


Safeguarding & Child Protection Policy for Schools, Educational Settings & Providers of Education Services for Children & Young People September 2022

Federation of Cherry Oak and Victoria School



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Name of Chair of Governors:	Clare Mills
	
Signed by the Governing Body:	
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Safeguarding & Child Protection Policy for Schools, Education Settings & Education Services

Section	Page
Part 1: Safeguarding Policy	
1 Introduction	4
2 Overall aims	7
3 Guiding principles	8
4 Expectations	8
5 Designated Safeguarding Lead (DSL)	9
6 Contextual safeguarding	10
7 Mental health	11
7.1 Adverse Childhood Experiences	12
8 Designated Teacher for Looked After and Previously Looked After Children	14
9 The Governing body	15
10 Safer recruitment and selection	16
10.1 Induction	16
10.2 Staff support	16
11 Use of reasonable force	18
12 The school's role in the prevention of abuse	19
13 What we will do if we are concerned – Early Help response	20
14 Safeguarding pupils/students who are vulnerable to radicalisation	21
14.1 Risk reduction	21
14.2 Channel	22
15 Safeguarding pupils/students who are vulnerable to exploitation, trafficking, or so-called 'honour-based' violence (including female genital mutilation and forced marriage)	22
15.1 Honour-based-violence (Breast Ironing, FGM & Forced Marriage)	23
15.2 Modern Day Slavery and Trafficking	23
16 Children who go Missing from Education	24
16.1 Homelessness	24
16.2 Child Abduction	25
16.3 Children in Court	25
16.4 Children with family members in prison	25
17 Child on Child (peer on peer) abuse including sexual violence and harassment	26
18 Criminal exploitation	28
18.1 County Lines	28
19 Domestic Abuse	29
Part 2: Key Procedures	
Chart: Responding to concerns about a child	30
20 Involving parents/carers	31
21 Multi-agency work	31
22 Our role in supporting children	31
23 Responding to an allegation about a member of staff	32
24 Children with additional needs	32
25 Children in specific circumstances – private fostering	33
26 Links to additional information about safeguarding issues and forms of abuse	33
Part 3 Quality Assurance , Learning from Cases and Continuous Improvement	36
27 Quality Assurance Learning from Cases and Continuous Improvement	36
27.1 Child Safeguarding Practice Reviews, Domestic Homicide Reviews and Lessons Learnt Review	37

	Section	Page
	Appendices	38
	Appendix 1: Definitions and indicators of abuse	38
1	Neglect	38
2	Physical abuse	38
3	Sexual abuse	39
4	Sexual exploitation	39
5	Emotional abuse	40
6	Responses from parents	40
7	Disabled children	41
8	Honour based violence (Breast ironing, FGM & Forced marriage)	41
9	Upskirting	43
	Appendix 2: Dealing with a disclosure of abuse	44
	Appendix 3: Allegations about a member of staff, governor or volunteer	45
	Appendix 4: Indicators of vulnerability to radicalisation	46
	Appendix 5: Preventing violent extremism - roles and responsibilities (SPOC)	48
	Appendix 6: Emergency Planning and safeguarding	49

Part One: Safeguarding Policy

1.0 Introduction

Safeguarding and promoting the welfare of children is defined as

- protecting children from maltreatment
- preventing impairment of children's mental and physical health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Children includes everyone under the age of 18.

Victoria Specific- This includes young people up to the age of 19 due to their learning disability.

Please note that this policy and the statutory guidance behind it will now also be applicable to government funded post 16 Education; 16-19 Academies, Special Post-16 institutions and Independent Training Providers, who are now required to have regard to KCSIE following the enactment of The Education and Training (Welfare of Children) Act 2021.

KCSiE now states that 'college' includes providers of post 16 Education as set out in the Apprenticeships, Skills, Children and Learning Act 2009 (as amended): 16-19 Academies, Special Post-16 institutions and Independent Training Providers.

Please refer to KCSIE Part One

- *Safeguarding information for all staff*
- *What school staff should know and do*
- *A child centred and coordinated approach to safeguarding*

This means that our schools are committed to safeguarding and promoting the welfare of all its pupils/students. We believe that:

- *Our children/young people have the right to be protected from harm, abuse and neglect*
- *Our children/young people have the right to experience their optimum mental and physical health*
- *Every child has the right to an education and children/young people need to be safe and to feel safe in school.*
- *children/young people need support that matches their individual needs, including those who may have experienced abuse*
- *Our children/young people have the right to express their views, feelings and wishes and voice their own values and beliefs*

Federation Specific - Due to the communication difficulties of some of the pupils/students, we do this through the school council to hear pupil voice by using AAC (Augmentative and Alternative Communication)

- *Our children/young people should be encouraged to respect each other's values and support each other by applying British values*
- *Our children/young people have the right to be supported to meet their emotional, social and mental health needs as well as their educational needs. Our school will ensure clear systems and processes are in place to enable identification of these needs. Including consideration of when mental health needs may become a safeguarding need.*
- *Our school will contribute to the prevention of abuse, risk/involvement in serious violent crime, victimisation, bullying (including homophobic, bi-phobic, transphobic and cyber bullying), exploitation, extreme behaviours, discriminatory views and risk-taking behaviours.*

Federation Specific - As a federation we will monitor and respond to all incidents of bullying or sexual harassment (in all its forms) and report this to governors.

