



SEXEY'S  
SCHOOL

***Safeguarding is everyone's responsibility - 'it could happen here'.***

# **SAFEGUARDING AND CHILD PROTECTION POLICY**

## **September 2021**

Date of Policy	1 <sup>st</sup> September 2021
Review Date	July 2022
SLT Link	Designated Safeguarding Lead
Governing Body Link	Safeguarding Governor Danyel Palmer

We believe that all Children should have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity. We are committed to anti-discriminatory practice and recognise the additional needs of Children from minority ethnic groups and disabled Children and the barriers they may face, especially around communication.

This policy will be reviewed in full by the Governing Body. The policy has been reviewed by the Safeguarding Governor. This policy was updated in July to respond to:-

- Keeping Children Safe in Education (September 2021)
- Working Together to Safeguard Children (March 2018)
- Somerset Safeguarding Children's Partnership (previously the Somerset Safeguarding Children 's Board) policies and procedures

Signature  
Headteacher

Date September 2021

Signature  
Safeguarding Governor

Date September 2021

## Key Safeguarding staff and contact details

The Safeguarding Phone numbers are 07701 303992  
or 07955 856587 these phones will be held by the DSL or DDSL

<b>Name</b>	<b>Designation</b>	<b>Email contact details</b>
Mrs Helen Cullen	Headteacher	HCullen@sexeyes.somerset.sch.uk
Mr Malcolm Board	Chair of Governors	Chair@sexeyes.somerset.sch.uk
Mr Danyel Palmer	Nominated Safeguarding Governor	DPalmer@sexeyes.somerset.sch.uk
Mrs Helen Cullen	Deputy Designated Safeguarding Lead Prevent Lead	HCullen@sexeyes.somerset.sch.uk
Mrs Clare Wilson	Designated Safeguarding Lead Child Sexual Exploitation Lead	CWilson@sexeyes.somerset.sch.uk
Mr Phillip Clackson	Assistant Head Pastoral Designated, Teacher for Looked After Children and Safeguarding officer.	PClackson@sexeyes.somerset.sch.uk
Mr Tim Allen	Director of Boarding and member of Safeguarding Team	TAllen@sexeyes.somerset.sch.uk
Mrs Rebecca Taylor	SENCO	RTaylor@sexeyes.somerset.sch.uk
Ms Bryony Channon	Safeguarding Administration Manager	BChannon@sexeyes.somerset.sch.uk
Mr Darryl Carpenter	Safeguarding Officer and Head of Year 9	DCarpenter@sexeyes.somerset.sch.uk
Mr John Moise	Safeguarding Officer and Director of Sixth Form	JMoise@sexeyes.somerset.sch.uk
Mrs M Sandiford	Health Centre Manager	msandiford@sexeyes.somerset.sch.uk
Channel helpline		020 7340 7264
Anthony Goble	Local authority designated officer (LADO)	0300 123 2224

For multi-agency contacts for safeguarding in education refer to appendix 5.

## 1. School Vision and Ethos

Our Christian values are at the heart of the ethos of the school and through these we grow individually and as a community. The Story of the Good Samaritan underpins our 7 core values of:

- Honesty
- Forgiveness
- Empathy
- Courage
- Resilience
- Kindness
- Respect.

As a school we have a determination “*to be exceptional in all that we do*” and have an unrelenting commitment to provide:

- exceptional learning experiences within an environment where students can thrive and learn.
- a caring community that provides students with first class advice, support and guidance, where Children are valued for their individuality and their potential is nurtured and developed.
- a wide range of opportunities that help develop exceptional Children with the skills, confidence and knowledge to make a positive contribution to the local and global community both now and in their future lives.
- staff with an exceptional place to work, develop and inspire Children.

## 2. Our commitment

To safeguard and promote the welfare of Children through:

- The provision of a safe environment in which Children can learn.
- The provision of high-quality residential provision, which nurtures and develops our Children and Children to achieve and thrive.
- Identifying concerns early and provide appropriate help and support for Children and their parents/carers to prevent concerns escalating to a point whereby intervention would be required under the Children Act 1989 and in accordance with the Somerset Effective Support for Children and Families, Thresholds for Assessment and Services guidance.

## 3. Introduction

At Sexey’s School, we are committed to providing an environment that nurtures and transforms the lives of Children attending Sexey’s School and take seriously our responsibilities to safeguard and promote their welfare. In addition, we undertake our responsibilities to work in partnership with agencies as part of the wider, multi-agency, safeguarding system, always acting in the best interest of the child or young person where concerns are identified, in accordance with Sexey’s School Safeguarding Policy and Procedures, statutory guidance and Somerset Safeguarding Partnership policies and procedures.

## 4. Aims

The school aims to ensure that:

- Appropriate action is taken in a timely manner to safeguard and promote Children 's welfare
- All staff are aware of their statutory responsibilities with respect to safeguarding
- Staff are properly training in recognising and reporting safeguarding issues

## 5. Legislation and statutory guidance

This policy is based on the Department for Education's statutory guidance Keeping Young Children Safe in Education (2020) and Working Together to Safeguard Children (2018), and the Governance Handbook. We comply with this guidance and the arrangements agreed and published by our 3 local safeguarding partners.

This policy is also based on the following legislation:

- Part 3 of the schedule to the Education (Independent School Standards) Regulations 2014, which places a duty on academies and independent schools to safeguard and promote the welfare of pupils at the school
- The Childrens Act 1989 (and 2004 amendment), which provides a framework for the care and protection of Children
- Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the Serious Crime Act 2015, which places a statutory duty on teachers to report to the police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18
- Statutory guidance on FGM, which sets out responsibilities with regards to safeguarding and supporting girls affected by FGM
- The Rehabilitation of Offenders Act 1974, which outlines when people with criminal convictions can work with Children
- Schedule 4 of the Safeguarding Vulnerable Groups Act 2006, which defines what 'regulated activity' is in relation to Children
- Statutory guidance on the Prevent duty, which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism
- Education and Training (Welfare of children) Act2021
- Guidance from Somerset Safeguarding Children's Partnership
- Government guidance related to Covid 19: The full collection is available on the [government website](#). Sexey's School has created an addendum to this document to reflect changes made during lockdown or in the event of a further lockdown. These are accessible via on te school website.

This policy also complies with our funding agreement and articles of association.

## 6. Definitions

**Safeguarding and promoting the welfare of Children** means:

- Protecting Children from maltreatment
- Preventing impairment of Children's mental and physical health or development
- Ensuring that Children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all Children to have the best outcomes

**Child protection** is part of this definition and refers to activities undertaken to prevent Children suffering, or being likely to suffer, significant harm.

**Abuse** is a form of maltreatment of a child, and may involve inflicting harm or failing to act to prevent harm. Appendix 1 explains the different types of abuse.

**Neglect** is a form of abuse and is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Appendix 1 defines neglect in more detail.

**Consensual and non-consensual sharing of nudes and semi nudes images** (also known as sexting or youth produced sexual imagery); is the sharing of sexual imagery (photos or videos) by Children

**Children** includes everyone under the age of 19.

### **Safeguarding Partners**

The following 3 **safeguarding partners** are identified in Keeping Children Safe in Education (and defined in the Children Act 2004, as amended by chapter 2 of the Children and Social Work Act 2017). They will make arrangements to work together to safeguard and promote the welfare of local Children, including identifying and responding to their needs:

- The local authority (LA)
- A clinical commissioning group for an area within the LA
- The chief officer of police for a police area in the LA area

## **7. Equality statement**

Some Children have an increased risk of abuse, and additional barriers can exist for some Children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise Children's diverse circumstances. We ensure that all Children have the same protection, regardless of any barriers they may face.

We give special consideration to Children who:

- Have special educational needs (SEN) or disabilities (see section 9)
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence

- Are at risk of FGM, sexual exploitation, forced marriage, or radicalisation
- Are asylum seekers
- Are at risk due to either their own or a family member's mental health needs
- Are looked after or previously looked after (see section 11)

## 8. Roles and responsibilities

Safeguarding and child protection is **everyone's** responsibility. This policy applies to all staff, volunteers and governors in the school and is consistent with the procedures of the 3 safeguarding partners. Our policy and procedures also apply to extended school and off-site activities.

### 8.1 All staff

All staff will read and understand part 1 and Annex A of the Department for Education statutory safeguarding guidance, Keeping Children Safe in Education 2021, and review this guidance at least annually.

All staff will be aware of:

- Our systems which support safeguarding, including this child protection and safeguarding policy,
- the staff code of conduct,
- the role and identity of the designated safeguarding lead (DSL) and deputy,
- the behaviour policy,
- the safeguarding response to Children who go missing from education
- The early help process (sometimes known as the common assessment framework) and their role in it, including identifying emerging problems, liaising with the DSL, and sharing information with other professionals to support early identification and assessment
- The process for making referrals to local authority Children's social care and for statutory assessments that may follow a referral, including the role they might be expected to play
- What to do if they identify a safeguarding issue or a child tells them they are being abused or neglected, including specific issues such as FGM, and how to maintain an appropriate level of confidentiality while liaising with relevant professionals
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child criminal exploitation (CCE), child sexual exploitation (CSE), indicators of being at risk from or involved with serious violent crime, FGM and radicalisation
- To be vigilant as safeguarding matters do not always relate to one category of concern, they can overlap with one another.
- Section 15 and appendix 4 of this policy outline in more detail how staff are supported to do this.

Staff will sign a declaration to say they've read the updated guidance at the beginning of each academic year

## **8.2 The designated safeguarding lead (DSL)**

The DSL is a member of the senior leadership team. Our DSL is Clare Wilson, Pastoral Manager. The DSL takes lead responsibility for child protection and wider safeguarding.

During term time, the DSL will be available during school hours and out of hours as needed for staff to discuss any safeguarding concerns.

The DSL can be contacted by;

- Email [cwilson@sexeyes.somerset.sch.uk](mailto:cwilson@sexeyes.somerset.sch.uk)
- Phone 07701 303992

When the DSL is absent, the deputy, Helen Cullen, Headteacher will act as cover. In the event of this staff will be notified and advised how to contact her.

If the DSL and deputy are not available, an identified Safeguarding Officer will act as cover and staff will be notified who to contact and how.

The DSL will be given the time, funding, training, resources and support to:

- Provide advice and support to other staff on child welfare and child protection matters
- Take part in strategy discussions and inter-agency meetings and/or support other staff to do so
- Contribute to the assessment of Children
- Refer suspected cases, as appropriate, to the relevant body (local authority Children's social care, Channel programme, Disclosure and Barring Service, and/or police), and support staff who make such referrals directly
- The DSL will also liaise with local authority case managers and designated officers for child protection concerns as appropriate.

The full responsibilities of the DSL and deputy are set out in their job description.

## **8.3 The governing board**

The governing board will approve this policy at each review, ensure it complies with the law and hold the headteacher to account for its implementation.

The governing board will appoint a senior board level (or equivalent) lead Safeguarding Governor to monitor the effectiveness of this policy in conjunction with the full governing board. This is always a different person from the DSL. Duties are further outlined in Keeping Children Safe in Education (2021, Part 2).

The chair of governors will act as the 'case manager' in the event that an allegation of abuse is made against the headteacher, where appropriate (see appendix 3).

All governors will read Keeping Children Safe in Education and will facilitate a whole-school approach to safeguarding

All Governors will undertake Safeguarding and Prevent training.

