a child may be considered under management of allegations or disciplinary procedures.

15.3. Staff who are likely to need to use physical intervention will be appropriately trained in Team Teach techniques.

15.4. All incidences of physical intervention will be recorded in accordance with Team Teach recommended procedures.

15.5. The Trust recognises that touch is appropriate in the context of working with children and all staff have been given 'safe working practice' guidance to ensure they are clear about their professional boundaries.

## **16. Abuse of Position of Trust**

16.1. Solent Academies Trust recognises that as adults working in the academies, staff are in a relationship of trust with the pupils in our care and acknowledge that it could be considered a criminal offence to abuse that trust.

16.2. The Trust acknowledges that the principle of equality embedded in the legislation of the Sexual Offenders Act 2003 applies irrespective of sexual orientation: neither homosexual nor heterosexual relationships are acceptable within a position of trust.

16.3. The Trust recognises that the legislation is intended to protect young people in education who are over the age of consent but under 18 years of age.

## **17. Radicalisation, Extremism and the Prevent Agenda**

17.1. Solent Academies Trust encourages pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. The Trust ensures that partisan political views are not promoted in the teaching of any subject and where political issues are brought to the attention of the pupils, reasonably practicable steps have been taken to offer a balanced presentation of opposing views to pupils.

17.2. The Trust values freedom of speech and the expression of beliefs/ideology as fundamental rights underpinning our society's values. Both pupils and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Freedom of speech, whilst a privilege to all, requires an awareness of laws and policies governing equality, human rights, community safety and community cohesion.

17.3. The Trust seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

17.4. All staff will be vigilant and identify children who may be vulnerable to radicalisation and will follow the procedure set out in Appendix B no. 7. All adults will build the resilience of pupils to radicalisation by promoting fundamental British Values and enabling them to challenge extremist views.

17.5 Following incidents that arise, the Designated Safeguarding Lead will follow the agreed referral to Multi-Agency Safeguarding Hub, liaising and sharing information with the Police as required.

## **18. Prejudice Incidents**

18.1. Our policy on Anti Bullying and prejudice incidents is set out in a separate policy and acknowledges that repeated prejudice incidents or a single serious incident may lead to consideration under child protection procedures. Our academies and nurseries maintain a log of prejudice incidents.

## **19. Anti-Bullying**

19.1. All incidences of bullying, including cyber-bullying, racist, homophobic and gender related bullying, will be dealt with in accordance with our Positive Behaviour Policy. Solent Academies Trust recognises the vulnerability of children with special needs and/or disabilities are more susceptible to being bullied and maintain a log of bullying incidents.

19.2. All incidents of bullying will be investigated using the government guidance provided in 2017 'Preventing and Tackling Bullying' and may lead to a PREVENT referral as set out in Appendix B.

## 20. Peer to Peer Abuse

20.1. Department for Education guidance Keeping Children Safe in Education (2020) says that 'governing bodies should ensure that there are procedures in place to handle allegations against other children'. The guidance also states the importance of minimising the risks of peer-on- peer abuse. In most instances, the conduct of students towards each other will be covered by the school's behaviour policy. Some allegations may be of such a serious nature that they may raise safeguarding concerns. These allegations are most likely to include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is also likely that incidents dealt with under this policy will involve older students and their behaviour towards younger students or those who are vulnerable. Our policy reflects the guidance set out by Policing and Community Safety Partnership.

20.2. The intervention of child protection agencies in situations involving sexual activity between children will be considered carefully. Any child under the age of 13 cannot consent to sexual activity and a referral to children's services will be made by the Designated Safeguarding Lead immediately when sexual activity involving children and young people below the age of legal consent (16 years) comes to notice. Consideration will be given between consensual sexual activity between children of a similar age (where at least one is below the age of consent), and sexual activity involving a power imbalance, or some form of coercion or exploitation. Referral under safeguarding arrangements may be necessary, guided by an assessment of the extent to which a child is suffering, or is likely to suffer, significant harm. Key specific considerations will include:

- The age, maturity and understanding of the children;
- Any disability or special needs of the children;
- Their social and family circumstance;
- Any evidence in the behaviour or presentation of the children that might suggest they have been harmed;
- Any evidence of pressure to engage in sexual activity;
- Any indication of sexual exploitation.

20.3. There are also extra-familial factors. Gender, sexuality, race and levels of sexual knowledge can all be used to exert power. A sexual predator may sometimes be a woman or girl and the victim a boy.

20.4. Solent Academies Trust believes that all children have a right to attend school and learn in a safe environment. Children should be free from harm by adults in the school and other students.

20.5. The Trust recognises that some students will sometimes negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the Positive Behaviour policy.

### Prevention

20.6. Solent Academies Trust will minimise the risk of allegations against other pupils by:

- Providing a developmentally appropriate PSHE syllabus which develops students understanding of acceptable behaviour and keeping themselves safe;
- Having systems in place for any student to raise concerns with staff, knowing that they will be listened to, believed and valued;

- Delivering targeted work on assertiveness and keeping safe to those pupils identified as being at risk;
- Developing robust risk assessments & providing targeted work for pupils identified as being a potential risk to other pupils;
- Recognising that a child's mental health might become a safeguarding concern.

### Allegations against other pupils which are safeguarding issues

20.7. Occasionally, allegations may be made against students by others in the school, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is likely that, to be considered a safeguarding allegation against a pupil, some of the following features will be found.

20.8. If the allegation:

- Is made against an older pupil and refers to their behaviour towards a younger pupil or a more vulnerable pupil;
- Is of a serious nature, possibly including a criminal offence;
- Raises risk factors for other pupils in the school;
- Indicates that other pupils may have been affected by this student;
- Indicates that young people outside the school may be affected by this student.