	<p>All staff and visitors have an important role to play in safeguarding children/young people and protecting them from abuse and considering when mental health may become a safeguarding issue.</p> <p><i>Federation Specific - All visitors will be provided with safeguarding information on arrival and will know who to contact with any safeguarding concerns.</i></p>
<p>Schools will fulfil their local and national responsibilities as laid out in the following documents:</p> <ul style="list-style-type: none"> • <u>Working Together to Safeguard Children (DfE)</u> • <u>Keeping Children Safe in Education</u> • <u>West Midlands Safeguarding Children Procedures</u> • <u>The Education Act 2002 S175</u> • <u>https://www.gov.uk/government/publications/guide-to-the-general-data-protection-regulation</u> • <u>Mental Health & Behaviour in Schools</u> • <u>Birmingham Criminal Exploitation & Gang Affiliation Practice Guidance (2018)</u> • <u>Birmingham Safeguarding Children Partnership threshold guidance Delivering effective support</u> • <u>Multi-agency Statutory Guidance on Female Genital Mutilation</u> • <u>Protecting children from radicalisation: the prevent duty 2021</u> • <u>Relationships Education, Relationships and Sex Education (RSE) and Health Education</u> • <u>Birmingham RSE Primary Offer</u> • <u>Searching, screening and confiscation at school - GOV.UK (www.gov.uk)</u> • <u>Sharing nudes and semi-nudes: advice for education settings working with children and young people</u> • <u>Voyeurism Offences Act 2019</u> 	<p><i>In our school the following people will take the lead in these areas:</i></p> <p>Our Data Protection officer is: <i>Pauline McKenna - Federated</i></p> <p>Our Rights Respecting link is: <i>Lucy Guppy - Victoria</i></p> <p>Our lead for Mental Health is: <i>Natalie Roberts - Victoria</i> <i>Claire Kings - Cherry Oak</i></p> <p>Our Safeguarding governor is: <i>Sadie Bolton - Federated</i></p> <p>Our Operation Encompass Key Adults are: <i>Gary Coffey - Victoria</i> <i>Claire Kings - Cherry Oak</i></p> <p>Our leads for CCE, CSE & Prevent: <i>Lucy Guppy - Victoria</i> <i>Ross Ashcroft - Cherry Oak</i></p> <p>Our leads for FGM are: <i>Lucy Guppy - Victoria</i> <i>Claire Kings - Cherry Oak</i></p>

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| <ul style="list-style-type: none">• <u>DfE statutory guidance on Children Missing Education</u>• <u>Human Rights Act 1998</u>• <u>Government publication equality act 2010 advice for schools</u>• <u>Harmful online challenges and online hoaxes - GOV.UK (www.gov.uk)</u>• <u>Searching, screening and confiscation at school - GOV.UK (www.gov.uk)</u>• <u>Public sector equality duty guidance schools</u>• | |
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2.0 Overall aims

This policy will contribute to the protection and safeguarding of our pupils/students and promote their welfare by:

- Adopting a Whole school approach to safeguarding
- Making clear the need for ensuring that safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development in schools and colleges.
- Clarifying standards of behaviour for staff and pupils/students.
- Contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect and shared values
- Introducing appropriate work within the curriculum
- Encouraging pupils/students and parents to participate
- Alerting staff to the signs and indicators that all may not be well
- Developing staff awareness of the causes of abuse
- Developing staff awareness of the risks and vulnerabilities their pupils/students face
- Addressing concerns at the earliest possible stage *through the use of family support, Early Help and My Concern*
- Reducing the potential risks pupils/students face of being exposed to multiple harms including violence, extremism, exploitation, discrimination or victimisation
- Recognising risk and supporting online safety for pupils, including in the home

This means that in our schools we will:

- *Identify and protect all pupils especially those identified as vulnerable pupils/students.*
Federation Specific - All children/ young people are vulnerable due to their need for an EHCP, the DSL's will identify those deemed extremely vulnerable and act accordingly.
- *Identify individual needs as early as possible; gain the voice and lived experience of vulnerable pupils/students and design plans to address those needs*
- *Work in partnership with pupils/students, parents/carers and other agencies*

Our policy extends to any establishment our school commissions to deliver education to our pupils/students on our behalf including alternative provision settings.

Our Governing Body will ensure that any commissioned agency will reflect the values, philosophy and standards of our school. Confirmation should be sought from the school that appropriate risk assessments are completed and ongoing monitoring is undertaken.

Federation Specific - Any outside agency working with children/ young people must provide an up to date DBS and photo identification

3.0 Guiding Principles

These are the eight guiding principles of safeguarding, as stated by Birmingham Safeguarding Children Partnership (found in **Right Help Right Time**);

- provide effective help and support as early as possible
- Have conversations and listen to children and their families as early as possible
- Understand the child's lived experience
- Work collaboratively to improve children's life experience
- Be open, honest and transparent with families in our approach
- Empower families by working with them
- Work in a way that builds on families' strengths
- Build resilience in families to overcome difficulties

*This means that in our schools all staff will be aware of the guidance issued by Birmingham Safeguarding Children Partnership **Right Help Right Time**, and procedures for **Early Help**.*

All staff will be enabled to listen and understand the lived experience of children and young people by facilitating solution focused conversations appropriate to the child/young person's preferred communication style.

It also means that where early help is appropriate, the designated safeguarding lead/deputy will liaise with other agencies and completing an inter-agency assessment as appropriate. If required to, all staff will support other agencies and professionals in an early help assessment, in some cases acting as the lead practitioner.

Early help cases will be kept under constant review, and if the child's situation does not improve/ is getting worse, consideration will be given to a referral to children's social care for assessment for statutory services.

4.0 Expectations

All staff and visitors will:

- Be familiar with this Safeguarding & Child Protection Policy
- Understand their role in relation to safeguarding
- Be alert to signs and indicators of possible abuse (See Appendix 1 for current definitions and indicators)
- Record concerns **through My Concern, or for visitors who do not have access, complete a Cause for Concern form**, and give the record to the DSL or deputy DSL
- Deal with disclosures of abuse from children in line with the guidance in Appendix 2, informing the DSL immediately and providing a written account as soon as possible
- Be involved, where appropriate, in the implementation of individual school-focused interventions, Early Help Assessments and Our Family Plans, Child in Need Plans and inter-agency Child Protection Plans

This means that in our schools:

All staff will receive annual safeguarding training and update briefings as appropriate.