Section 15 of this policy has information on how governors are supported to fulfil their role.

#### **8.4 The headteacher**

The headteacher is responsible for the implementation of this policy, including:

- Ensuring that staff (including temporary staff) and volunteers are informed of our systems which support safeguarding, including this policy, as part of their induction
- Communicating this policy to parents when their child joins the school and via the school website
- Ensuring that the DSL has appropriate time, funding, training and resources, and that there is always adequate cover if the DSL is absent
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly
- Acting as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate (see appendix 3)

#### **8.5 Consultant Social Worker**

Sexey's School has appointed a Consultant Social Worker who visits the school at least half termly to provide Professional Safeguarding Supervision for the DSL and DDSL and Boarding Staff Team. They also review cases and provide advice and guidance as required.

#### **8.6 Safeguarding and Care Improvement Consultant**

Sexey's School has appointed an external Safeguarding and Care Improvement Consultant who will carry out annual extremal audit/review and scrutiny of safeguarding and care and provide reports to the Headteacher and Governing Body, identifying areas of good practice and areas for improvement.

### **9. Staff Induction**

As part of the induction process for new employees they will attend an induction briefing. This will include a one to one induction meeting with either the DSL or DDSL that signposts staff to relevant safeguarding documentation including this policy and procedure, guidance for safer working practice, what to do if you're worried a child may be abused and whistleblowing advice. All new staff who join the school undertake the EDUCARE Introduction to Safeguarding Training and the Prevent Course online. During their induction training, new staff will be given and have read:

- Staff Code of Conduct.
- The school's Safeguarding Policy.

- Keeping Children Safe in Education (2019) (Part One and Annex A).
- Behaviour and Rewards Policy.
- Procedures for Children missing education.

## 10. Confidentiality

Personal sensitive information is processed in accordance with the Data Protection Act 2018 and Part 3, the General Data Protection Regulations (GDPR). Consent to share information will be sought unless we are required to share information where there are child protection concerns (and consent has been withheld) or we are requested to share information with other statutory agencies such as the police or Children's social care in pursuit of their enquiries in order to protect and safeguard Children.

Safeguarding and protecting Children raises issues of confidentiality that must be clearly understood by all staff in the school. All staff both teaching and non-teaching, including Boarding staff and Health Centre team have a responsibility to share relevant information about the protection of Children with other professionals, particularly the investigative agencies.

The Health Centre staff will share all safeguarding concerns with the DSL, should a student request a confidential medical appointment this will be booked through the GP with the DSL notified, it will be recorded on the student's safeguarding file where appropriate.

If a young person confides in a member of staff or volunteer and requests this information is kept confidential it is appropriate that the staff member tells the young person in an appropriate manner to the student's age and stage of development that they cannot promise confidentiality and that if the information shared raises a concern about the student or another student's safety or well-being that could be considered a safeguarding concern, that the information will be shared with the DSL who may seek further advice and support from external agencies to ensure the student concerned is kept safe and cared for.

Our principal's related to safeguarding and confidentiality include:

- Timely information sharing is essential to effective safeguarding.
- Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety, of Children.
- The Data Protection Act (DPA) 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping Children safe.
- If staff need to share 'special category personal data', the DPA 2018 contains 'safeguarding of Children and individuals at risk' as a processing condition that allows practitioners to share information without consent if it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.
- Staff should never promise a child that they will not tell anyone about a report of abuse, as this may not be in the child's best interests.

- The government's information sharing advice for safeguarding practitioners includes 7 'golden rules' for sharing information and will support staff who have to make decisions about sharing information.
- If staff are in any doubt about sharing information, they should speak to the DSL (or deputy).
- Confidentiality is also addressed in this policy with respect to record-keeping and allegations of abuse against staff.

## 11. Recognising abuse and taking action

Staff, volunteers and governors must follow the procedures set out below in the event of a safeguarding issue.

Staff should not disclose information to anyone else unless told to do so by the DSL/DDSL or the relevant authority involved in the safeguarding process.

Please note – in this and subsequent sections, you should take any references to the DSL to mean “the DSL (or deputy DSL)”.

### 11.1 If a child is suffering or likely to suffer harm, or in immediate danger

Make a referral to Children's social care and/or the police **immediately** if you believe a child is suffering or likely to suffer from harm, or in immediate danger. **Anyone can make a referral.**

- Tell the DSL as soon as possible if you make a referral directly.
- Contact Somerset Direct on 0300 123 2224
- Ring the Police 999
- <https://www.gov.uk/report-child-abuse-to-local-council>

Refer to flow chart in **Appendix 6**

### 11.2 If a child makes a disclosure to you

If a child discloses a safeguarding issue to you, you should:

- Receive – Listen to what is being said without displaying shock or disbelief. Accept what is being said without judgement. Take it seriously.
- Reassure – Reassure the child but only as far as it is honest. Do not make promises that you cannot keep, do not promise confidentiality. Explain what will happen next and that you will have to pass the information on.
- React – Listen quietly and patiently. Do not assume anything, do not speculate or jump to conclusions. Do not investigate, interrogate or decide if the child is telling the truth. Let the child explain in their own words what happened and don't ask leading questions.

- Report – write up your conversation using the child’s own words and record on MyConcern - High risk concerns should be taken directly to DSL or DDSL and then record on MyConcern. Lower risk concerns should be reported on MyConcern, on the same day they are raised. Alternatively, if appropriate, make a referral to Children’s social care and/or the police directly (see 11.1), and tell the DSL as soon as possible that you have done so.

It is important to remember that while it is a member of staff role is to be a supportive listener, it is not their role to counsel the child or investigate the child’s claims. Appropriate agencies will undertake investigations and provide specialist support for a victim.

### **11.3 If you discover that FGM has taken place or a pupil is at risk of FGM**

The Department for Education’s Keeping Children Safe in Education explains that FGM comprises “all procedures involving partial or total removal of the external female genitalia, or other injury to the female genital organs”.

FGM is illegal in the UK and a form of child abuse with long-lasting, harmful consequences. It is also known as ‘female genital cutting’, ‘circumcision’ or ‘initiation’.

Possible indicators that a pupil has already been subjected to FGM, and factors that suggest a pupil may be at risk, are set out in appendix 4.

**Any teacher** who discovers (either through disclosure by the victim or visual evidence) that an act of FGM appears to have been carried out on a **pupil under 18** must immediately report this to the police, personally. This is a statutory duty, and teachers will face disciplinary sanctions for failing to meet it.

Unless they have been specifically told not to disclose, they should also discuss the case with the DSL and involve Children’s social care as appropriate.

**Any other member of staff** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** must speak to the DSL and follow our local safeguarding procedures.

The duty for teachers mentioned above does not apply in cases where a pupil is *at risk* of FGM or FGM is suspected but is not known to have been carried out. Staff should not examine pupils.

**Any member of staff** who suspects a pupil is *at risk* of FGM or suspects that FGM has been carried out must speak to the DSL and follow our local safeguarding procedures.

- Inform DSL
- DSL or staff member to immediately contact the Police
- DSL contact Somerset Direct and completes a Level 4 Referral

### **11.4 If you have concerns about a child (as opposed to believing a child is suffering or likely to suffer from harm, or is in immediate danger)**

Figure 1 on Page 13 illustrates the procedure to follow if you have any concerns about a child’s welfare.

Where possible, speak to the DSL first to agree a course of action.

If in exceptional circumstances the DSL is not available, this should not delay appropriate action being taken. Speak to a member of the senior leadership team. and/or take advice from local authority Children's social care. You can also seek advice at any time from the NSPCC helpline on 0808 800 5000. Share details of any actions you take with the DSL as soon as practically possible.

Make a referral to local authority Children's social care directly, if appropriate (see 'Referral' below). Share any action taken with the DSL as soon as possible.

### **Early Help**

Any child and family may benefit from Early Help. Early Help focuses on providing support and promoting the welfare of children, young people and their families than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years. Early help is both early in terms of age and early in the cycle of need. Some examples of a child that may benefit from Early help are:

- Those with a physical or mental health need
- SEND needs or supported by an EHCP
- A family member in prison or affected by a parent offending
- A family member misusing substances or misusing themselves
- At risk of Honor based abuse
- At risk of being drawn into gangs or criminal behaviours
- Persistent absence from education
- At risk of exploitation or radicalization
- Previously fostered or in a private fostering arrangement

If early help is appropriate, the DSL will generally lead on liaising with other agencies and setting up an inter-agency assessment as appropriate. Staff may be required to support other agencies and professionals in an early help assessment, in some cases acting as the lead practitioner.

The DSL will keep the case under constant review and the school will consider a referral to local authority Children's social care if the situation does not seem to be improving. Timelines of interventions will be monitored and reviewed.

The DSL or DDSL will complete a Level 3 EHA Referral for Early Help Assessment. Consent from the Student and Parent are required for this and often this will be an outcome of a Team around a Child meeting or will lead to a Team around a child meeting. If consent is not given the DSL or DDSL will seek advice form the Designated Safeguarding Lead Consultation Line.

### **Referral**

If it is appropriate to refer the case to local authority Children's social care or the police, the DSL will make the referral or support you to do so.

If you make a referral directly you must tell the DSL as soon as possible.

The local authority will make a decision within 1 working day of a referral about what course of action to take and will let the person who made the referral know the outcome. The DSL or person who made the referral must follow up with the local authority if this information is not made available, and ensure outcomes are properly recorded.

If the child's situation does not seem to be improving after the referral, the DSL or person who made the referral must follow local escalation procedures to ensure their concerns have been addressed and that the child's situation improves.

If a case does not appear to be progressing within another agency or a professional disagreement is reached then the DSL should use Somerset local Authority Escalation Procedures to escalate their concerns. This will involve an escalation to the Line Manager / team Leader of the staff member who is holding the case. Further details can be found in the Safeguarding Handbook.

### **11.5 If you have concerns about extremism**

If a child is not suffering or likely to suffer from harm, or in immediate danger, where possible speak to the DSL first to agree a course of action.

If in exceptional circumstances the DSL is not available, this should not delay appropriate action being taken. Speak to a member of the senior leadership team and/or seek advice from local authority Children's social care. Make a referral to local authority Children's social care directly, if appropriate (see 'Referral' above). Inform the DSL or deputy as soon as practically possible after the referral.

Where there is a concern, the DSL will consider the level of risk and decide which agency to make a referral to. This could include Channel, the government's programme for identifying and supporting individuals at risk of being drawn into terrorism, or the local authority Children's social care team.

The Department for Education also has a dedicated telephone helpline, 020 7340 7264, which school staff and governors can call to raise concerns about extremism with respect to a pupil. You can also email [counter.extremism@education.gov.uk](mailto:counter.extremism@education.gov.uk). Note that this is not for use in emergency situations.

In an emergency, call 999 or the confidential anti-terrorist hotline on 0800 789 321 if you:

- Think someone is in immediate danger
- Think someone may be planning to travel to join an extremist group
- See or hear something that may be terrorist-related

### **11.6 If you have a mental health concern**

Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

Staff will be alert to behavioural signs that suggest a child may be experiencing a mental health problem or be at risk of developing one.

If you have a mental health concern about a child that is also a safeguarding concern, take immediate action by following the steps in section 11.2

If you have a mental health concern that is **not** also a safeguarding concern, speak to the DSL to agree a course of action.