20.9. Examples of safeguarding issues against a student could include:

### Physical Abuse

- Violence, particularly pre-planned
- Forcing others to use drugs or alcohol

### Emotional Abuse

- Blackmail or extortion
- Threats and intimidation

### Sexual Abuse

- Indecent exposure, indecent touching or serious sexual assaults
- Forcing others to watch pornography or take part in sexting

### Sexual Exploitation

- Encouraging other children to engage in inappropriate sexual behaviour (For example - having an older boyfriend/girlfriend, associating with unknown adults or other sexually exploited children, staying out overnight);
- Photographing or videoing other children performing indecent acts;
- 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 children or young people 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 of 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;

- The school will keep its admission register accurate and up to date. The school attendance policy is regularly updated and understood by all staff. A child going missing from education is a potential indicator of abuse or neglect including sexual exploitation or risk of radicalisation. After reasonable attempts, have been made by the school to contact the family, the school will follow the Policing and Community Safety Partnerships procedure and refer to the Local Authority education welfare/attendance service. All schools must inform their Local Authority if a child is referred to be educated outside of the school system e.g. Elective Home Education, ceased to attend, unfit to attend on health grounds, in custody for 4 months or permanently excluded.

#### Procedure:

- When an allegation is made by a student against another student, members of staff should consider whether the complaint raises a safeguarding concern. If there is a safeguarding concern the Designated Safeguarding Lead should be informed;
- A factual record should be made of the allegation, but no attempt at this stage should be made to investigate the circumstances;
- If the allegation indicates that a potential criminal offence has taken place, the local crisis team will refer the case to the multi-agency agency safeguarding hub where the police will become involved;
- Parents, of both the student being complained about and the alleged victim, should be informed and kept updated on the progress of the referral;
- The Designated Safeguarding Lead will make a record of the concern, the discussion and any outcome and keep a copy in the files of both pupils' files;
- It may be appropriate to exclude the pupil being complained about for a period of time according to the school's Positive Behaviour policy and procedures;
- Where neither social services nor the police accept the complaint, a thorough school investigation should take place into the matter using the school's usual disciplinary procedures;
- In situations where the school considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan;
- The plan should be monitored and a date set for a follow-up evaluation with everyone concerned;
- In incidents involving an allegation made by one student against another involving rape or assault by penetration, whilst the academy establishes the facts of the case and starts the process of liaising with children's social care and the police, the alleged perpetrator will be removed from any classes they share with the victim. The Academy will also consider how best to keep the victim and alleged perpetrator a reasonable distance apart on school or college premises and on transport to and from the school or college, where appropriate. These actions are in the best interests of both children and should not be perceived to be a judgement on the guilt of the alleged perpetrator;
- In incidents involving an allegation of sexual assault or harassment the proximity of the victim and alleged perpetrator regarding shared classes, sharing academy/nursery premises and academy transport, will be considered immediately. In all cases, the initial report will be carefully evaluated. The wishes of the victim, the nature of the allegations and the protection

of all children in the school or college will be especially important when considering any immediate actions and all decisions will be communicated explicitly and within 24 hours to all parties concerned.

## **21. E-Safety**

21.1. All members of staff are trained in and receive regular updates in E-Safety and recognising and reporting concerns. The E-Safety Policy is read and understood by all staff at the point of induction. The Trust's academies have a named member of staff who is an E-Safety Champion, this is the Designated Safeguarding Lead within each academy.

21.2. Our ICT System Acceptable Use policy and agreement recognises that internet safety is a whole academy responsibility (staff, pupils, parents).

21.3. Children and young people may expose themselves to danger, whether knowingly or unknowingly, when using the internet and other technologies. Additionally, some young people may find themselves involved in activities which are inappropriate or possibly illegal.

21.4. The Trust, therefore, recognises their responsibility to educate our pupils, 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.

## **22. Photography and Use of Images**

22.1. The welfare and protection of our children is paramount, and consideration should always be given to whether the use of photography will place our children at risk. Images may be used to harm children, for example as a preliminary to 'grooming' or by displaying them inappropriately on the internet, particularly social networking sites.

22.2. For this reason, consent is always sought when photographing children and additional consideration given to photographing vulnerable children, particularly Looked After Children or those known to be fleeing domestic violence. Consent must be sought from those with parental responsibility (this may include the Local Authority in the case of Looked After Children). Academy equipment and not personal devices are used for photography.

## **23. Health & Safety**

23.1. Our Health & Safety policy, set out in a separate document, reflects the consideration Solent Academies Trust gives to the safeguarding of our children both within the academy/nursery environment and when away from the academy, for example when undertaking trips and visits.

## **24. Safe Environment**

24.1. The Trust undertakes appropriate risk assessments and checks in respect of all equipment and of the building and grounds in line with local and national guidance and regulations concerning health and safety.

24.2. The Trust has adequate security arrangements in place in respect of the use of its grounds and buildings by visitors both in and out of hours.

## **25. Challenge and Escalation**

25.1. The Trust recognises that professional disagreements may arise between any agencies and resolving problems is an integral part of co-operation and joint working to safeguard children.

25.2. As part of our responsibility for safeguarding children, the Trust acknowledges that staff must be prepared to challenge each other if they feel that responses to concerns, assessments or the way in which plans are implemented are not safeguarding the child and promoting their welfare.

25.3. The Trust's academies are aware of the Policing and Community Safety Partnership escalation procedures for raising concerns in respect of poor practice and recognise our responsibility to utilise these as and when necessary, in the interests of safeguarding and promoting the welfare of children.

## **26. Exchange Visits**

The Trust's academies do not undertake exchange visits at any time.

## **27. Private Fostering**

Where a member of staff becomes aware that a pupil may be in a private fostering arrangement, this will be raised with the Designated Safeguarding Lead who will notify children's services and they will ensure that the arrangement is suitable and safe for the child.