Key staff will undertake more specialist safeguarding training as agreed by the governing body.

In recognition of the impact of COVID-19, additional disclosure training will be undertaken by all staff.

Our Governors will be subjected to an enhanced DBS check and 'Section 128' check.

We will follow Safer Recruitment processes and checks for all staff.

5.0 The Designated Safeguarding Lead (DSL)

- The **lead** DSL will be a member of the Senior Leadership Team.
- Whilst the activities of the DSL can be delegated to appropriately trained deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL. This responsibility should not be delegated.
- DSLs should help promote educational outcomes by working closely with teachers about children's welfare, safeguarding and child protection concerns.
- Governing bodies and proprietors should ensure that the DSL role is explicit in the post-holder's job description and appropriate time is made available to the DSL and deputy DSL(s) to allow them to undertake their duties.

- Safeguarding and child protection information will be dealt with in a confidential manner.
- The DSL will ensure that the school is clear on parental responsibility for children on roll, and report all identified private fostering arrangements to the local authority.
- Safeguarding records will be stored securely in a central place separate from academic records. Individual files will be kept for each pupil/student: the school will not keep family files. Files will be kept for at least the period during which the pupil/student is attending the school, and beyond that in line with current data legislation and guidance.
- If a pupil/student moves from our school, child protection and safeguarding records will be forwarded on to the DSL at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. Direct contact between the two schools may be necessary, especially on transfer from primary to secondary schools.
- All in-year applications and transfers will also be reported to the local authority.

This means the DSL team in our school will be:

Lead:

Lucy Guppy - Victoria

Ross Ashcroft - Cherry Oak

Deputies:

Kate Thompson - Victoria

Gary Coffey- Victoria

Lauren Orchard - Victoria

Claire Kings - Cherry Oak

Emma Eaton - Cherry Oak

Any steps taken to support a child/ young person who has a safeguarding vulnerability must be reported to the lead DSL.

Staff will be informed of relevant details only when the DSL feels their having knowledge of a situation will improve their ability to support an individual child and/or family. A written record will be made of what information has been shared, with whom, and when.

Because we use My Concern and store our records electronically we do not hold paper files. Any paper copies are uploaded to My Concern by DSL's or if this is not possible are secured and access restricted to DSL's.

In the event of internet failure all DSL's can access My Concern through work mobile phones.

We will not disclose to a parent any information held on a child/young person if this would put the child at risk of significant harm

We will record where and to whom the records have been passed and the date.

This will allow the new setting to continue supporting victims of abuse and have that support in place for when the child/ young person arrives.

6.0 Contextual Safeguarding

Contextual safeguarding is about the impact of the public/social context on young people's lives, and consequently their safety. It seeks to identify and respond to harm and abuse posed to young people outside their home, either from adults or other young people. As an approach it looks at how interventions can change the processes and environments, to make them safer for all young people, as opposed to focussing on an individual.

DSLs will consider contextual safeguarding and give due regard to the effectiveness of the school safeguarding system within the wider system. This will be evidenced in:

- *Informal and formal assessments of need/ risk for the child*
- *Case discussions in DSL supervision sessions*

7.0 Mental Health

KCSiE requires all staff to be aware that 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.

Mental health support

Additional information has been added to help schools prevent and tackle bullying and support pupils whose mental health problems manifest themselves in behaviour.

Department for Education (DfE) (2017) Preventing bullying.

Government publication preventing and tackling bullying

Department for Education (DfE) (2018) Mental health and behaviour in schools

Government publication mental health and behaviour in schools 2

Schools and colleges may choose to appoint a senior mental health lead, though this is not mandatory. The senior mental health lead should be supported by the senior leadership team and could be the pastoral lead, special educational needs coordinator (SENCO) or DSL.

In our school this means that:

- *All staff will be alert to signs of mental ill-health and be aware that 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*
- *All staff will take immediate action and speak to a DSL if they have a mental health concern about a child that is also a safeguarding concern*
- *We take seriously our organisational and professional role in supporting and promoting mental health and wellbeing of children/young people through :*
- **Prevention:** *creating a safe and calm environment where mental health problems are less likely, improving the mental health and wellbeing of the whole school population, and equipping pupils to be resilient so that they can manage the normal stress of life effectively. This will include teaching pupils about mental wellbeing through the curriculum and reinforcing this teaching through school activities and ethos;*
- **Identification:** *recognising emerging issues as early and accurately as possible;*
- **Early support:** *helping pupils to access evidence based early support and interventions; and*
- **Access to specialist support:** *working effectively with external agencies to provide swift access or referrals to specialist support and treatment*

7.1 Adverse Childhood Experiences

Federation Specific Section

Adverse Childhood Experiences ([ACEs: Public Health England](#) and [ACEs: Wave Trust](#)) are stressful or traumatic experiences that can have a huge impact on children and young people throughout their lives. The ten widely recognised ACEs, as identified in a US study from the 1990s, are:

Abuse:

physical
sexual
verbal

Neglect:

emotional
physical

Growing up in a household where: there are adults with alcohol/drug use problems there are adults with mental health problems there is domestic violence there are adults who have spent time in prison parents have separated

As well as these 10 ACEs there are a range of other types of childhood adversity that can have similar negative long term effects. These include bereavement, bullying, poverty and community adversities such as living in a deprived area, neighbourhood violence etc.