The school has a number of staff who are specifically identified as being able to support students who are showing signs of Mental Health Needs including:-

- > Mental Health First Aiders
- > Pastoral Support Manager (Emotional Coach & Thrive practitioner)
- > ELSA's
- > School Counsellor

In addition to this the school has strong links with CAMHS and will liaise directly through the Single Point of Access (SPA) with staff within CAMHS over students' cases where consent is given.

Sexey's School has a separate policy for mental health that can be accessed on the school website [here](#)

For procedure if you have concerns about a child's welfare (as opposed to believing a child is suffering or likely to suffer from harm, or in immediate danger) refer to flow chart Appendix 7

### **Safer Recruitment and Safer Working Practice**

Sexey's School pays full regard to the required safer recruitment practices detailed in Keeping Children Safe in Education (2021; Part 3), which include:

- Scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, and ensuring that a candidate has the health and physical capacity for the job. References are always obtained, scrutinised and concerns resolved satisfactorily before appointment is confirmed.
- Undertaking appropriate checks through the Disclosure and Barring Service (DBS), the barred list checks and prohibition checks (and overseas checks if appropriate), dependent on the role and duties performed, including regulated and non-regulated activity.
- All recruitment materials to include reference to Sexey's School is commitment to safeguarding and promoting the well-being of pupils.

Further information **Appendix 3**

### **11.7 Concerns about a staff member, supply teacher or volunteer**

If you have concerns about a member of staff (including a supply teacher, volunteer or contractor), or an allegation is made about a member of staff (including a supply teacher, volunteer or contractor) posing a risk of harm to Children, speak to the headteacher. If the concerns/allegations are about the headteacher, speak to the chair of governors.

The headteacher/chair of governors will then follow the procedures set out in appendix 3, if appropriate.

### **11.7.1 Allegations of abuse made against teachers, other staff, Volunteers and Agency Staff: People in a Position of Trust**

Working Together to safeguard Children (March 2018) states that organisations should have in place clear policies in line with those from the Somerset Safeguarding Partnership to manage allegations against people who work with Children. Such policies should make a clear distinction between an allegation, a concern about the quality of care or practice or a complaint. Full details are available [here](#)

In addition, Keeping Children Safe in Education (September 2021) Part 4, sets how allegations may indicate that a person would pose a risk of harm if they continue to work in regular or close contact with Children in their present position, or in any capacity in a school or college under the age of 19 years. Part 4 of the Keeping Children Safe in Education (September 2021) which can be accessed [here](#)

An allegation may relate to a person who works with Children who has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child or
- behaved towards a child or Children in a way that indicates they may pose a risk of harm

Sexey's School Management of Allegations policy and procedure is available on the website.

### **11.7.2 What staff should do if they have concerns about another staff member**

If any member of staff, volunteer or agency staff have concerns relating to an individual's conduct or behaviour, whether they be a colleague, member of the management or senior leadership team, they should refer their concerns to the Headteacher.

Where concerns or allegations relate to the Headteacher, these should be referred to the chair of governors. If there is a situation where there is a conflict of interest in reporting the matter to the headteacher, this should be reported directly to the local authority designated officer(s) (LADOs).

All staff, volunteers and agency staff should feel able to raise concerns about poor or unsafe practice and any potential failures in the safeguarding regime and know that such concerns will be taken seriously by the senior leadership team and DSL's.

Staff should raise concerns relating to another member of staff even if it does not meet the allegations threshold/threshold of harm to a child but cause a sense of unease or a 'nagging doubt' that a member of the school community may have acted in that way.

Should staff feel unable to raise concerns within the organisation advice and guidance has been produced to ensure that they are aware of how to raise such concerns externally see **Appendix B: NSPCC Whistleblowing advice and information**. This is also available on the safeguarding notice board in the staff room. In addition, the whistleblowing policy is available via the website.

The Staff Safeguarding Staff Handbook provides a range of information and guidance for staff including additional information about how to make a referral to Children's social care, the LADO or to report concerns to the NSPCC advice line in instances where they have concerns about the organisations response to child protection, the conduct of staff or they do not feel that appropriate action has been taken in relation to concerns they have raised.

### **11.8 Allegations of Peer on peer Abuse**

We recognise that Children are capable of abusing their peers. Abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.

We also recognise the gendered nature of peer-on-peer abuse. However, all peer-on-peer abuse is unacceptable and will be taken seriously. Each incident will be assessed and support interventions and disciplinary responses will both be considered and undertaken in isolation or alongside each other in response to need.

Most cases of pupils hurting other pupils will be dealt with under our school's behaviour policy, but this child protection and safeguarding policy will apply to any allegations that raise safeguarding concerns. This might include where the alleged behaviour:

- Is serious, and potentially a criminal offence
- Could put pupils in the school at risk
- Is violent
- Involves pupils being forced to use drugs or alcohol
- Involves sexual exploitation, sexual abuse or sexual harassment, such as indecent exposure, sexual assault, upskirting or sexually inappropriate pictures or videos (including sexting)

#### **If a pupil makes an allegation of abuse against another pupil:**

- You must record the allegation and tell the DSL, but do not investigate it
- Reassure the child they are being taken seriously, they will be supported and kept safe. Never minimise what they are saying or give cause for them to experience shame for telling.
- The DSL will contact the local authority Children 's social care team and follow its advice, as well as the police if the allegation involves a potential criminal offence
- The DSL will put a risk assessment and support plan into place for all Children involved (including the victim(s), the child(ren) against whom the allegation has been made and any others affected) with a named person they can talk to if needed
- The DSL will contact the Children and adolescent mental health services (CAMHS), if appropriate

#### **We will minimise the risk of peer-on-peer abuse by:**

- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female pupils, and initiation or hazing type violence with respect to boys
- Ensuring our curriculum helps to educate pupils about appropriate behaviour and consent

- Ensuring pupils know they can talk to staff confidentially through assemblies and posts
- Having an Independent Listener for Boarders
- Using Peer Mentors and Anti Bullying Ambassadors
- Emotion Coaching
- Allocating trained Senior students to support younger more vulnerable students
- Ensuring staff are trained to understand that a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy

As a school we recognize the sensitivity and complexity of child on child abuse and have completed a separate policies for:

[Peer on Peer abuse Policy](#) [Sexual Violence and Harassment Policy](#)  
[Relationship Abuse in Young People Policy.](#)

**11.9 Sharing of nude or semi-nude images and/or video's** (previously referred to as sexting, also known as 'youth produced sexual imagery')

This is a suggested approach based on guidance from the UK Council for Child Internet Safety for [all staff](#) and for [DSLs and senior leaders](#).

**Your responsibilities when responding to an incident**

- If you are made aware of an incident involving Sharing of nude or semi-nude images and/or video's, you must report it to the DSL immediately.

**You must not:**

- View, download or share the imagery yourself, or ask a pupil to share or download it. If you have already viewed the imagery by accident, you must report this to the DSL
- Delete the imagery or ask the pupil to delete it
- Ask the pupil(s) who are involved in the incident to disclose information regarding the imagery (this is the DSL's responsibility)
- Share information about the incident with other members of staff, the pupil(s) it involves or their, or other, parents and/or carers
- Say or do anything to blame or shame any Children involved
- You should explain that you need to report the incident, and reassure the pupil(s) that they will receive support and help from the DSL.

**Initial review meeting**

Following a report of an incident, the DSL will hold an initial review meeting with appropriate school staff. This meeting will consider the initial evidence and aim to determine:

- Whether there is an immediate risk to pupil(s)
- If a referral needs to be made to the police and/or Children 's social care
- If it is necessary to view the imagery in order to safeguard the young person (in most cases, imagery should not be viewed)
- What further information is required to decide on the best response
- Whether the imagery has been shared widely and via what services and/or platforms (this may be unknown)

- Whether immediate action should be taken to delete or remove images from devices or online services
- Any relevant facts about the pupils involved which would influence risk assessment
- If there is a need to contact another school, college, setting or individual
- Whether to contact parents or carers of the pupils involved (in most cases parents should be involved)

**The DSL will make an immediate referral to police and/or Children’s social care if:**

- The incident involves an adult
- There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example owing to special educational needs)
- What the DSL knows about the imagery suggests the content depicts sexual acts which are unusual for the young person’s developmental stage, or are violent
- The imagery involves sexual acts and any pupil in the imagery is under 13
- The DSL has reason to believe a pupil is at immediate risk of harm owing to the sharing of the imagery (for example, the young person is presenting as suicidal or self-harming)

If none of the above apply then the DSL, in consultation with the headteacher and other members of staff as appropriate, may decide to respond to the incident without involving the police or Children’s social care.

**Further review by the DSL**

- If at the initial review stage a decision has been made not to refer to police and/or Children’s social care, the DSL will conduct a further review.
- They will hold interviews with the pupils involved (if appropriate) to establish the facts and assess the risks.
- If at any point in the process there is a concern that a pupil has been harmed or is at risk of harm, a referral will be made to Children’s social care and/or the police immediately.

**Informing parents**

- The DSL will inform parents at an early stage and keep them involved in the process, unless there is a good reason to believe that involving them would put the pupil at risk of harm.

**Referring to the police**

If it is necessary to refer an incident to the police, this will be done through;

- Contacting 101
- Contacting the Local Beat Team

**Recording incidents**

All Sharing of nude or semi-nude images and/or video’s incidents and the decisions made in responding to them will be recorded. The record-keeping arrangements set out in section 18 of this policy also apply to recording incidents of sharing of nude or semi-nude images and/or video’s.

**Curriculum coverage**

Pupils are taught about the issues surrounding sharing of nude or semi-nude images and/or video's as part of our PSHE education and computing programmes. Teaching covers the following in relation to sexting:

- What it is
- How it is most likely to be encountered
- The consequences of requesting, forwarding or providing such images, including when it is and is not abusive
- Issues of legality
- The risk of damage to people's feelings and reputation
- Pupils also learn the strategies and skills needed to manage:
- Specific requests or pressure to provide (or forward) such images
- The receipt of such images
- This policy on sharing of nude or semi-nude images and/or video's is also shared with pupils so they are aware of the processes the school will follow in the event of an incident.

## **12. Notifying parents**

Where appropriate, we will discuss any concerns about a child with the child's parents. The DSL will normally do this in the event of a suspicion or disclosure.

Other staff will only talk to parents about any such concerns following consultation with the DSL.

If we believe that notifying the parents would increase the risk to the child, we will discuss this with the local authority Children's social care team before doing so.

In the case of allegations of abuse made against other Children, we will normally notify the parents of all the Children involved.

## **13. Pupils with special educational needs and disabilities**

We recognise that pupils with special educational needs or disabilities (SEND) or certain health conditions can face additional additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group, including:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- Pupils being more prone to peer group isolation than other pupils
- The potential for pupils with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs
- Communication barriers and difficulties in overcoming these barriers

We offer extra pastoral support for pupils with SEN and disabilities. This includes:

- ELSA
- Emotion coaching
- Peer mentors
- Social communication groups
- 1:1 Support

Our SENCO, Mrs Taylor is a valued part of our safeguarding team.

### **13. Pupils with a social worker**

Pupils may need a social worker due to safeguarding or welfare needs. We recognise that a child's experiences of adversity and trauma can leave them vulnerable to further harm as well as potentially creating barriers to attendance, learning, behaviour and mental health.