## **28. Non-collection of children**

If a child is not collected at the end of the session/day, we will:

- Contact the parent by telephone
- Contact the other named emergency contact
- Depending on the circumstances of the child if no contact can be established:
- Contact the named social worker
- Social services duty team
- And as a last resort contact the police

## **29. Missing pupils**

Our procedures are designed to ensure that a missing child is found and returned to effective supervision as soon as possible. If a child goes missing, we will follow the guidance set out in the Absconding policy.

## **30. Monitoring and Evaluation**

30.1. Our Child Protection and Safeguarding Policy and Procedures will be monitored and evaluated by:

- Completion of the annual safeguarding audit;
- Completion of the annual safeguarding report to the Academy Committee;
- Pupil surveys and questionnaires;
- Discussions with children and staff;
- Scrutiny of data and risk assessments;
- Scrutiny of the single central record of recruitment checks;
- Scrutiny of Academy Committee minutes;

- Monitoring of logs of bullying/racist/behaviour/Prevent incidents;
- Supervision of staff involved in child protection;
- Case file audits undertaken by the Designated Safeguarding Lead.

### **31. Other Relevant Policies**

31.1. The Trust Board and Governing Body statutory responsibility for safeguarding the welfare of children goes beyond basic child protection procedures.

31.2. The duty is now to ensure that safeguarding permeates all activity and functions. This policy therefore complements and supports a range of other policies, for instance:

- Code of Conduct;
- School Complaints Policy;
- Positive Behaviour Policy;
- Anti-Bullying, including cyber-bullying and Prejudice;
- Special Educational Needs;
- Trips and visits;
- First aid and the administration of medicines;
- Health and Safety;
- Intimate Care;
- PSHE and Sex and Relationships Education policies;
- ICT system acceptable use policy and agreement;
- Equal Opportunities;
- E-safety;
- Whistleblowing and Speaking Out policy.

31.3. The above list is not exhaustive but when undertaking development or planning of any kind the Trust will need to consider safeguarding matters.

## APPENDIX A - Role and Responsibilities of the Designated Safeguarding Lead (in line with Keeping Children Safe in Education 2020)

To support and advise the Executive Headteacher / Chief Executive Officer and Governing Body to ensure that Safeguarding and promoting the health and well-being of pupils by;

1. Having appropriate safeguarding training every two years and ensuring that all new and supply staff receive safeguarding induction. In addition to their formal training, their knowledge and skills should be updated at regular intervals, and at least annually, to keep up with any developments relevant to their role.
2. Ensuring that mandatory training for staff and others as appropriate is available and completed within an appropriate time scale.
3. Arranging whole school training for all staff and volunteers at least every three years and maintaining a training database.
4. Disseminating lessons from Serious Case Reviews and recommending any necessary changes to safeguarding policy and practice.
5. Meeting regularly with the Governing Body member for Safeguarding to share information and ensure identified action is undertaken.
6. Ensuring any agreed action plan is undertaken and that the Executive Headteacher / Chief Executive Officer is notified immediately of any weaknesses with suggested remedial action.
7. Ensuring that Policing and Community Safety Partnership inter-agency procedures are signed up to and responsibilities undertaken.
8. Reviewing incidents of concern forms and ensures a CAF (Common Assessment Framework) is completed, or referral to relevant Children's Social Care is undertaken when the threshold is met. Ensuring that staff maintains safeguarding records and holds or attends meeting as and when required.
9. Providing a written report and attending Child Protection conferences and Core Groups as necessary.
10. Undertaking and participating in Risk Management of children and young people who pose a physical, sexual or self-harming risk and ensures that any school action arising is undertaken. This includes an awareness of risks relating to (**Exploitation, Forced Marriage, Female Genital Mutilation or Trafficking** (see Appendix C).
11. Ensuring individual pupils' records contain a chronology for Looked After children, Children in Need, Child Protection and Self-Harm and that records are kept of all contact with parent/carer, child and/or other agencies and ensuring safe transfer of records if/when a child moves school.
12. Monitors and Audits school practice.
13. Ensuring all associated policies and procedures are being operated effectively, by all staff, to benefit pupils.
14. Ensuring that the Safeguarding and Child Protection Policy is kept up to date and disseminated widely.

15. Ensuring that the school follows safer recruitment practice.
16. Advising management of any changes to the process and/or guidance regarding allegations against staff.
17. Advising management of safeguarding aspects of Ofsted inspections and recommends any remedial action required and timescales for implementation.
18. Collates and reports on statistics such as referrals to other agencies, attendance at Child Protection Conferences and Core groups.
19. Ensuring that the school promotes community cohesion and tolerance of different faiths and beliefs. This includes the protection of students and staff from any negative consequences arising from actions intended to radicalise or promote terrorism (see Appendix B) and acting as Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism.
20. Promoting the educational achievement of all pupils with a social worker.

## APPENDIX B - Safeguarding students who are vulnerable to extremism

1. The current threat from terrorism in the United Kingdom can involve the exploitation of vulnerable people, including children, young people and vulnerable adults to involve them in terrorism or activity in support of terrorism.
2. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
3. Extremism is defined by the Government in the Prevent Strategy as:

“Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.”