The more adversity a child experiences the more likely it is to impact upon their mental and physical health. Various studies have been conducted on the effects of ACEs and there is lots of literature available. Below are some findings from a UK study which suggests that those with 4 or more ACEs are:

- 2x more likely to have a poor diet
- 3x more likely to smoke
- 5x more likely to have had sex under 16 years and 6x more likely to have been pregnant or got someone accidentally pregnant
- 2x more likely to binge drink
- 7x more likely to be involved in recent violence
- 11x more likely to have been in

In our school this means that:

Staff will receive training on ACEs and will report concerns in the same manner as other safeguarding incidents.

<p>prison</p> <ul style="list-style-type: none"> • 11x more likely to have used heroin or crack cocaine and more alarmingly, • 3x increased risk of heart disease, respiratory disease and type 2 diabetes and thus a shorter life span. 	
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8.0 The Designated Teacher for Looked After and Previously Looked After Children

- The governing body must appoint a designated teacher (in non-maintained schools and colleges an appropriately trained teacher should take the lead) and should work with local authorities to promote the educational achievement of registered pupils who are looked after.
- Designated teachers will have responsibility for promoting the educational achievement of children/young people who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales.
- Birmingham Children's Trust has ongoing responsibilities to the young people who cease to be looked after and become care leavers. That includes keeping in touch with them, preparing an assessment of their needs and appointing a personal adviser who develops a pathway plan with the young person. This plan describes how Birmingham Children's Trust will support the care leaver to participate in education or training.

Promoting the educational outcomes of children with a social worker

Virtual school head role extension to children with a social worker - GOV.UK (www.gov.uk)

- Children with a social worker may face barriers to education because of complex circumstances
- Effective support for children with a social worker needs education settings and local authorities to work together. All agencies can play a crucial role in establishing a culture where every child is able to make progress.
- Education settings and local authorities will have different responsibilities but establishing shared priorities can help to drive change for children.

Virtual school heads should identify and engage with key professionals such as designated Safeguarding Leads, social workers, headteachers, governors, Special Educational Needs Co-ordinators, mental health leads, other local authority officers, including Designated Social Care Officers for SEND, where they exist. to help them to understand the role they have in improving outcomes for children

Our Designated Teacher is:

Lucy Guppy - Victoria

Ross Ashcroft - Cherry Oak

Our Designated Teacher will:

- *Work with the Virtual School to provide the most appropriate support utilising the pupil premium plus to ensure they meet the needs identified in the child's personal education plan.*
- *Work with the Virtual School headteacher to promote the educational achievement of previously looked after children.*
- *In non-maintained schools and colleges, an appropriately trained teacher should take the lead.*

Our school will work with partners to effectively identify the needs of children with a social worker and ensure they can access interventions that make a difference to their education

DSLs will keep the details of the Birmingham Children's Trust Personal Advisor appointed to guide and support the care leaver and will liaise with them as necessary regarding any issues of concern affecting the care leaver.

9.0 The Governing Body

Governing bodies and proprietors have strategic responsibility for the schools/colleges safeguarding arrangements and therefore should ensure that there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare:

- The school operates "Safer Recruitment" procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers (including members of the governing body)
- The Head Teacher and all other staff who work with children/young people undertake safeguarding training on an annual basis with additional updates as necessary within a two-year framework and a training record maintained
- Temporary staff and volunteers are made aware of the school's arrangements for safeguarding & child protection and their responsibilities.
- The school remedies any deficiencies or weaknesses brought to its attention without delay
- All governors will be equipped at the point of induction with the knowledge to provide strategic challenge to assure themselves that the schools safeguarding policy and procedures are effective and deliver a robust whole school approach to safeguarding.
- The governing body has a written policy and procedures for dealing with allegations of abuse against members of staff, visitors, volunteers or governors that complies with all BSCP procedures
- The Nominated Governor is responsible for liaising with the Head Teacher and DSL over all matters regarding safeguarding and child protection issues. The governor role is strategic rather than operational – they will not be involved in concerns about individual pupils/students

Governing bodies and proprietors should be aware of their obligations under the Human Rights Act 1988, the Equality Act 2010, (including the Public Sector Equality Duty), and their local multi-agency safeguarding arrangements.

In our school this means that:

All governors must read and implement part 2 of 'KCSiE'

Federation Specific - All governors will sign to confirm that they have read and understood KCSiE part 2

*Our nominated governor for safeguarding and child protection is: **Sadie Bolton***

This governor will receive safeguarding training relevant to the governance role and this will be updated every two years.

All our Governors will receive appropriate safeguarding and child protection (including online) training at induction

The governing body will review all policies/procedures that relate to safeguarding and child protection annually.

*The chair - **Clare Mills** is nominated to be responsible for liaising with Birmingham Children's Trust in the event of allegations of abuse being made against the **Executive Head Teacher** or Head Teacher*

The Nominated Governor will liaise with the Head Teacher and the DSL to produce a report at least annually for governors and ensure the annual Section 175 safeguarding self-assessment is completed and submitted on time.

Federation Specific - An Agency Staff handbook provides temporary staff and visitors with key information relating to the role, including key safeguarding information.

10.0 Safer recruitment and selection

The school should follow part 3 of 'Keeping children safe in education' (KCSIE) and pay full regard to 'Safer Recruitment' requirements including but not limited to:

- verifying candidates' 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,
- UK Right to Work
- clear enhanced DBS check
- any further checks as appropriate to gain all the relevant information to enable checks on suitability to work with children.

Evidence of these checks must be recorded on the Single Central Record.

All recruitment materials will include reference to the school's commitment to safeguarding and promoting the wellbeing of pupils.