The DSL and all members of staff will work with and support social workers to help protect vulnerable Children.

Where we are aware that a pupil has a social worker, the DSL will always consider this fact to ensure any decisions are made in the best interests of the pupil's safety, welfare and educational outcomes. For example, it will inform decisions about:

- Responding to unauthorised absence or missing education where there are known safeguarding risks
- The provision of pastoral and/or academic support

### **14. Looked-after and previously looked-after Children**

We will ensure that staff have the skills, knowledge and understanding to keep looked-after Children and previously looked-after Children safe. In particular, we will ensure that:

Appropriate staff have relevant information about Children's looked after legal status, contact arrangements with birth parents or those with parental responsibility, and care arrangements

The DSL has details of Children's social workers and relevant virtual school heads

We have appointed a designated teacher, **Mr Phil Clackson, Assistant Head**, who is responsible for promoting the educational achievement of looked-after Children and previously looked-after Children in line with statutory guidance.

The designated teacher is appropriately trained and has the relevant qualifications and experience to perform the role.

#### **As part of their role, the designated teacher will:**

Work closely with the DSL to ensure that any safeguarding concerns regarding looked-after and previously looked-after Children are quickly and effectively responded to.

Work with virtual school heads to promote the educational achievement of looked-after and previously looked-after Children, including discussing how pupil premium plus funding can be best used to support looked-after Children and meet the needs identified in their personal education plans

### **15. Specific Responsibilities Relating to Residential Provision**

Children can be particularly vulnerable in residential settings. We are committed to ensuring that our Children are safe from harm and able to develop, thrive and fulfil their potential.

We value and nurture each child as an individual with talents, strengths and capabilities that

can develop over time, by fostering positive relationships and establishing clear boundaries of acceptable behaviour. Working in close partnership Boarding Staff and Teaching staff support the student's emotional, mental and physical health needs, nurturing their learning, including out of school learning and preparation for independence. We have high expectations of our staff as committed members of a team to provide a safe and stimulating environment in high quality buildings.

**Boarding schools** must have due consideration to the **Boarding Schools National Minimum Standards (April 2015)** which sets down the national minimum standards (standards) to safeguard and promote the welfare of Children for whom accommodation is provided by boarding schools. Boarding schools should have 'have regard to' the standards and can demonstrate that it either complies with the guidance or has considered the guidance and has good reason for departing from it.  
Boarding schools NMS.

The school has an Independent Listener.

## **16. Mobile phones and cameras**

Staff are allowed to bring their personal phones to school for their own use, but will limit such use to non-contact time when pupils are not present. Staff members' personal phones will remain in their bags or cupboards during contact time with pupils.

Staff will not take pictures or recordings of pupils on their personal phones or cameras.

We will follow the General Data Protection Regulation and Data Protection Act 2018 when taking and storing photos and recordings for use in the school.

Students may have mobile phones onsite but in line with the mobile phone policy must not be seen or heard around the school site unless with specific staff permission. Please see mobile phone policy for further details.

## **17. Complaints and concerns about school safeguarding policies**

### **17.1 Complaints against staff**

Complaints against staff that are likely to require a child protection investigation will be handled in accordance with our procedures for dealing with allegations of abuse made against staff (see appendix 3).

### **17.2 Other complaints**

The school has a complaints policy that sets out the procedures for managing complaints.

### **17.3 Whistle-blowing**

The school has a separate policy that sets out the procedures for Whistle Blowing.

Sexey's School Management of Allegations policy and procedure is available on the website.

## **18. Record-keeping**

We will hold records in line with our records retention schedule.

All safeguarding concerns, discussions, decisions made and the reasons for those decisions, must be recorded in writing. If you are in any doubt about whether to record something, discuss it with the DSL.

Non-confidential records will be easily accessible and available. Confidential information and records will be held securely and only available to those who have a right or professional need to see them.

Safeguarding records relating to individual Children will be retained for a reasonable period of time after they have left the school.

If a child for whom the school has, or has had, safeguarding concerns moves to another school, the DSL will ensure that their child protection file is forwarded promptly and securely, and separately from the main pupil file. In addition, if the concerns are significant or complex, and/or social services are involved, the DSL will speak to the DSL of the receiving school and provide information to enable them to have time to make any necessary preparations to ensure the safety of the child.

All Safeguarding concerns are logged electronically on My Concerns, these are triaged and actioned daily. In addition to this there are Safeguarding files for all students who require one. These files are locked in a filing cabinet in the Pastoral Office with only the DSL and DDSL and Safeguarding Administrator having access to them. Paper files are reviewed at least once every three months by the DSL.

The DSL and DDSL hold responsibility for information sharing in line with local safeguarding procedures with key agencies working with students and upon school transfer.

In addition:

Appendix 2 sets out our policy on record-keeping specifically with respect to recruitment and pre-employment checks

Appendix 3 sets out our policy on record-keeping with respect to allegations of abuse made against staff

## **19. Training**

### **19.1 All staff**

All staff members will undertake safeguarding and child protection training at induction, including on whistle-blowing procedures, to ensure they understand the school's safeguarding systems and their responsibilities, and can identify signs of possible abuse or neglect. This training will be regularly updated and will be in line with advice from the 3 safeguarding partners.

All staff will have training on the government's anti-radicalisation strategy, Prevent, to enable them to identify Children at risk of being drawn into terrorism and to challenge extremist ideas.

Staff will also undertake online safety training

All staff will receive regular safeguarding and child protection updates (for example, through emails, e-bulletins and staff meetings) as required, but at least annually. All staff have at least annual training in addition to this staff in key roles will have additional training to support them. There is termly staff newsletter issued which provides training and advice for staff. Half termly there is a safeguarding update..

Contractors who are provided through a private finance initiative (PFI) or similar contract will also receive safeguarding training.

Volunteers will receive appropriate training, if applicable.

### **19.2 The DSL and deputy**

The DSL and deputy will undertake child protection and safeguarding training at least every 2 years.

In addition, they will update their knowledge and skills at regular intervals and at least annually (for example, through e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments).

They will also undertake Prevent awareness training.

### **19.3 Governors**

All governors receive training about safeguarding, to make sure they have the knowledge and information needed to perform their functions and understand their responsibilities.

As the chair of governors may be required to act as the 'case manager' in the event that an allegation of abuse is made against the headteacher, they receive training in managing allegations for this purpose.

### **19.4 Recruitment – interview panels**

At least one person conducting any interview for a post at the school will have undertaken safer recruitment training. This will cover, as a minimum, the contents of the Department for Education's statutory guidance, Keeping Children Safe in Education, and will be in line with local safeguarding procedures.

## **20. Monitoring arrangements**

This policy will be reviewed **annually** by the Headteacher. At every review, it will be approved by the full governing board.

## **21. Links with other policies**

This policy links to the following policies and procedures:

Behaviour  
Staff Code of Conduct  
Complaints  
Health and safety  
Attendance

Online safety  
Equality  
Sex and relationship education  
First aid  
Curriculum  
Designated teacher for looked-after and previously looked-after Children  
Privacy notices  
Whistle-blowing  
Anti-bullying  
IT acceptable use  
Self Harm  
Mental Health

**These appendices are based on the Department for Education’s statutory guidance, Keeping Children Safe in Education.**

**Appendix 1: types of abuse**

The Department for Education’s Tackle Child Abuse campaign has accessible videos to watch <https://tacklechildabuse.campaign.gov.uk/>

Abuse, including neglect, and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap.

**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.

**Emotional abuse** is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child’s emotional development. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Emotional abuse 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
- Not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate
- Age or developmentally inappropriate expectations being imposed on Children. These may include interactions that are beyond a child’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction
- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying), causing Children frequently to feel frightened or in danger, or the exploitation or corruption of Children

**Sexual abuse** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve:

- Physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing
- Non-contact activities, such as involving Children in looking at, or in the production of, sexual images, watching sexual activities, encouraging Children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet)
- Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other Children.

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

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

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

## **Appendix 2: safer recruitment and DBS checks – policy and procedures**

We will record all information on the checks carried out in the school's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files. We follow requirements and best practice in retaining copies of these checks, as set out below.

### **New staff**

When appointing new staff, we will:

- Verify their identity
- Obtain (via the applicant) an enhanced Disclosure and Barring Service (DBS) certificate, including barred list information for those who will be engaging in regulated activity (see definition below). We will not keep a copy of this for longer than 6 months
- Obtain a separate barred list check if they will start work in regulated activity before the DBS certificate is available
- Verify their mental and physical fitness to carry out their work responsibilities
- Verify their right to work in the UK. We will keep a copy of this verification for the duration of the member of staff's employment and for 2 years afterwards
- Verify their professional qualifications, as appropriate
- Ensure they are not subject to a prohibition order if they are employed to be a teacher
- Carry out further additional checks, as appropriate, on candidates who have lived or worked outside of the UK, including (where relevant) any teacher sanctions or restrictions imposed by a European Economic Area professional regulating authority, and criminal records checks or their equivalent
- Check that candidates taking up a management position are not subject to a prohibition from management (section 128) direction made by the secretary of state
- We will ask for written information about previous employment history and check that information is not contradictory or incomplete.
- We will seek references on all short-listed candidates, including internal candidates, before interview. We will scrutinise these and resolve any concerns before confirming appointments. The references requested will ask specific questions about the suitability of the applicant to work with Children.

**Regulated activity** means a person who will be:

- Responsible, on a regular basis in a school or college, for teaching, training, instructing, caring for or supervising Children ; or
- Carrying out paid, or unsupervised unpaid, work regularly in a school or college where that work provides an opportunity for contact with Children ; or
- Engaging in intimate or personal care or overnight activity, even if this happens only once and regardless of whether they are supervised or not

### **Existing staff**

If we have concerns about an existing member of staff's suitability to work with Children, we will carry out all the relevant checks as if the individual was a new member of staff. We will also do this if an individual moves from a post that is not regulated activity to one that is.

We will refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- We believe the individual has engaged in relevant conduct; or
- The individual has received a caution or conviction for a relevant offence, or there is reason to believe the individual has committed a listed relevant offence, under the Safeguarding Vulnerable Groups Act 2006 (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009; or
- The 'harm test' is satisfied in respect of the individual (i.e. they may harm a child or vulnerable adult or put them at risk of harm); and
- The individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

### **Agency and third-party staff**

We will obtain written notification from any agency or third-party organisation that it has carried out the necessary safer recruitment checks that we would otherwise perform. We will also check that the person presenting themselves for work is the same person on whom the checks have been made.

### **Contractors**

We will ensure that any contractor, or any employee of the contractor, who is to work at the school has had the appropriate level of DBS check (this includes contractors who are provided through a PFI or similar contract). This will be:

An enhanced DBS check with barred list information for contractors engaging in regulated activity

An enhanced DBS check, not including barred list information, for all other contractors who are not in regulated activity but whose work provides them with an opportunity for regular contact with Children

We will obtain the DBS check for self-employed contractors.

We will not keep copies of such checks for longer than 6 months.

Contractors who have not had any checks will not be allowed to work unsupervised or engage in regulated activity under any circumstances.

We will check the identity of all contractors and their staff on arrival at the school.

### **Trainee/student teachers**

Where applicants for initial teacher training are salaried by us, we will ensure that all necessary checks are carried out.