4. The Trust values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both students and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.
5. The Trust's academies will actively challenge children, staff or parents expressing opinions contrary to fundamental British Values, including 'extremist' views.
6. The Trust is required to identify a Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism. The first line of contact is the Academy Head of School and escalation will be taken to the Executive Headteacher/ Chief Executive Officer.
7. When any member of staff has concerns that a pupil or staff member may be at risk of radicalisation or involvement in terrorism, they should speak with the Single Point of Contact and to the Senior Designated Safeguarding Lead if this is not the same person.
8. The Designated Safeguarding Lead / Single Point of Contact will take actions in line with Policing and Community Safety Partnerships guidance:

## APPENDIX C - Safeguarding Students who are vulnerable to Exploitation, Forced Marriage, Female Genital Mutilation or Trafficking

1. Our safeguarding policy through the academies values, ethos and behaviour policies provides the basic platform to ensure children and young people are supported to respect themselves and others, stand up for themselves and be protected.
2. **Forced Marriage** is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Whistle-blowing may come from younger siblings. Other indicators may be detected by changes in adolescent behaviours. Never attempt to intervene directly as a school or through a third party. Always call either the Contact Centre or the Forced Marriage Unit 020 7008 0151.
3. **Female Genital Mutilation** involves procedures that intentionally alter/injure the female genital organs for non-medical reasons. It is internationally recognised as a violation of Human Rights of girls and women. It is **illegal** in most countries including the UK.
4. **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.
5. The Trust keeps up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation.
6. Our staff are supported to recognise warning signs and symptoms in relation to specific issues, include such issues in an age appropriate way in their curriculum
7. Our staff are supported to talk to families about sensitive concerns in relation to their children and to find ways to address them together wherever possible.
8. Our Senior Designated Safeguarding Lead knows where to seek and get advice as necessary using the CSE risk matrix to support the decision that is taken.
9. For the purpose of this policy, “**County lines criminal activity**” refers to drug networks or gangs grooming and exploiting children to carry drugs and money from urban areas to suburban areas, rural areas and market and seaside towns.
10. Staff will be made aware of pupils with missing episodes who may have been trafficked for the purpose of transporting drugs.
11. Staff members who suspect a pupil may be vulnerable to, or involved in, this activity will immediately report all concerns to the Designated Safeguarding Lead. The Designated Safeguarding Lead will consider referral to the National Referral Mechanism on a case-by-case basis.
12. Indicators that a pupil may be involved in county lines active 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

### Serious violence

13. Through training, all staff will be made aware of the indicators which may signal 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

14. Staff will be made aware of some of the most significant risk factors that could increase a pupil's vulnerability to becoming involved in serious violent crime. These risk factors include, but are not limited to, the following:

- A history of committing offences
- Substance abuse
- Anti-social behaviour
- Truancy
- Peers involved in crime and/or anti-social behaviour

15. Staff members who suspect a pupil may be vulnerable to, or involved in, serious violent crime will immediately report their concerns to the Designated Safeguarding Lead.

## APPENDIX D – What is abuse?

<p><b>Abuse</b></p>	<p>A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults, or another child or children.</p>
<p><b>Physical abuse</b></p>	<p>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.</p>
<p><b>Emotional abuse</b></p>	<p>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 a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or “making fun” of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child’s development capability, as well as overprotection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.</p>
<p><b>Sexual abuse</b></p>	<p>Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence. Whether or not the child is aware of what is happening. The activities may involve physical contact, including assault.</p> <p><b>Some of the following signs may be indicators of sexual exploitation:</b></p> <ul style="list-style-type: none"> <li>• Children who appear with unexplained gifts or new possessions</li> <li>• Children who associate with other young people involved in exploitation</li> <li>• Children who have older boyfriends or girlfriends</li> <li>• Children who suffer from sexually transmitted infections or become pregnant</li> <li>• Children who suffer from changes in emotional well-being</li> <li>• Children who misuse drugs and alcohol</li> <li>• Children who go missing for periods of time or regularly come home late</li> <li>• Children who regularly miss school or education or don’t take part in education</li> </ul>

**Neglect**

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy 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 adequate caregivers)
- Ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Physical indicators of neglect include:

Unkempt state, inappropriate clothing, weight loss/underweight, constant hunger, tiredness.

Behavioural indicators include:

Truancy, lateness, missing doctor or hospital appointments, stealing food, few friends, regularly left alone and unsupervised.

## APPENDIX E - Definition of Bullying

Bullying may be seen as deliberate, hurtful behaviour, usually repeated over a period of time, often where it is difficult for those bullied to defend themselves.

Anyone can be the target of bullying although victims are typically shy, sensitive and sometimes insecure. It is common for the targets of bullying to be different from others in some obvious way such as overweight, very small, having a disability or being from a different race or culture.

Bullying can be carried out by boys or girls, adults or children.

Bullying can be carried out by:

- Anyone who intimidates or ridicules another.
- Anyone who pushes a pupil too hard.
- Anyone who has an attitude of “win at all costs” and places unacceptable pressure on pupil.

It is important to recognise that bullying may take the form of:

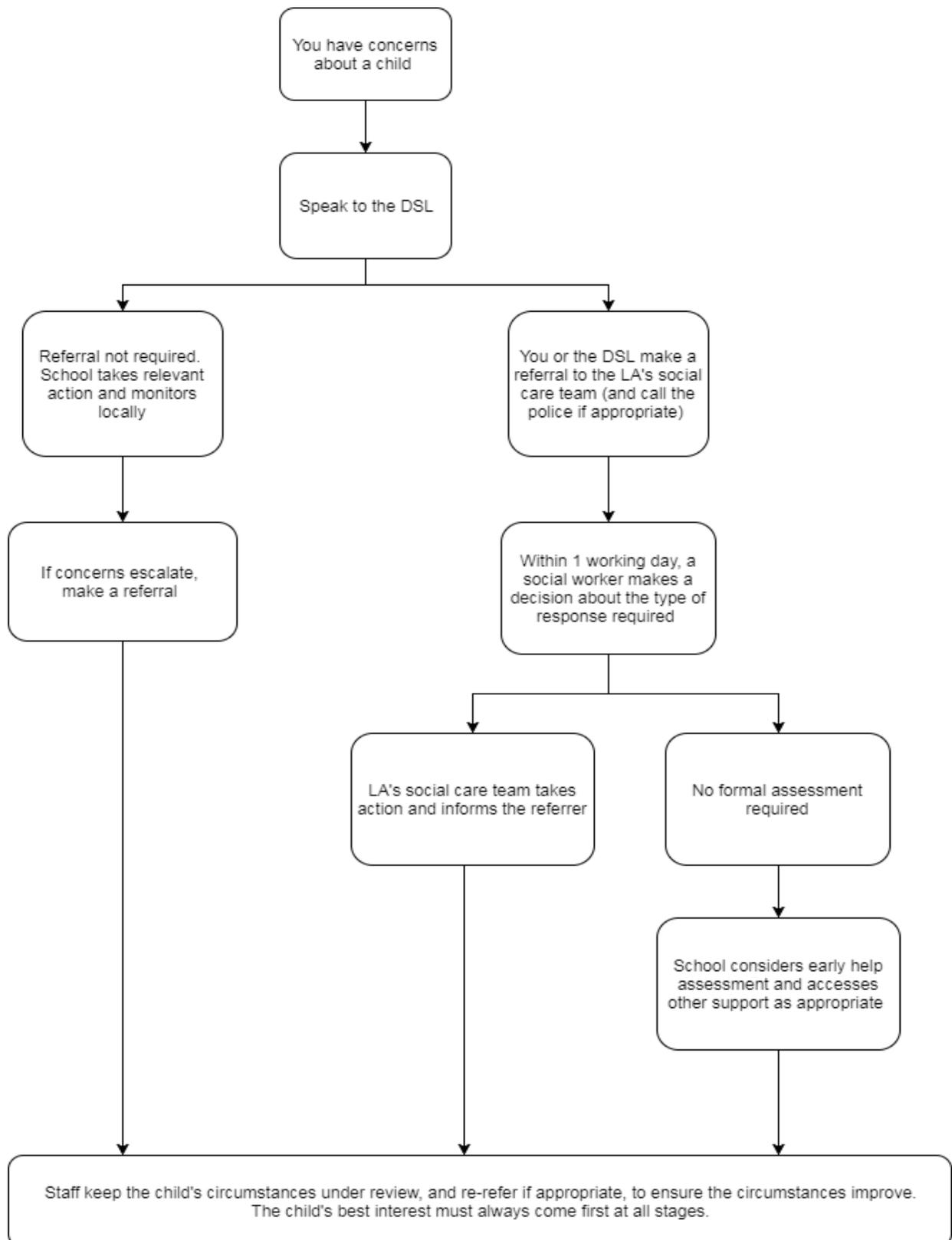
- Physical abuse – hitting, kicking, pinching, hair pulling, happy slapping, etc.
- Verbal abuse – teasing, name-calling, sarcasm, threats, racist or sexist comments.
- Emotional abuse – ridicule, tormenting or humiliation
- If bullying comprises a sexual nature a referral must be made to the Children’s Social Care Assessment Team
- Cyber bullying

## APPENDIX F – Essential Contacts

<b>Local Contacts</b>		
Local Authority Designated Officers for Portsmouth	LADO	Hayley Cowmeadow <a href="mailto:lado@secure.portsmouth.gov.uk">lado@secure.portsmouth.gov.uk</a> 02392 882500
	MASH	<a href="mailto:MASH@secure.portsmouth.gov.uk">MASH@secure.portsmouth.gov.uk</a> 0845 671 0271/02392 688793 0300 555 1373
Local Authority Designated Officers for West Sussex	LADO	Claire Coles <a href="mailto:Claire.coles@westsussex.gov.uk">Claire.coles@westsussex.gov.uk</a> <a href="mailto:lado@westsussex.gov.uk">lado@westsussex.gov.uk</a> 0330 22203339
	MASH	<a href="mailto:MASH@westsussex.gcsx.gov.uk">MASH@westsussex.gcsx.gov.uk</a> 01403 229900 0330 222 6664
<b>National Contacts</b>		
The NSPCC	National Centre 42 Curtain Road London EC2A 3NH	020 7825 2500 Helpline: 0808 800 5000 Text: 88858 Web: <a href="http://www.nspcc.org.uk/">www.nspcc.org.uk/</a>
Childline UK	Freepost 1111 London N1 0BR  Judith Moore, Area Coordinator Childline School Service	Tel: 0800 1111 Web: <a href="http://www.childline.org.uk">www.childline.org.uk</a> Tel: 07834 498370 Email: <a href="mailto:jmoore@nspcc.org.uk">jmoore@nspcc.org.uk</a>

## APPENDIX G - Procedures for Safeguarding/Child Protection

### Procedures for Safeguarding/Child Protection



All staff in the Academies are accountable for the way in which they exercise authority, manage risk, use resources and protect young people from discrimination and avoidable harm.

All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from sexual, physical and emotional harm.

## **AIM**

Young people have the right to be safe and to be treated with respect and dignity. It follows that trusted adults are expected to take reasonable steps to ensure the safety and wellbeing of young people. Failure to do so may be regarded as professional neglect.

## **Relevant documents to be read in conjunction with this policy:**

- The Children Act 1989
- The Human Rights Act 1998
- The Protection of Children Act 1999
- The Sexual Offences Act 2003
- The Children Act 2004
- DfE: Child Missing Education 2016
- Department for Education: Keeping Children Safe in Education 2020
- Department for Education: National Service Framework for Children, Young People & Maternity Services
- Department for Education: Working Together to Safeguard Children 2018
- Department for Education: What to do if You're Worried a Child is Being Abused 2015
- Department for Children, Schools and Families: Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings March 2009

## **DUTY OF CARE**

Adults should:

- Understand the responsibilities which are part of their employment or role and be aware that sanctions will be applied if these provisions are breached.
- Always act, and be seen to act, in the young person's interests.
- Avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Take responsibility for their own actions and behaviour.