This means that in our school:

The following school staff have undertaken Safer Recruitment training:

1. **Gary Coffey - Executive Head Teacher**
2. **Lucy Guppy- Head of School**
3. **Stephanie White - Assistant Head**
4. **Natalie Roberts - Assistant Head**
5. **Lauren Orchard - Assistant Head**

Clare Broadbelt - Federated HR Manager

1. **Ross Ashcroft - Head Teacher**
2. **Claire Kings - Strategic Pastoral Care Manager**
3. **Emma Eaton - Assistant Head**
4. **Jacqui Hanna-Jones - Senior manager**
5. **Louise Wood - Key Stage Manager**
6. **Anne Cody - Office Manager**

The following members of the governing body have also been trained:

1. **Clare Mills**
2. **Sadie Bolton**

One of these will be involved in all staff recruitment processes and sit on the recruitment panel.

10.1 Induction

All staff, especially staff who have been redeployed in response to COVID-19, must be aware of systems within their setting which support safeguarding, and these should be explained to them as part of staff induction.

10.2 Staff support

- Regular safeguarding supervision will be offered to the Lead DSL within school
- Usually offered half termly, safeguarding supervision may need to be offered more frequently and extended to other members of staff as deemed appropriate by the school.
- DSLs will be supported to access training as appropriate including training in behaviour and mental health.
- All DSLs will have access to the monthly Designated Safeguarding Lead case-consultation sessions organised by BCC's Education Safeguarding team.

Our staff induction process will cover:

- *The Safeguarding & Child Protection policy*
- *The Behaviour Policy*
- *The Staff Behaviour Policy (Code of Conduct)*
- *The safeguarding response to children who go missing from education*
- *The role of the DSL (including the identity of the DSL and any deputies)*

Copies of policies and a copy of part one of KSCIE is provided to staff at induction.

We recognise the importance of practice oversight and multiple perspectives in safeguarding and child protection work. We will support staff by providing opportunities for reflective practice including opportunity to talk through all aspects of safeguarding work within

	<i>education with the DSL and to seek further support as appropriate.</i>
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11.0 The use of reasonable force

There are circumstances when it is appropriate for staff in school to use reasonable force to safeguard children and young people.

The term 'reasonable force' covers the broad range of actions used by staff that involves a degree of physical contact to control or restrain children/young people.

This can range from guiding a child/young person to safety by the arm, to more extreme circumstances such as breaking up a fight or where a child/young person needs to be restrained to prevent violence or injury.

'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom.

Government advice for 'Use of Reasonable Force in Schools' is available [here](#).

This means in our school:

By planning positive and proactive behaviour support [through de-escalation](#), the occurrence of challenging behaviour and the need to use reasonable force will reduce.

We will write individual behaviour plans for our more vulnerable children/ young people and agree them with parents and carers.

We will not have a 'no contact' policy as this could leave our staff unable to fully support and protect their pupils and students.

When using reasonable force in response to risks presented by incidents involving children/ young people including any with SEN or disabilities, or with medical conditions, our staff will consider the risks carefully.

[Federation Specific - Cherry Oak and Victoria school use Team Teach as a strategy. We have 3 trained Team Teach Instructors who deliver staff training across the federation. They are available to provide support and advice to staff.](#)

12.0 The school's role in the prevention of abuse

This Safeguarding & Child Protection Policy cannot be separated from the general ethos of the school, which should ensure that pupils/students:

- are treated with respect and dignity
- are taught to treat each other with respect
- feel safe
- have a voice and are listened to

Safeguarding issues, including online safety, peer on peer/ child on child abuse, sexual harassment and extra familial harm (multiple harms) will be addressed through the curriculum in an age-appropriate way.

This means that in our schools:

All staff will be made aware of our school's unauthorised absence and children missing from education procedures.

We will provide opportunities throughout the curriculum for pupils/students to develop skills, concepts, attitudes and knowledge that promote their safety and well-being.

All our policies which address issues of power and potential harm, for example Anti-Bullying, Discrimination, Equal Opportunities, Manual Handling, Positive Behaviour, will be inter-linked to ensure a whole school approach.

We recognise the particular vulnerability of children who have a social worker.

13.0 What we will do when we are concerned – Early Help response

Where unmet needs have been identified for a child/young person utilising the **Right Help Right Time** (RHRT) model but there is no evidence of a significant risk, the DSL will oversee the delivery of an appropriate Early Help response.

The child/young person's voice must remain paramount within a solution focused practice framework.

The primary assessment document is [the Early Help Assessment \(EHA\)](#).

If a social care response is needed to meet an unmet safeguarding need, the DSL will initiate a Request for Support, **seeking advice from Children's Advice and Support Service (CASS) as required.**

The DSL will then oversee the agreed intervention from school as part of the multi-agency safeguarding response and ongoing school-focused support.

*This means that in our school we will: implement **Right Help Right Time***

All staff will notice and listen to children and young people, sharing their concerns with the DSL in the federated system of reporting.

Safeguarding leads will assess, plan, do and review plans.

Senior leaders will analyse safeguarding data and practice to inform strategic planning and staff CDP.

The DSL will generally lead on liaising with other agencies and setting up the Our Family Plan. This multi-agency plan will then be reviewed regularly, and progress updated towards the goals until the unmet safeguarding needs have been addressed.

In our school although any member of staff can refer a situation to CASS, it is expected that the majority are passed through the DSL team.

Federation Specific - Members of staff who have private arrangements whereby they provide care for children / young people outside of school have a duty of care to report concerns to CASS. The Federation require all employed staff to complete an annual Declaration of Pecuniary Interest form, which will list any relevant links

14.0 Safeguarding students who are vulnerable to radicalisation

From 1st July 2015, all schools are subject to the Prevent Duty and must have 'due regard to the need to prevent people being drawn into terrorism' (section 26, Counter Terrorism and Security Act 2015)

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children, young people **and families** vulnerable to future manipulation and exploitation.

Definitions of radicalisation, terrorism and extremism, and indicators of vulnerability to radicalisation are in Appendix 4.