Where trainee teachers are fee-funded, we will obtain written confirmation from the training provider that necessary checks have been carried out and that the trainee has been judged by the provider to be suitable to work with Children.

### **Volunteers**

We will:

- Never leave an unchecked volunteer unsupervised or allow them to work in regulated activity
- Obtain an enhanced DBS check with barred list information for all volunteers who are new to working in regulated activity
- Carry out a risk assessment when deciding whether to seek an enhanced DBS check without barred list information for any volunteers not engaging in regulated activity. We will retain a record of this risk assessment

## **Governors**

All trustees, local governors and members will have an enhanced DBS check without barred list information.

They will have an enhanced DBS check with barred list information if working in regulated activity.

The chair of the board will have their DBS check countersigned by the secretary of state.

All proprietors, trustees, local governors and members will also have the following checks:

A section 128 check (to check prohibition on participation in management under section 128 of the Education and Skills Act 2008).

- Identity
- Right to work in the UK
- Other checks deemed necessary if they have lived or worked outside the UK

## **Staff working in alternative provision settings**

Where we place a pupil with an alternative provision provider we undertake a quality assurance check of the provision. This includes obtaining written confirmation from the provider that they have carried out the appropriate safeguarding checks on individuals working there that we would otherwise perform.

## **Adults who supervise pupils on work experience**

When organising work experience, we will ensure that policies and procedures are in place to protect Children from harm.

We will also consider whether it is necessary for barred list checks to be carried out on the individuals who supervise a pupil under 16 on work experience. This will depend on the specific circumstances of the work experience, including the nature of the supervision, the frequency of the activity being supervised, and whether the work is regulated activity.

## **Pupils staying with host families**

Where the school makes arrangements for pupils to be provided with care and accommodation by a host family to which they are not related (for example, during a foreign exchange visit), we will request enhanced DBS checks with barred list information on those people.

Where the school is organising such hosting arrangements overseas and host families cannot be checked in the same way, we will work with our partner schools abroad to ensure that similar assurances are undertaken prior to the visit.

### **Appendix 3: allegations of abuse made against staff**

This section of this policy applies to all cases in which it is alleged that a current member of staff, including a supply teacher or volunteer, has:

- Behaved in a way that has harmed a child, or may have harmed a child, or
- Possibly committed a criminal offence against or related to a child, or
- Behaved towards a child or Children in a way that indicates he or she may pose a risk of harm to Children , or
- Behaved or may have behaved in a way that indicates they may not be suitable to work with Children

It applies regardless of whether the alleged abuse took place in the school. Allegations against a teacher who is no longer teaching and historical allegations of abuse will be referred to the police.

We will deal with any allegation of abuse against a member of staff or volunteer very quickly, in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

Our procedures for dealing with allegations will be applied with common sense and judgement.

#### **Suspension of the accused until the case is resolved**

Suspension will not be the default position, and will only be considered in cases where there is reason to suspect that a child or other Children is/are at risk of harm, or the case is so serious that it might be grounds for dismissal. In such cases, we will only suspend an individual if we have considered all other options available and there is no reasonable alternative.

Based on an assessment of risk, we will consider alternatives such as:

- Redeployment within the school so that the individual does not have direct contact with the child or Children concerned
- Providing an assistant to be present when the individual has contact with Children
- Redeploying the individual to alternative work in the school so that they do not have unsupervised access to Children
- Moving the child or Children to classes where they will not come into contact with the individual, making it clear that this is not a punishment and parents have been consulted
- Temporarily redeploying the individual to another role in a different location, for example to an alternative school

#### **Definitions for outcomes of allegation investigations**

**Substantiated:** there is sufficient evidence to prove the allegation

**Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive

**False:** there is sufficient evidence to disprove the allegation

**Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation (this does not imply guilt or innocence)

**Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made

### **Procedure for dealing with allegations**

In the event of an allegation that meets the criteria above, the headteacher (or chair of governors where the headteacher is the subject of the allegation) – the ‘case manager’ – will take the following steps:

1. The case manager will begin by conducting basic enquiries in line with local procedures
2. Discuss the allegation with the designated officer at the local authority. This is to consider the nature, content and context of the allegation and agree a course of action, including whether further enquiries are necessary to enable a decision on how to proceed, and whether it is necessary to involve the police and/or Children’s social care services. (The case manager may, on occasion, consider it necessary to involve the police *before* consulting the designated officer – for example, if the accused individual is deemed to be an immediate risk to Children or there is evidence of a possible criminal offence. In such cases, the case manager will notify the designated officer as soon as practicably possible after contacting the police)
3. Where the case manager is concerned about the welfare of other children in the community or the member of staff’s family, they should discuss these concerns with the designated safeguarding lead and a risk assessment of the situation conducted.
4. Inform the accused individual of the concerns or allegations and likely course of action as soon as possible after speaking to the designated officer (and the police or Children’s social care services, where necessary). Where the police and/or Children’s social care services are involved, the case manager will only share such information with the individual as has been agreed with those agencies
5. Where appropriate (in the circumstances described above), carefully consider whether suspension of the individual from contact with Children at the school is justified or whether alternative arrangements such as those outlined above can be put in place. Advice will be sought from the designated officer, police and/or Children’s social care services, as appropriate

**If immediate suspension is considered necessary**, agree and record the rationale for this with the designated officer. The record will include information about the alternatives to suspension that have been considered, and why they were rejected. Written confirmation of the suspension will be provided to the individual facing the allegation or concern within 1 working day, and the individual will be given a named contact at the school and their contact details

**If it is decided that no further action is to be taken** in regard to the subject of the allegation or concern, record this decision and the justification for it and agree with the designated officer what information should be put in writing to the individual and by whom, as well as what action should follow both in respect of the individual and those who made the initial allegation

**If it is decided that further action is needed**, take steps as agreed with the designated officer to initiate the appropriate action in school and/or liaise with the police and/or Children's social care services as appropriate

- Provide effective support for the individual facing the allegation or concern, including appointing a named representative to keep them informed of the progress of the case and considering what other support is appropriate. Colleagues will be encouraged to seek advice and support from their Unions.
- Inform the parents or carers of the child/Children involved about the allegation as soon as possible if they do not already know (following agreement with Children's social care services and/or the police, if applicable). The case manager will also inform the parents or carers of the requirement to maintain confidentiality about any allegations made against teachers (where this applies) while investigations are ongoing. Any parent or carer who wishes to have the confidentiality restrictions removed in respect of a teacher will be advised to seek legal advice
- Keep the parents or carers of the child/Children involved informed of the progress of the case and the outcome, where there is not a criminal prosecution, including the outcome of any disciplinary process (in confidence)
- Make a referral to the DBS where it is thought that the individual facing the allegation or concern has engaged in conduct that harmed or is likely to harm a child, or if the individual otherwise poses a risk of harm to a child

If the school is made aware that the secretary of state has made an interim prohibition order in respect of an individual, we will immediately suspend that individual from teaching, pending the findings of the investigation by the Teaching Regulation Agency.

Where the police are involved, wherever possible the governing board will ask the police at the start of the investigation to obtain consent from the individuals involved to share their statements and evidence for use in the school's disciplinary process, should this be required at a later point.

### **Additional considerations for supply staff**

If there are concerns or an allegation is made against someone not directly employed by the school, such as supply staff provided by an agency, we will take the actions below in addition to our standard procedures.

We will not decide to stop using a supply teacher due to safeguarding concerns without finding out the facts and liaising with our local authority designated officer to determine a suitable outcome

The governing board will discuss with the agency whether it is appropriate to suspend the supply teacher, or redeploy them to another part of the school, while the school carries out the investigation

We will involve the agency fully, but the school will take the lead in collecting the necessary information and providing it to the local authority designated officer as required

We will address issues such as information sharing, to ensure any previous concerns or allegations known to the agency are taken into account (we will do this, for example, as part of the allegations management meeting or by liaising directly with the agency where necessary)

When using an agency, we will inform them of our process for managing allegations, and keep them updated about our policies as necessary, and will invite the agency's HR manager or equivalent to meetings as appropriate.

### **Timescales**

- Any cases where it is clear immediately that the allegation is unsubstantiated or malicious will be resolved within 1 week
- If the nature of an allegation does not require formal disciplinary action, we will institute appropriate action within 3 working days
- If a disciplinary hearing is required and can be held without further investigation, we will hold this within 15 working days

### **Specific actions**

#### **Action following a criminal investigation or prosecution**

The case manager will discuss with the local authority's designated officer whether any further action, including disciplinary action, is appropriate and, if so, how to proceed, taking into account information provided by the police and/or Children's social care services.

#### **Conclusion of a case where the allegation is substantiated**

If the allegation is substantiated and the individual is dismissed or the school ceases to use their services, or the individual resigns or otherwise ceases to provide their services, the case manager and the school's personnel adviser will discuss with the designated officer whether to make a referral to the DBS for consideration of whether inclusion on the barred lists is required. If they think that the individual has engaged in conduct that has harmed (or is likely to harm) a child, or if they think the person otherwise poses a risk of harm to a child, they must make a referral to the DBS.

If the individual concerned is a member of teaching staff, the case manager and personnel adviser will discuss with the designated officer whether to refer the matter to the Teaching Regulation Agency to consider prohibiting the individual from teaching.

#### **Individuals returning to work after suspension**

If it is decided on the conclusion of a case that an individual who has been suspended can return to work, the case manager will consider how best to facilitate this.

The case manager will also consider how best to manage the individual's contact with the child or Children who made the allegation, if they are still attending the school.

#### **Unsubstantiated or malicious allegations**

If an allegation is shown to be deliberately invented, or malicious, the headteacher, or other appropriate person in the case of an allegation against the headteacher, will consider whether any disciplinary action is appropriate against the pupil(s) who made it, or whether the police should be asked to consider whether action against those who made the allegation might be appropriate, even if they are not a pupil.

### **Confidentiality**

The school will make every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered.

The case manager will take advice from the local authority's designated officer, police and Children's social care services, as appropriate, to agree:

- Who needs to know about the allegation and what information can be shared
- How to manage speculation, leaks and gossip, including how to make parents or carers of a child/Children involved aware of their obligations with respect to confidentiality
- What, if any, information can be reasonably given to the wider community to reduce speculation
- How to manage press interest if, and when, it arises

### **Record-keeping**

The case manager will maintain clear records about any case where the allegation or concern meets the criteria above and store them on the individual's confidential personnel file for the duration of the case. Such records will include:

- A clear and comprehensive summary of the allegation
- Details of how the allegation was followed up and resolved
- Notes of any action taken and decisions reached (and justification for these, as stated above)

If an allegation or concern is not found to have been malicious, the school will retain the records of the case on the individual's confidential personnel file, and provide a copy to the individual.

Where records contain information about allegations of sexual abuse, we will preserve these for the Independent Inquiry into Child Sexual Abuse (IICSA), for the term of the inquiry. We will retain all other records at least until the individual has reached normal pension age, or for 10 years from the date of the allegation if that is longer.

The records of any allegation that is found to be malicious will be deleted from the individual's personnel file.

### **References**

When providing employer references, we will not refer to any allegation that has been proven to be false, unsubstantiated or malicious, or any history of allegations where all such allegations have been proven to be false, unsubstantiated or malicious.