## **EXERCISE OF PROFESSIONAL JUDGEMENT**

Staff should:

- Discuss the circumstances that informed their action, or the proposed action, with their Line Manager. This will help to ensure that the safest practices are employed and reduce the risk of actions being misinterpreted.
- Always discuss any misunderstanding, accidents or threats with a senior manager.
- Always record all discussions and actions taken with their justifications in confidential information in Child Protection file.

- The academies provide staff on a 'need to know' basis, with relevant information about vulnerable young people in their care.

## RECEIVING INFORMATION ABOUT YOUNG PEOPLE

Staff:

- Are expected to treat information they receive about young people in a discreet and confidential matter.
- Should seek advice from a senior member of staff if they are any doubt about sharing information they hold or which has been requested of them.
- Need to be cautious when passing information to others about a young person.
- Need to know the procedures for handling allegations against staff and any concerns or allegations should be reported to the line manager of the person concerned
- Need to know the names of those with delegated child protection responsibilities in the academies – the designated Safeguarding Officer(s) - and be familiar with local child protection arrangements.

## PROPRIETY AND BEHAVIOUR

Adults should not:

- Behave in a manner which would lead any reasonable person to question their suitability to work with young people or act as a role model.
- Make sexual remarks to, or about, a young person.
- Discuss their own sexual relationships with or in the presence of young people.
- Discuss a young person's sexual relationship in inappropriate settings or contexts.
- Make (or encourage others to make) unprofessional personal comments which scapegoat, demean or humiliate or when young people might be interpreted as such.

## INFATUATIONS

Adults should:

- Report any indications (verbal, written or physical) that suggested a young person may be infatuated with a member of staff or yourself to your line manager

## SOCIAL CONTACT

- Always approve any planned social contact with young people or parents with senior colleagues, for example when it is part of a reward scheme or pastoral care programme.
- Advise senior management of any social contact they have with a young person which may give rise to concern.
- Report and record any situation, which they feel might compromise the Academy or their own professional standing.
- Refrain from sending personal communication to young people e.g. letters and cards unless agreed with a member of the Senior Leadership Team.

## COMMUNICATION WITH YOUNG PEOPLE USING TECHNOLOGY

- Only use equipment provided by the Academy to communicate with young people.
- Only make contact with young people for professional reasons and in accordance with any Academy policy.

- Recognise that text messaging young people is rarely an appropriate response to a young person in a crisis situation or at risk of harm. It should only be used as a last resort when other forms of communication are not possible.
- The Academy ensures that, when it is considered necessary for staff to use equipment to communicate with young people, this is provided by the Academy.
- Under no circumstances should Academy/nursery staff have personal contact with young people on social networking sites such as Facebook.

## **PHYSICAL CONTACT**

- Be aware that even well intentioned physical contact may be misconstrued by the young person, an observer or by anyone to whom this action is described.
- Never touch a young person in a way which may be considered indecent.
- Always be prepared to explain actions and accept that all physical contact may be open to scrutiny.
- Never indulge in horseplay, tickling or fun fights.
- Always encourage the young people, where possible, to undertake self-care tasks independently.
- The Academy/nursery has a system in place for recording incidents and the means by which information about incidents and outcomes can be easily accessed by the Senior Leadership Team.

## **YOUNG PEOPLE IN DISTRESS**

Adults should:

- Consider the way in which they offer comfort to a distressed young person - refer to Physical Contact section of this policy for further guidance.
- Always tell a colleague when and how they offered comfort to a distressed young person.
- Record situations which may give rise to concern.

## **PHYSICAL EDUCATION AND OTHER ACTIVITIES WHICH REQUIRE PHYSICAL CONTACT**

Adults should:

- Consider alternatives, where it is anticipated that a young person might misinterpret any such contact, perhaps involving another member of staff, or a less vulnerable young person in the demonstration.
- Be familiar with and follow recommended Department for Education guidelines.
- Always explain to a young person the reason why contact is necessary and what form that contact will take.

Showers and Changing

- Avoid any physical contact when young people are in a state of undress.
- Avoid any visually intrusive behaviour.
- Where there are changing rooms, announce intention of entering.
- Avoid remaining in the room unless young people's needs require it.
- Adults should not change in the same place or shower with the young people.

## **BEHAVIOUR MANAGEMENT**

Adults should:

- Not use force as a form of punishment.
- Try to defuse situations before they escalate.
- Keep parents informed of any sanctions.
- Adhere to the Academy's Behaviour for Learning Policy.

Please refer to the Positive Behaviour Policy for further guidance in event of a young person putting themselves and others at risk.

## **SEXUAL CONTACT**

Adults should:

- Not pursue sexual relationships with young people either in or out of the academies.
- Avoid any form of communication with a young person which could be interpreted as sexually suggestive or provocative i.e. verbal comments, letters, notes, electronic mail, phone calls, texts and physical contact.

## **ONE TO ONE MEETINGS**

Adults should:

- Avoid meetings with young people in remote, secluded areas of the Academy.
- Ensure there is visual access and/or an open door in one to one situations.
- Inform other staff of the meeting beforehand, assessing the need to have them present or close by.
- Avoid use of 'engaged' or equivalent signs wherever possible. Such signs may create an opportunity for secrecy or the interpretation of secrecy.
- Always report a situation where a young person becomes distressed or angry to a senior colleague.
- Consider the needs and circumstance of the young person/s involved.

## **HOME VISITS**

Staff should:

- Agree the purpose for any home visit with a member of the Senior Leadership Team.
- Adhere to agreed Academy Home Visit Protocol including the risk management strategies
- Avoid unannounced visits wherever possible.
- Ensure there is visual access and/or an open door in one to one situations.
- Always make detailed records including time of arrivals and departure and work undertaken
- Ensure any behaviour or situation which gives rise to concern is discussed with their manager and where appropriate referred to other agencies.
- Keep contact with young people and their family on a professional basis only.