14.1 Risk reduction

The school governors, Head Teacher and the DSL will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school's RE curriculum, SEND policy, collective worship policy, the use of school premises by external agencies, integration of pupils/students by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy. To this end, open source due diligence checks will be undertaken on all external speakers invited to our school. An example of this can be found **here**:

The setting is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the DSL. The responsibilities of the SPOC are described in Appendix 5

The school will monitor online activity within the school to ensure that inappropriate sites are not accessed by pupils/students or staff.

The school has a duty to cooperate with the Channel programme in the carrying out of its functions, and with the Police in providing information about an individual who

This means that in our schools:

We value freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values.

Pupils/students and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued.

Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

The Federation has a Prevent policy and updated risk assessment, which outlines the local risks to children and young people and their families

We are clear that exploitation and radicalisation must be viewed as a safeguarding concern and that protecting children from the risk of radicalisation from any group (including, but not restricted to, those linked to Islamist ideology, or to Far Right/Neo-Nazi/White Supremacist, Domestic Terrorism, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements) is part of our school's safeguarding duty.

*The SPOC for our school is:
Name:*

Gary Coffey - Victoria
Ross Ashcroft - Cherry Oak-

All staff within our school will be alert to changes in a child/young person's behaviour or attitude which could indicate that they are in need of help or protection.

We will use specialist online monitoring software, which in this school is called Smoothwall.

is referred to Channel (Section 38, Counter Terrorism and Security Act 2015).

14.2 Channel

Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the West Midlands Police Counter-Terrorism Unit, and it aims to:

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.

Further guidance about duties relating to the risk of radicalisation is available in the Advice for Schools on **The Prevent Duty**.

Our school will make referrals to Channel if we are concerned that an individual might be vulnerable to radicalisation.

15.0 Pupils/students who are vulnerable to exploitation, trafficking, or so-called 'honour-based' abuse (including female genital mutilation and forced marriage)

With effect from October 2015, all schools are subject to a mandatory reporting requirement in respect of female genital mutilation (FGM). When a teacher suspects or discovers that an act of FGM is going to be or has been carried out on a girl aged 18 or under (**Victoria- 19 or under**), that teacher has a statutory duty to report it to the Police.

Failure to report such cases will result in disciplinary action.

The teacher will also discuss the situation with the DSL who will consult Birmingham Children's Trust before a decision is made as to whether the mandatory reporting duty applies.

This means that in our schools we ensure:

Our staff are supported to talk to families and local communities about sensitive concerns in relation to their children and to find ways to address them together wherever possible.

All staff are up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation around;

- Forced marriage
- FGM
- Honour based abuse
- Trafficking
- **Modern Day Slavery**
- Criminal exploitation and gang affiliation (**County Lines**)

Our staff will be supported to recognise warning signs and symptoms in relation to each specific issue, and include such issues, in an age appropriate way, in their lesson plans.

The right to choose: government guidance on forced marriage - GOV.UK (www.gov.uk)

Some of our children are dependent on adults for personal / intimate care and that we recognise that those staff supporting this, need to be vigilant on being aware of signs of FGM. Staff will

	<i>know who to report this too and will have annual refresher training to support them in the role.</i>
<p>15.1 Honour-based-violence (Breast Ironing, FGM & Forced Marriage) Federation Specific Section</p> <p>So-called ‘honour-based’ violence encompasses incidents or crimes which have been committed to protect or defend the honour of the family or community. This may include female genital mutilation, forced marriage, and practices such as breast ironing.</p> <p>All forms of so-called ‘honour-based’ violence are abuse.</p> <p>The school is sensitive to differing family patterns and lifestyles and child-rearing patterns that vary across different racial, ethnic and cultural groups but must ensure that the safety of the child is paramount at all times. It is important to note that these types of abuse can be more difficult to detect and don’t always show the more ‘typical signs’ of abuse. These may well be carried out by ‘loving’ relatives who very much believe that culturally they are doing the right thing. There may well be no other signs of any issues within a family. However, child abuse cannot be condoned for religious or cultural reasons.</p> <p>When staff speak to any child who may be suffering this form of abuse it is important to be aware of the ‘One Chance’ rule which dictates that “we may only get one chance to speak to the victim, and to act on any abuse.” Failure to ‘solve’ the issue on this first attempt may result in the family becoming aware and, taking the girl overseas, threatening the girl if she continues to disclose, or any serious act of ‘honour-based violence’. It is essential that action is taken without delay.</p>	<p><i>When a school has concerns about any possible incident of honour-based-violence, they should not in the first instance contact the family but instead refer to appropriate professionals, whether that be safeguarding partners and/or the police. Contacting the family can further complicate matters and put the child at further risk of a violent reaction, being taken overseas, or much worse forms of retribution violence if the family or relatives feel they have dishonoured them by disclosing to school staff.</i></p>
<p>15.2 Modern Day Slavery and Trafficking Federation Specific Section</p> <p>Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.</p>	<p><i>This means that in our schools we will:</i></p> <p><i>Respond to any concerns that modern day slavery is taking place under the same reporting procedures as other concerns.</i></p> <p><i>Schools will notify the national crime agency</i></p>

16.0 Children who go missing from education

A child going missing and/or patterns of unauthorised absence, particularly repeatedly, can act as a vital warning sign of a range of safeguarding risks, including abuse and neglect, which may include sexual abuse or exploitation; child criminal exploitation; mental health problems; substance abuse and other issues. Early intervention is necessary to identify the existence of any underlying safeguarding risks and to help prevent the risk of them going missing in future.

Work around attendance and children missing from education will be coordinated with safeguarding interventions.