### **Learning lessons**

After any cases where the allegations are *substantiated*, we will review the circumstances of the case with the local authority's designated officer to determine whether there are any improvements that we can make to the school's procedures or practice to help prevent similar events in the future.

This will include consideration of (as applicable):

- Issues arising from the decision to suspend the member of staff
- The duration of the suspension
- Whether or not the suspension was justified

- The use of suspension when the individual is subsequently reinstated. We will consider how future investigations of a similar nature could be carried out without suspending the individual

#### **Appendix 4: Safeguarding in specific circumstances:**

There are areas of safeguarding that the organisation has to have due regard to. The groups identified below are considered as having increased vulnerabilities

##### **Children and the court system**

Children **may** be required to give evidence in the criminal courts, either for crimes committed against them or for crimes they have witnessed. There are a range of guides to support child witnesses. In the civil courts Children may be involved in child arrangement hearing and the Ministry of Justice has launched an online child arrangement information tool detailing the dispute resolution service.

##### **Children Missing Education (CME)**

All staff should be alert to Children going missing as this can be a vital warning sign of a range of safeguarding risks, including abuse and neglect, sexual abuse or exploitation (Child Sexual Exploitation and Criminal), travel to conflict zones, Female Genital Mutilation (FGM), forced marriage. Early intervention is necessary to protect and safeguard a child or young person.

A child going missing from education, particularly repeatedly, can be a warning sign of a range of safeguarding issues. This might include abuse or neglect, such as sexual abuse or exploitation or child criminal exploitation, or issues such as mental health problems, substance abuse, radicalisation, FGM or forced marriage.

There are many circumstances where a child may become missing from education, but some Children are particularly at risk. These include Children who:

- Are at risk of harm or neglect
- Are at risk of forced marriage or FGM
- Come from Gypsy, Roma, or Traveller families
- Come from the families of service personnel
- Go missing or run away from home or care
- Are supervised by the youth justice system
- Cease to attend a school
- Come from new migrant families

We will follow our procedures for unauthorised absence and for dealing with Children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect, including sexual exploitation, and to help prevent the risks of going missing in future. This includes informing the local authority if a child leaves the school without a new school being named, and adhering to requirements with respect to sharing information with the local authority, when applicable, when removing a child's name from the admission register at non-standard transition points.

Staff will be trained in signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns which may be related to being missing, such as travelling to conflict zones, FGM and forced marriage.

If a staff member suspects that a child is suffering from harm or neglect, we will follow local child protection procedures, including with respect to making reasonable enquiries. We will make an immediate referral to the local authority Children 's social care team, and the police, if the child is suffering or likely to suffer from harm, or in immediate danger.

### **Children on roll who are not attending.**

Where there are Children on roll but missing education through complex, refusal or medical need (including those cases open to education welfare service, health or SEN) remain the settings responsibility for safeguarding and procedures will be put in place to monitor their wellbeing.

Should a child/parent refuse or be non-attending due to a court process for poor attendance the provision needs to escalate and monitor welfare. Cases should be referred to *The Team around the School* (TAS) who will consider support or escalation.

### **Electively Home Educate (EHE)**

Parents and students who decide to EHE will be offered a Team Around the Family (TAF) meeting to ensure that this is the best decision for the child. This will be especially necessary for those children that have a Social Worker or are supported for SEND. Sexey's school will notify the Local Authority of whenever a parent or carer chooses to withdraw their child from school to be educated at home. Any concerns about the suitability of home education will be shared with the Education Safeguarding Service. If there are significant safeguarding concerns, appropriate action will be taken to ensure the right support is put in place to keep the child safe.

### **Children with family members in prison**

Where a family member is in prison a young person is more likely to have poor outcomes, including poverty, stigma, isolation and poor mental health. More information to support schools and colleges can be found on the [Nicco](#) website.

### **Child Criminal Exploitation (CCE)**

CCE is geographically widespread form of harm that is often referred to as county lines, which involves drug networks or gangs that groom and exploit Children to carry drugs and money. A key indicator is that victims are often missing from home, care or education and trafficked for the purpose of transporting drugs alongside other circumstances which give cause for serious concern about the welfare of Children.

Child criminal exploitation (CCE) is a form of abuse where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into criminal activity, in exchange for something the victim needs or wants, and/or for the financial or other advantage of the perpetrator or facilitator, and/or through violence or the threat of violence. This can include vehicle crime, coercion into carrying weapons, accruing debt and their family threatened.

The abuse can be towards boys and girls and indicators of abuse may differ between genders. Perpetrated can be males or females, and children or adults. CCE can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse.

The victim can be exploited even when the activity appears to be consensual. It does not always involve physical contact and can happen online. For example, Children may be forced to work in cannabis factories, coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket, or to threaten other Children.

Indicators of CCE can include a child:

- Appearing with unexplained gifts or new possessions
- Associating with other Children involved in exploitation
- Suffering from changes in emotional wellbeing
- Misusing drugs and alcohol
- Going missing for periods of time or regularly coming home late
- Regularly missing school or education
- Not taking part in education

If a member of staff suspects CCE, they will discuss this with the DSL. The DSL will trigger the local safeguarding procedures, including a referral to the local authority's Children's social care team and the police, if appropriate.

A child who is a victim of CCE is at much higher risk of being a victim of Child Sexual Exploitation.

### **Child Sexual Exploitation (CSE)**

CSE is child sexual abuse, whereby an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under 18 to engage in 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 exploitation of Children under 18 involves exploitative situations, contexts and relationships where Children (or a third person or persons) receive something (e.g. food, accommodation, drugs, alcohol, cigarettes, affections, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities.

Child Sexual Exploitation (CSE) can include both physical contact (penetrative and non-penetrative acts) and non-contact sexual activity. It can also happen online. For example, Children may be persuaded or forced to share sexually explicit images of themselves, have sexual conversations by text, or take part in sexual activities using a webcam. CSE may also occur without the victim's immediate knowledge, for example through others copying videos or images.

The abuse can be perpetrated by males or females, and Children or adults. It can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse. In all cases, those exploiting the child/young person have power over

them by virtue of their age, gender, intellect, physical strength and/or economic or other resources.

The victim can be exploited even when the activity appears to be consensual. Children or Children who are being sexually exploited may not understand that they are being abused. They often trust their abuser and may be tricked into believing they are in a loving, consensual relationship. Violence, coercion and intimidation are common; involvement in exploitative relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability. In addition to the CCE indicators above, indicators of CSE can include a child:

- Having an older boyfriend or girlfriend
- Suffering from sexually transmitted infections or becoming pregnant
- If a member of staff suspects CSE, they will discuss this with the DSL. The DSL will trigger the local safeguarding procedures, including a referral to the local authority's Children 's social care team and the police, if appropriate

The current definition updated March 2017 states:

*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.*

Where there are concerns about possible CSE the DSL/DDSL will undertake a CSE Screening tool alongside referring to Somerset Direct and the Police.

Somerset's CSE screening tool can be found at: <http://sscb.safeguardingsomerset.org.uk>

## **Grooming**

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation or trafficking. Children can be groomed online or face-to-face, by a stranger or by someone they know - for example a family member, friend or professional. Groomers may be male or female. They could be any age. Many Children do not understand that they have been groomed or that what has happened is abuse.

## **County Lines, Cross Borders, Gangs, Trafficking and Cuckooing.**

These are police terms for urban gangs supplying drugs to suburban areas and market/or coastal towns using dedicated mobile or 'deal lines'. Gangs use Children and vulnerable people to move drugs and money. Often they take over the homes of vulnerable adults and Children by force or coercion in a practice referred to as cuckooing. Getting involved in gang culture can have serious and potentially devastating consequences, with dealers/offenders/members not afraid to use violence. There are people themselves vulnerable and at risk of exploitation by gang members from outside the county. Any activity that seems to be suspicious, or involve drug dealing/crime/exploitation should be passed to the police on 101. Should Children thought to be involved the early help assessment is a useful tool. A request for involvement to CSC/police is needed if the child is at immediate risk of harm.

<https://www.gov.uk/government/publications/criminal-exploitation-of-Children-and-vulnerable-adults-county-lines>

Further information on county lines can be found at <https://www.Childrensociety.org.uk/what-is-county-lines>

### **Extra-familial harms** (also referred to as contextual safeguarding)

Safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children 1:1 outside of these environments, in their neighborhoods and online. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, sexual abuse, serious youth violence and county lines. Parents and carers can have little influence over many of these contexts.

### **Child and Adolescent Mental Health**

Good mental health and resilience are fundamental to our physical health, our relationships, our education and to achieving our potential. DfE advice for schools in relation to mental health and behaviour in schools (2018) which can be accessed [here](#). This is non-statutory advice which clarifies the responsibility of the school, outlines what they can do and how to support a child or young person whose behaviour - whether it is disruptive, withdrawn, anxious, depressed or otherwise - may be related to an unmet mental health need. Whilst it considers the school environment it is also relevant for work within our residential provision.

Sexey's School has a separate Mental Health policy that can be accessed through the website.

### **Bullying**

Sexey's School has a separate Anti-Bullying policy which is accessible on the school's website.

## **Domestic abuse, Domestic violence, Gender-based violence and violence against women and girls (VAWG), teenage relationship abuse**

Domestic abuse, Domestic violence, Gender-based violence and violence against women and girls (VAWG), teenage relationship abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners irrespective of gender or sexuality. Exposure to domestic abuse or violence can have a serious, long lasting emotional and psychological impact on the development of Children. Further advice and guidance accessed via the [NSPCC](#), [Refuge](#) and [Safelives](#) spotlight on Children and domestic abuse. Further resources relating to violence against women and girls (VAWG) can be accessed [here](#)

Domestic abuse may take many forms. Witnessing the physical and emotional suffering of a parent may cause considerable distress to Children, and both the physical assaults and psychological abuse suffered by adult victims who experience domestic abuse can have a negative impact on their ability to look after their Children. Children can still suffer the effects of domestic abuse, even if they do not witness the incidents directly. However, in up to 90% of incidents involving domestic violence where Children reside in the home, the Children are in the same or the next room. Children's exposure to parental conflict, even where violence is not present, can lead to serious anxiety and distress among Children. Children can see school as a safe retreat from problems at home or alternatively not attend school through a perceived need to be at home to protect abused parents or siblings.

Domestic abuse can therefore have a damaging effect on a child's health, educational attainment and emotional well-being and development. The potential scale of the impact on Children is not always easy to assess, but may manifest itself as behavioural, emotional or social difficulties, including poor self-esteem, withdrawal, absenteeism, adult-child conflict. Children sometimes disclose what is happening or may be reluctant to do so, hoping that someone will realise something is wrong.

Older Children may also experience domestic abuse and/or violence in their own personal relationships.

Exposure to domestic abuse and/or violence can have a serious, long-lasting emotional and psychological impact on Children.

If police are called to an incident of domestic abuse and any Children in the household have experienced the incident, the police will inform the key adult in school (usually the designated safeguarding lead) before the child or Children arrive at school the following day. The DSL will receive alerts for all incidents where the Police have attended the home and a student has been present and/or lives there. Once this is received, it is recorded in the student's safeguarding file.

The DSL will provide support according to the child's needs and update records about their circumstances.