## **PHOTOGRAPHY, VIDEOS AND OTHER CREATIVE ARTS**

Adults should:

- Be clear about the purpose of the activity and about what will happen to the photographs when the lesson/activity is concluded.
- Ensure that a senior member of staff is aware that the photography/ image equipment is being used and for what purpose.
- Ensure that all images are available for scrutiny in order to screen for acceptability.
- Be able to justify images of young people in their possession.
- Avoid making images in one to one situations.

Adults should not:

- Take, display or distribute images of young people unless they have the parent/carer consent to do so.
- Take images of young people using personal mobile phones.

In relation to inappropriate images adults should:

- Follow the Academy policy on the Use of IT Equipment.
- Ensure that the young people are not, through the use of any medium, exposed to indecent or inappropriate images.

## **SHARING CONCERNS AND RECORDING INCIDENTS**

Adults should:

- Be familiar with the Academy Policy on Safeguarding and Child Protection which includes the Safeguarding and Child Protection Incident of Concern Form (Appendix J) for recording concerns.
- Take responsibility for recording any incident and passing on that information where they have concerns about any matter pertaining to the welfare of an individual in the Academy or workplace.

## **APPENDIX I – Academy Protocol for Home Visits**

Staff should make their Line manager aware of any home visit. Wherever possible two members of staff should make home visits together. An estimated time of leaving and returning should be provided. The Academy should be aware of contact details of members of staff doing a home visit. The phone number of the home being visited should also be readily available should difficulties be encountered. Staff should appraise themselves of any previous visits by other staff and acquire any background information.

Staff should be fully acquainted with the location of a young person's home and how to get there to avoid having to stop and ask for directions.

If staff are anxious on arriving at a location and feel their safety could be jeopardised, they should not take the risk of proceeding further. They should telephone the home and advise that they are unable to attend. Alternative arrangements should be made.

All home visits should be recorded on CPOMS with the reason of the visit, points discussed, agreements reached and any concerns that the staff member may have from the meeting however trivial these may appear at the time. Clear and detailed record keeping may well prevent problems in the future.

Confrontation should always be avoided. At the first sign of potential danger staff should make a speedy exit from a home. Staff should never assume that violence wouldn't happen to them. While many home visits are carried out safely, personal safety is paramount. Any incident should be reported to the Line Manager or member of the Senior Leadership Team immediately.

Staff are reminded to keep up-to-date with current legislation and safeguarding /safer working practice guidance.

### **Working in Partnership with Parents/Carers**

- Show respect for parents/carers/families as equal partners in the relationship.
- Make appointments in advance and offer a choice.
- Accept families' rights not to want a home visit
- Confirm parents/carers actual name and title and keep on record.
- Do not presume that there are two parents with the same surname as the child.
- Do not assume that all parents are literate.
- Consider issues of Social, Cultural and Religious differences.

### **Working in Partnership with other Agencies**

- Communicate with the Designated Safeguarding Lead establishing if other agencies are already involved with the family.
- Evidence of good practice is where services liaise and support each other with a clear common aim of assisting the Young Person/family to overcome barriers to learning.
- Check with the Designated Safeguarding Lead to see if a Common Assessment Framework is in place if so, who the Lead professional is.

### **Health and Safety**

- Let your Line Manager know who you are visiting and leave details of the address, your mobile phone / and expected time of return.
- Always wear your ID badge

- Demonstrate normal courtesy - wait to be invited into the home.
- Ask if an adult is present in the house before entering. If no adult is present, do not enter.
- If you need to speak to the young person alone, a member of the family or a colleague should be present or nearby during the interview.
- Care should be taken that your proximity to the young person cannot be misinterpreted.
- It is important that all contacts with young people and families are recorded.
- A note should be made of all people present at the meeting, dates and times, agreed outcomes etc. This should be shared with relevant members of staff, parent/carer and recorded on SIMS
- Use common sense, trust your instincts and if a situation feels threatening leave, saying for example, that you are going back to get something from your car.

### **Risk Assessment**

Where home visits take place, it is useful that a risk assessment is taken into account. This will identify any concern about potential risks and appropriate measures to be taken.

- Where possible meet in the Academy.
- Check records as to what is known and information available.
- Talk to the Designated Safeguarding Lead/other professionals who may have already have had contact or involvement with the family.
- Understand the purpose of your visit - make this clear with the family.
- Discuss with your Line Manager what strategies to adopt when working with a potentially difficult parent/carer/family.
- Where there are deemed to be potential risks - Contact by phone/post and invite them into the Academy.
- Wherever possible, staff should be accompanied by another member of staff or outside professional

**Appendix J – Child Protection Incident Recording Sheet**

**CHILD PROTECTION INCIDENT RECORDING SHEET**

Name of member of Staff Recording Incident .....

Date ..... Time.....

Name of pupil ..... Class .....DOB .....

Who was present .....

Date and time reported to DSL .....

Names of any other staff informed .....

Names of any other pupils involved .....

Are parents aware? Give details .....

Time and place of incident.....

Nature of concerns

Account of incident (use back of sheet if needed)

Action taken .....

.....