[Federation Specific- Attendance is monitored through the family support teams and patterns are identified and DSL's act accordingly.](#)

We must notify the local authority of any pupil/student who has been absent without the school's permission for a continuous period of 5 days or more after making reasonable enquiries

The school (regardless of designation) must also notify the local authority of any pupil/student who is to be deleted from the admission register under any of the prescribed regulations outlined in the Education (Pupil Registration) (England) Regulations 2016 amendments

This means that in our school we will:

Hold two or more emergency contact numbers for each pupil.

Ensure all our attendance work liaises closely with the DSL.

Adapt our attendance monitoring on an individual basis to ensure the safety of each child/young person at our school
[Federation Specific- Details of how we monitor attendance can be found in the Attendance Policy](#)

Demonstrate that we have taken reasonable enquiries to ascertain the whereabouts of pupils/students that would be considered 'missing'.

Work closely with the CME Team, School Admissions Service, Education Legal Intervention Team, Elective Home Education Team and Birmingham Children's Trust.

We will refer to the CME policy and act accordingly.

16.1 Homelessness

[Federation Specific Section](#)

Being homeless or at risk of being homeless presents a real risk to a child's welfare. Indicators that a family may be at risk of homelessness include;

- household debt
- rent arrears
- domestic abuse
- anti-social behaviour

This means that in our school we will:

Support pupils who are at risk of or who's family have become homeless will be supported through normal safeguarding referral procedures in conjunction with children's services.

Where deemed appropriate the schools will facilitate support through the Local Housing Authority in order to support a family who find themselves in this situation. Further [national guidance](#) will be followed if a student who is 16 or 17 becomes homeless. Again, our schools will support these students through early help intervention.

16.2 Child Abduction

Federation Specific Section

Child abduction is the act of taking a child away from their family, carer or person who has lawful control of the child without consent or lawful justification. Abduction can happen when a child is taken away, sent away or detained.

Child abduction can be committed by parents or other family members; by people known but not related to the victim, such as neighbours, friends and acquaintances; and by strangers.

Whilst not wishing to distress or frighten children and young people it must be ensured that they are made aware of dangers in appropriate ways. Schools should also support parents/carers through a range of communication.

School staff must also be aware that it is not always strangers who attempt abduction and should be vigilant when releasing children and young people to those who collect them after/during school times.

High quality PSHE which includes; exploration of what a 'stranger' is and when they might be helpful/harmful; strategies for avoiding abduction i.e. run, yell, tell, resisting 'lures'; staying safe out and about; online safety; what to do when lost; how/who to ask for help.

Providing opportunities for children to develop resilience and fostering the development of protective factors and behaviours (i.e. listening to what your body is telling you when something feels wrong, no problem is too big, small or awful to be shared with a trusted adult) are key for all children.

This means that our schools will:

Concern will be raised with the DSL immediately.

The concern is reported according to school procedure and 999 is dialled if the concern is an emergency or otherwise 101 is used to report the incident.

When contact is made with the police the DSL will ask what further action they need to take, i.e. notifying the child's parents/local schools or writing a report.

The school reports the incident to the local authority and supplies the crime number if necessary and the name of the officer they are liaising with.

The school reporting the incident decides, in partnership with the police, what the post incident response will be to reassure pupils and parents/carers.

School decides what information will be shared with their parents/carers – based on safeguarding knowledge and incident.

All paperwork to do with the incident is stored according to the organisational policy.

16.3 Children in Court

Federation Specific Section

Children and the Court System

Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed.

When pupils are required to give evidence in court, schools should use the available guides signposted in KCSiE to support pupils.

16.4 Children with family members in prison

Federation Specific Section

Children with family members in prison are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. This is recognised as one of the ten Adverse Childhood Experiences.

This means that in our school we will:

Support for pupils/young people and families can be sought from the National information centre on children of offenders

17.0 Child on child abuse

The KCSiE guidance requires that additional information about child on child abuse should be included in schools' and colleges' child protection policies, including para; 156-bulleted point 6 "a statement which makes clear there should be a zero-tolerance approach to abuse,"

It is important that schools and colleges can recognise that children are capable of abusing their peers, and that this abuse can include bullying, physical abuse, sharing nudes and semi-nudes, initiation/hazing, upskirting, sexual violence and harassment.

Paragraph 465 of KCSiE includes links that may be useful to schools when dealing with sexual violence and sexual harassment including when it occurs online.

The fact that a child or a young person may be LGBT is not in itself an inherent risk factor for harm. However, children who are LGBT can be targeted by other children. In some cases, a child who is perceived by other children to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.

The school's values, ethos and behaviour policies provide the platform for staff and students to clearly recognise that abuse is abuse and it should never be tolerated or diminished in significance. It should be recognised that there is a gendered nature to child on child abuse i.e. that it is more likely that girls will be victims and boys' perpetrators.

Schools should recognise the impact of sexual violence and the fact children/young people can, and sometimes do, abuse their peers in this way. When referring to sexual violence this policy is referring to sexual offences under the Sexual Offences Act 2003 as described below:

- **Rape:** A person (A) commits an offence of rape if: there is intentional penetration of the vagina, anus or mouth of another person (B) with his penis, (B) does not consent to the penetration and (A) does not reasonably believe that (B) consents.
- **Assault by penetration:** A person (A) commits an offence if: s/he intentionally penetrates the vagina,

This means that in our school:

All staff will receive training on child on child abuse.

We will adopt the 'whole school approach' to tackling sexism.

We fully understand that even if there are no reports of child on child abuse in school it may be happening. As such all our staff and children/young people are supported to:

- *be alert to peer on peer/ child on child abuse (including sexual harassment);*
- *understand how the school views and responds to peer on peer/ child on child abuse*
- *stay safe and be confident that reports of such abuse will be taken seriously.*

We will ensure that children/young people have access to a trusted adult with whom they can be open within a safe space where they can share their concerns. We will help them to understand that the law on child on child abuse is there to protect them rather than criminalise them

We will not tolerate instances of child on child abuse and will not pass it off as "banter", or "part of growing up".