## **Online Safety and Online Abuse**

The use of technology which can be a significant component of many safeguarding issues including CSE, CCE, radicalisation, sexual predation etc., whereby technology provides the platform that facilitates harm. Schools and colleges must adopt a range of effective safeguarding approaches that both safeguards and empowers Children to access support and remain safe online by reducing the risk of harm through the use of filters, monitoring and appropriate use policies for those accessing our IT system, whilst at the same time providing a safe environment in which Children can learn to keep themselves safe online.

Sexey's School has a separate Online Safety policy that can be accessed through the website.

## **Online Abuse**

This type of abuse happens on the web, through social networks, playing online games or using a mobile phone. Children may experience cyberbullying, grooming, sexual abuse, sexual exploitation or emotional abuse. Children can be at risk of online abuse from people they know, as well as from strangers. Online abuse may be part of abuse that is taking place in the real world (for example bullying or grooming). It may be that the abuse only happens online (for example persuading Children to take part in sexual activity online). Children can feel like there is no escape from online abuse – abusers can contact them at any time of the day or night, the abuse can come into safe places like their bedrooms, and images and videos can be stored and shared with other people. eLIM is part of Support Services for Education. Support Services for Education provides a wide range of services to schools and other educational providers promoting educational excellence for all the Children of Somerset and beyond. The school will access eLIM as needed for additional support.

**Consensual and non-consensual sharing of nudes and semi nudes images** (previously known as sexting) is sending, receiving, or forwarding sexually explicit messages, photographs or images, primarily between mobile phones. It may also include the use of a computer or any digital device. The school will follow the procedures set out in the policy in line with local procedures with the Police and Somerset Safeguarding Children's Board.

## **Peer-on-peer abuse**

Peer-on-peer abuse is when children abuse other children. This type of abuse can take place inside and outside of school and online.

Peer-on-peer abuse is most likely to include, but may not be limited to:

- Bullying (including cyber-bullying, prejudice-based and discriminatory bullying)
- Abuse in intimate personal relationships between peers

- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- Sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- Consensual and non-consensual sharing of nudes and semi nudes images and/or videos (also known as sexting or youth produced sexual imagery)
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)

Where children abuse their peers online, this can take the form of, for example, abusive, harassing, and misogynistic messages; the non-consensual sharing of indecent images, especially around chat groups; and the sharing of abusive images and pornography, to those who don't want to receive such content.

Sexey's School has a Peer on Peer Abuse Policy which can be accessed on the website.

### **Sexual violence and sexual harassment between children in schools**

Sexual violence and sexual harassment can occur:

- Between 2 children of any age and sex
- Through a group of children sexually assaulting or sexually harassing a single child or group of children
- Online and face to face (both physically and verbally)

Sexual violence and sexual harassment exist on a continuum and may overlap.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and will be exacerbated if the alleged perpetrator(s) attends the same school.

If a victim reports an incident, it is essential that staff make sure they are reassured that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting sexual

violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

Some groups are potentially more at risk. Evidence shows that girls, children with SEN and/or disabilities, and lesbian, gay, bisexual and transgender (LGBT) children are at greater risk.

Staff should be aware of the importance of:

- Challenging inappropriate behaviours
- Making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up
- Challenging physical behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them

If staff have any concerns about sexual violence or sexual harassment, or a child makes a report to them, they will follow

Further guidance is available [here](#).

Sexey's School has a Sexual Violence and Sexual Harassment Policy which can be accessed on the website.

## **Serious Youth Violence**

To be read in conjunction with the above section around Child Criminal Exploitation. There has been local guidance issued on the issue of 'Offensive Weapons in Education Settings'. It is important to note that should a weapon be used or there is threat of use, the police should be called immediately.

- The same day a weapon is found the school should call for a multi-disciplinary assessment of risk.
- Whilst it is acknowledged that the decision to exclude remains with the Headteacher/principal it is recommended that consultation with other agencies to ensure there is no further risks
- Alternatives to exclusions should be considered first in recognition that by doing so a learner it may be at further risk of harm out in the community.
- Police must be notified

Indicators which may signal that a child is at risk from, or involved with, serious violent crime may include:

- Increased absence from school
- Change in friendships or relationships with older individuals or groups
- Significant decline in performance
- Signs of self-harm or a significant change in wellbeing
- Signs of assault or unexplained injuries

Unexplained gifts or new possessions (this could indicate that the child has been approached by, or is involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation (see above))

Risk factors which increase the likelihood of involvement in serious violence include:

- Being male
- Having been frequently absent or permanently excluded from school
- Having experienced child maltreatment
- Having been involved in offending, such as theft or robbery

Staff will be aware of these indicators and risk factors. If a member of staff has a concern about a pupil being involved in, or at risk of, serious violence, they will report this to the DSL.

## **Preventing extremism**

Children and Children can be vulnerable to extremist ideology and radicalisation and forms part of schools and colleges safeguarding responsibilities, as set out in the Prevent Duty Extremism is the vocal or active opposition to our fundamental values and radicalisation refers to the process by which a person come to support terrorism and extremist ideologies associated with terrorist groups. Further information can be access below in relation to.

[Extremism](#)   [Radicalisation](#)   [Prevent](#)

## **Private Fostering**

Private Fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and carer, for 28 days or more. Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity). A private foster carer may be a friend of the family, the parent of a friend of the child, or someone previously unknown to the child's family who is willing to privately foster a child. Sexey's School will refer to Children's Social Care of any private fostering arrangement we become aware of, in order for Children's Social Care to undertake an assessment to ensure the needs and welfare of the child or young person is being met and that adults caring for them have access to advice and support.

## **Special Education Needs and disabilities**

We recognise that pupils with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group, including:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- Pupils being more prone to peer group isolation than other pupils

- The potential for pupils with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs
- Communication barriers and difficulties in overcoming these barriers

There's a concern sometimes that, for Children with SEN and disabilities, that their SEN or disability needs are seen first, and the potential for abuse second. If Children are behaving in particular ways or they're looking distressed or their behaviour or demeanour is different from in the past, staff should think about that being a sign of the potential for abuse, and not simply see it as part of their disability or their special educational needs.

## **Looked after Children**

The staff have the necessary skills and understanding to keep looked after Children safe. Appropriate staff have information about a child's looked after legal status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child. The designated teacher for looked after Children and the DSL have details of the child's social worker and the name and contact details of the local authority's virtual head for Children in care.

## **Fabricated or Induced Illness by Carer (FII).**

FII is a condition whereby a child suffers harm through the deliberate action of their carer and which is attributed by the adult to another cause.

FII can cause significant harm to Children. FII involves a well child being presented by a carer as ill or disabled, or an ill or disabled child being presented with a more significant problem than he or she has in reality and suffering harm as a consequence.

There are three main ways of the parent/carer fabricating or inducing illness in a child:

1. Fabrication of signs and symptoms,
2. Fabrication of past medical history.
3. Falsification of hospital charts, records, letters and documents, and specimens of bodily fluids.

The possibility of fabricated and induced illness should be considered where there are discrepancies between professional and parental perceptions of the child's needs or of any illness or disability and where there is a possibility of significant harm to the child. Where there are suspicions of FII in a child, the school's DSL must make a referral to Children's Social Care and/or the Police. Parents should not be informed of suspicions at this stage.

## **Historical Abuse.**

Historical abuse (also known as non-recent abuse) is an allegation of neglect, physical, sexual or emotional abuse made by or on behalf of someone who is now 18 years or over, relating to an incident which took place when the alleged victim was under 18 years old. The Police should be informed about allegations of crime at the earliest opportunity. Any

reports of historic abuse made to Avon and Somerset Police must be to the Safeguarding Co-ordination Unit 01823 349037.

### **Hate Crime.**

A Hate Incident is any incident which the victim, or anyone else, thinks are based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender. If you, or anyone you know, has been called names, been bullied or had anything happen to them that you think may be because of one of these factors, then you should report this as a hate incident. Not all hate incidents will amount to criminal offences, but those that do become hate crimes.

### **Homelessness**

Homelessness the being at risk of being made homeless is a significant risk for Children. The DSL should refer to the local housing authority at the earliest opportunity. The Homelessness Reduction Act 2017 places a new legal duty on English councils to provide meaningful help, including an assessment of need and circumstances. The DfE and the Ministry of Housing, Communities and local government have published joint statutory guidance on the provision of accommodation for 16 and 17 year old's who may be homeless or require accommodation A series of fact sheets can be access [here](#).

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare.

The DSL and deputies will be aware of contact details and referral routes in to the local housing authority so they can raise/progress concerns at the earliest opportunity (where appropriate and in accordance with local procedures).

Where a child has been harmed or is at risk of harm, the DSL will also make a referral to Children's social care.

### **So-called 'honour-based' abuse (including FGM and forced marriage) (HBA)**

This encompasses incidents or crimes committed to protect or defend the honour of the family and/or community, including FGM, forced marriage, and practices such as breast ironing.

Abuse committed in this context often involves a wider network of family or community pressure and can include multiple perpetrators.

All forms of HBA are abuse and will be handled and escalated as such. All staff will be alert to the possibility of a child being at risk of HBA or already having suffered it. If staff have a concern, they will speak to the DSL, who will activate local safeguarding procedures.

## **Female Genital Mutilation (FGM).**

The DSL will make sure that staff have access to appropriate training to equip them to be alert to Children affected by FGM or at risk of FGM.

Section 11.3 of this policy sets out the procedures to be followed if a staff member discovers that an act of FGM appears to have been carried out or suspects that a pupil is at risk of FGM.

Indicators that FGM has already occurred include:

- A pupil confiding in a professional that FGM has taken place
- A mother/family member disclosing that FGM has been carried out
- A family/pupil already being known to social services in relation to other safeguarding issues
- A girl:
  - Having difficulty walking, sitting or standing, or looking uncomfortable
  - Finding it hard to sit still for long periods of time (where this was not a problem previously)
  - Spending longer than normal in the bathroom or toilet due to difficulties urinating
  - Having frequent urinary, menstrual or stomach problems
  - Avoiding physical exercise or missing PE
  - Being repeatedly absent from school, or absent for a prolonged period
  - Demonstrating increased emotional and psychological needs – for example, withdrawal or depression, or significant change in behaviour
  - Being reluctant to undergo any medical examinations
  - Asking for help, but not being explicit about the problem
  - Talking about pain or discomfort between her legs

Potential signs that a pupil may be at risk of FGM include:

- The girl's family having a history of practicing FGM (this is the biggest risk factor to consider)
- FGM being known to be practiced in the girl's community or country of origin
- A parent or family member expressing concern that FGM may be carried out
- A family not engaging with professionals (health, education or other) or already being known to social care in relation to other safeguarding issues

A girl:

- Having a mother, older sibling or cousin who has undergone FGM
- Having limited level of integration within UK society
- Confiding to a professional that she is to have a "special procedure" or to attend a special occasion to "become a woman"
- Talking about a long holiday to her country of origin or another country where the practice is prevalent, or parents stating that they or a relative will take the girl out of the country for a prolonged period
- Requesting help from a teacher or another adult because she is aware or suspects that she is at immediate risk of FGM

- Talking about FGM in conversation – for example, a girl may tell other Children about it (although it is important to take into account the context of the discussion)
- Being unexpectedly absent from school
- Having sections missing from her 'red book' (child health record) and/or attending a travel clinic or equivalent for vaccinations/anti-malarial medication

The above indicators and risk factors are not intended to be exhaustive.