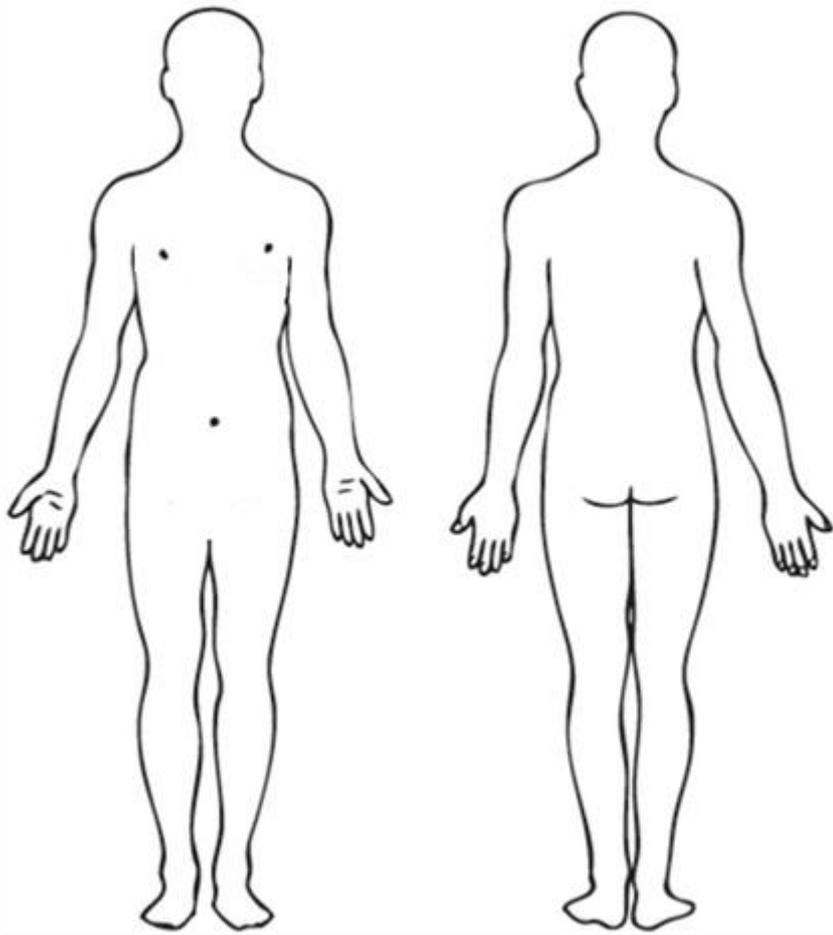
Name of duty worker/soc worker if reported .....

Name of any other agencies involved .....

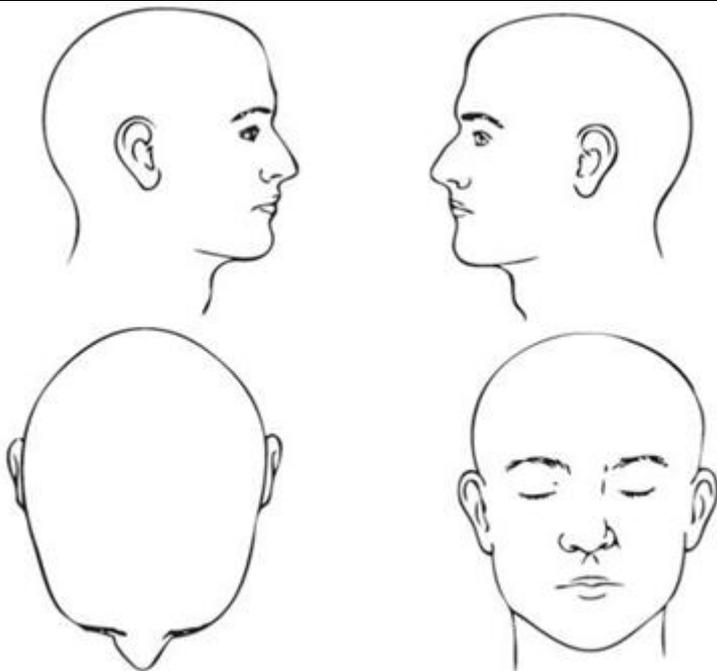
Further action .....

Signed ..... Date .....

**APPENDIX 1: Safeguarding Bodymap**



Name of child:
DOB:
Name of staff who witnessed injury(ies):
Date and time of injuries seen:
Date and time of injuries recorded:
Details of injuries/location on body:
Signed/name of SLT/Date:
Actions by SLT:



## Appendix K – Age Appropriate Behaviours

<b>AGE APPROPRIATE BEHAVIOURS</b> Reproduced from 'Child's Play?' a STOP IT NOW leaflet		
	<b>They commonly.....</b>	<b>They rarely.....</b>
<b>Pre-school Children (0-5)</b>	<ul style="list-style-type: none"> <li>• Use childish 'sexual' language to talk about body parts</li> <li>• Ask how babies are made and where they come from</li> <li>• Touch or rub their own genitals</li> <li>• Show and look at private body parts</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss sexual acts or use sexually explicit language</li> <li>• Have physical sexual contact with other children</li> <li>• Show adult-like sexual behaviour or knowledge</li> </ul>
<b>School-age (6-12)</b>	<ul style="list-style-type: none"> <li>• Ask questions about menstruation, pregnancy and sexual behaviour</li> <li>• Experiment with other children, often during games, kissing, touching, showing and role-playing eg mums and dads or doctors and nurses</li> <li>• Masturbate in private</li> <li>• (Older children in the age range are also more likely than pre-school children to use sexual words and discuss sexual acts, particularly with their friends)</li> </ul>	<ul style="list-style-type: none"> <li>• Masturbate in public</li> <li>• Show adult-like sexual behaviour or knowledge</li> </ul>
<b>Adolescents (13-16)</b>	<ul style="list-style-type: none"> <li>• Ask questions about relationships and sexual behaviour</li> <li>• Use sexual language and talk about sex acts between themselves</li> <li>• Masturbate in private</li> <li>• Experiment sexually with adolescents of similar age</li> <li>• (NB about one-third of adolescents have sexual intercourse before the age of sixteen)</li> </ul>	<ul style="list-style-type: none"> <li>• Masturbate in public</li> <li>• Have sexual contact with much younger children or adults</li> </ul>