### **Forced marriage.**

Forcing a person into marriage is a crime. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats, or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological.

Staff will receive training around forced marriage and the presenting symptoms. We are aware of the 'one chance' rule, i.e. we may only have one chance to speak to the potential victim and only one chance to save them.

If a member of staff suspects that a pupil is being forced into marriage, they will speak to the pupil about their concerns in a secure and private place. They will then report this to the DSL.

The DSL will:

- Speak to the pupil about the concerns in a secure and private place
- Activate the local safeguarding procedures and refer the case to the local authority's designated officer
- Seek advice from the Forced Marriage Unit on 020 7008 0151 or [fmfu@fco.gov.uk](mailto:fmfu@fco.gov.uk)
- Refer the pupil to an education welfare officer, pastoral tutor, learning mentor, or school counsellor, as appropriate

### **Preventing radicalisation**

**Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups

**Extremism** is vocal or active opposition to fundamental British values, such as democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces

**Terrorism** is an action that:

- Endangers or causes serious violence to a person/people;
- Causes serious damage to property; or
- Seriously interferes or disrupts an electronic system

The use or threat of terrorism must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Schools have a duty to prevent Children from being drawn into terrorism. The DSL will undertake Prevent awareness training and make sure that staff have access to appropriate training to equip them to identify Children at risk.

We will assess the risk of Children in our school being drawn into terrorism. This assessment will be based on an understanding of the potential risk in our local area, in collaboration with our local safeguarding partners and local police force.

We will ensure that suitable internet filtering is in place, and equip our pupils to stay safe online at school and at home.

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. Radicalisation can occur quickly or over a long period.

Staff will be alert to changes in pupils' behaviour.

The government website [Educate Against Hate](#) and charity [NSPCC](#) say that signs that a pupil is being radicalised can include:

- Refusal to engage with, or becoming abusive to, peers who are different from themselves
- Becoming susceptible to conspiracy theories and feelings of persecution
- Changes in friendship groups and appearance
- Rejecting activities they used to enjoy
- Converting to a new religion
- Isolating themselves from family and friends
- Talking as if from a scripted speech
- An unwillingness or inability to discuss their views
- A sudden disrespectful attitude towards others
- Increased levels of anger
- Increased secretiveness, especially around internet use
- Expressions of sympathy for extremist ideologies and groups, or justification of their actions
- Accessing extremist material online, including on Facebook or Twitter
- Possessing extremist literature
- Being in contact with extremist recruiters and joining, or seeking to join, extremist organisations

Children who are at risk of radicalisation may have low self-esteem, or be victims of bullying or discrimination. It is important to note that these signs can also be part of normal teenage behaviour – staff should have confidence in their instincts and seek advice if something feels wrong.

If staff are concerned about a pupil, they will follow our procedures set out in section 7.5 of this policy, including discussing their concerns with the DSL.

Staff should **always** take action if they are worried.

## **Checking the identity and suitability of visitors**

All visitors will be required to verify their identity to the satisfaction of staff and to leave their belongings, including their mobile phone(s), in a safe place during their visit.

If the visitor is unknown to the setting, we will check their credentials and reason for visiting before allowing them to enter the setting. Visitors should be ready to produce identification.

Visitors are expected to sign the visitors' book and wear a visitor's badge.

Visitors to the school who are visiting for a professional purpose, such as educational psychologists and school improvement officers, will be asked to show photo ID and:

- Will be asked to show their DBS certificate, which will be checked alongside their photo ID; or
- The organisation sending the professional, such as the LA or educational psychology service, will provide prior written confirmation that an enhanced DBS check with barred list information has been carried out

All other visitors, including visiting speakers, will be accompanied by a member of staff at all times. We will not invite into the school any speaker who is known to disseminate extremist views, and will carry out appropriate checks to ensure that any individual or organisation using school facilities is not seeking to disseminate extremist views or radicalise pupils or staff.

## **Non-collection of Children**

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

- Ensure the student as a safe place to wait
- Contact Parents and named adults on the students file
- If the school has been able to contact a Parent or named adult to collect the child contact the Police on 101 and Somerset Direct.

## **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 our Child Missing Policy and procedures as set out in the Staff Safeguarding handbook.

## **Appendix 5 - Multi-Agency Contacts for Safeguarding in Education**

### **If you have concerns about a child or young person in Somerset**

If a child is at immediate risk call the POLICE	<b>Call the POLICE on 999</b>	
To make an URGENT referral (i.e., a child is likely to suffer or is suffering significant harm)	<b>Phone Somerset Direct on 0300 122 2224</b>	
To make a NON-URGENT referral, complete an Early Help Assessment and send to	Email <a href="mailto:SDInputters@somerset.gov.uk">SDInputters@somerset.gov.uk</a>	
To raise concerns or ask for advice about radicalisation	Phone PREVENT DUTY on 01278 647466 or Email <a href="mailto:PreventSW@avonandsomerset.police.uk">PreventSW@avonandsomerset.police.uk</a>	
To liaise with the specialist Safeguarding Police unit	Phone the Lighthouse Safeguarding on 01278 649228	
<b>DSL Consultation Line</b> 0300 123 3078	<b>Early Help Hub</b> 01823 3555803	<b>Critical Incident Support</b> EPS SSE 01823 357000

**If you have concerns about a professional working with a child**

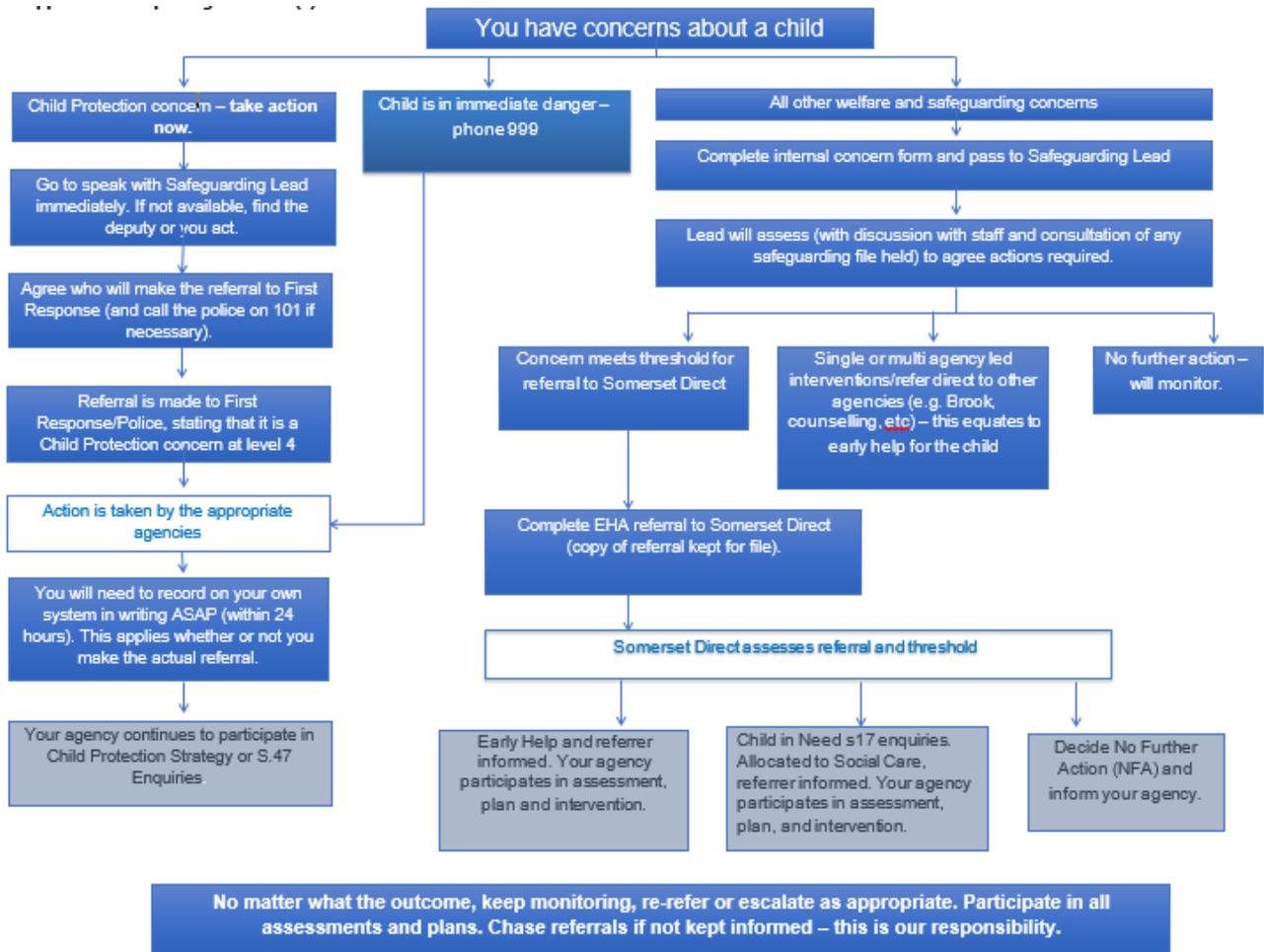
To raise concerns and ask for guidance in relation to the conduct of someone who works with children	<b>Local Authority Designated Officer (LADO)</b> <b>Anthony Goble 0300 122 2224</b>
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**For information and guidance relating to safeguarding practice, policy and procedures**

Education Safeguarding Service	Email <a href="mailto:ESS@somerset.gov.uk">ESS@somerset.gov.uk</a>
Child sexual exploitation & child criminal exploitation	<b>Operation Topaz (Avon and Somerset Police)</b> <a href="http://www.avonandsomerset.police.uk/forms/vul">www.avonandsomerset.police.uk/forms/vul</a>
Child Missing from Education	<a href="#">Online notification form</a> – Somerset County Council

Children affected by Forced Marriage	<b>Forced Marriage Unit</b> Phone 020 7008 0151 Email <a href="mailto:fmufco@fco.gov.uk">fmufco@fco.gov.uk</a>
Online Safety Advice	<b>Professional Online Safeguarding Helpline</b> Phone 0344 381 4772 Email <a href="mailto:helpline@saferinternet.org.uk">helpline@saferinternet.org.uk</a>
Reporting online sexual abuse and grooming	<b>Child Exploitation and Online Protection Command</b> <a href="https://www.ceop.police.uk/ceop-reporting/">https://www.ceop.police.uk/ceop-reporting/</a>
FGM advice	<b>NSPCC FGM Helpline</b> Phone 0800 028 3550 Email <a href="mailto:fgmhelp@nspcc.org.uk">fgmhelp@nspcc.org.uk</a>
Domestic Abuse Helpline	<b>Phone 0800 6949999</b>
Young Carers – advice and support	<b>Phone 0300 123 2224</b> Email <a href="mailto:YoungCarersmailbox@somerset.gov.uk">YoungCarersmailbox@somerset.gov.uk</a>
Whistleblowing professional policy	<b>NSPCC Whistleblowing hotline</b> Phone 0800 028 0285 Email <a href="mailto:help@nspcc.org.uk">help@nspcc.org.uk</a>
Primary Mental Health Advice (CAMHS)	Email <a href="mailto:CYP@somerset.org">CYP@somerset.org</a>

## Appendix 6 – If you have a concern about a child



## Appendix 7 – Safeguarding response to mental health or peer on peer abuse