We will recognise that "child on child abuse" can occur between and across different age ranges.

We will follow both national and local guidance and policies to support any children/young people subject to child on child abuse.

We will follow the guidance on managing reports of child-on-child sexual violence and sexual harassment in schools.

We will work with statutory safeguarding partners to implement local arrangements for Early Help Assessment and ensure our DSL is familiar with the process.

We will utilise the [Children who pose a Risk to Children School Safety Plan](#) produced by the local authority.

anus or mouth of another person (B) with a part of her/his body or anything else, the penetration is sexual, (B) does not consent to the penetration and (A) does not reasonably believe that (B) consents.

- **Sexual assault:** A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, (B) does not consent to the touching and (A) does not reasonably believe that (B) consents.

In assessing and responding to harmful sexualised behaviour, we will follow the local good practice guidance

[Safeguarding-guidance/children who abuse others including child on child abuse harmful sexual behaviour](#) to

enable provision of effective support to any child/young person affected by this type of abuse.

Federation Specific- We will use resources found on the NSPCC website to support staff in responding to incidents of sexualised behaviour.

<p>18.0 Criminal exploitation</p> <p>Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. This means that in our school we will:</p> <p>Notice and listen to children/young people showing signs of being drawn in to anti-social or criminal behaviour, use the risk assessment screening tool and government guidance to support our referrals to CASS for any children in our school we are concerned about.</p>	<p><i>This means that in our schools we will:</i></p> <p><i>Criminal Exploitation of children and vulnerable adults: County Lines guidance (publishing.service.gov.uk) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863323/HOCountyLinesGuidance_-_Sept2018.pdf</i></p> <p><i>Be aware of and work with the Police and local organisations to disrupt as much as possible criminal exploitation activity within our school.</i></p>
<p>18.1 County Lines Federation Specific Section</p> <p>County Lines is the police term for urban gangs exploiting young people into moving drugs from a hub, normally a large city, into other markets - suburban areas and market and coastal towns - using dedicated mobile phone lines or "deal lines". Children as young as 12 years old have been exploited into carrying drugs for gangs. This can involve children being trafficked away from their home area, staying in accommodation and selling and manufacturing drugs.</p>	<p><i>This means that in our schools our staff will be vigilant in recognising potential signs of pupils being involved in this activity.</i></p> <p><i>Some of the following can be indicators of CCE:</i></p> <ul style="list-style-type: none"> • <i>children who appear with unexplained gifts or new possessions</i> • <i>children who associate with other young people involved in exploitation</i> • <i>children who suffer from changes in emotional well-being</i> • <i>children who misuse drugs and alcohol</i> • <i>children who go missing for periods of time or regularly come home late</i> • <i>children who regularly miss school or education or do not take part in education.</i>

19.0 Domestic Abuse

KCSiE states that Domestic Abuse can encompass a wide range of behaviours and may be a single or a pattern of incidents. Children can be victims of abuse by seeing, hearing or experiencing the effects of abuse at home. They may also experience domestic abuse in their own intimate relationships.

Federation Specific Section

The schools are aware that children and young people's development, as well as their social and emotional resilience, is affected by many factors including exposure to domestic abuse within the family situation and is a safeguarding issue. Domestic abuse is 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 or family members regardless of gender or sexuality. Children and young people react to domestic abuse in similar ways to other types of abuse and trauma.

Operation Encompass is to highlight that a Domestic Abuse Incident has taken place and the police have been called. It is about keeping an eye on changed behaviour and logging anything out of the ordinary.

This means that in our school we will:

Sign up to Operation Encompass to receive notices of domestic abuse and swiftly act to support the child.

Schools have signed up to receive Operation Encompass notifications. Staff have been trained as identified key adults to receive and respond to calls/emails.

Utilize the Birmingham Approach to Relationships and Health Education in Primary Schools

Part Two: Key procedures

Responding to concerns about a child

At Cherry Oak and Victoria Schools
Our Lead DSL(s) are **Lucy Guppy** / **Ross Ashcroft**
Our safeguarding governor is **Sadie Bolton**

CONCERN ABOUT A CHILD:
Speak to Designated Safeguarding Lead (DSL) if urgent.
Record on electronic recording system

MY CONCERN- All DSL's have internet access on work mobiles
which can be accessed in the event of internet failure.



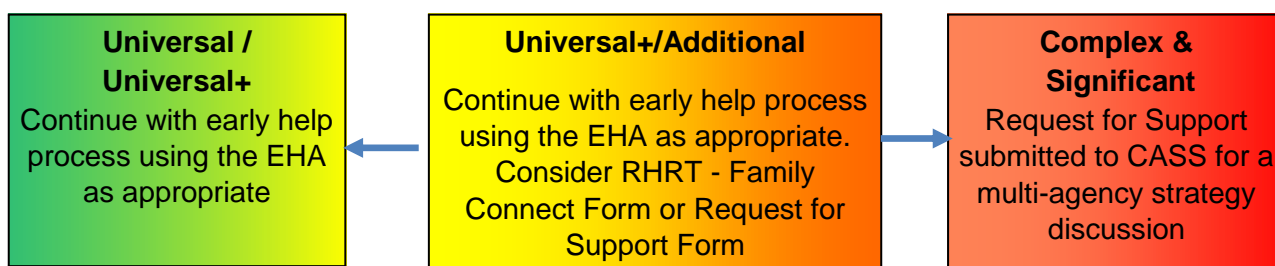
DSL(s) review concerns and decide next steps
referring to Right Help Right Time (RHRT)

- Consider discussing concerns with parent / carers and seek consent where appropriate.
- Consider completing Early Help Assessment (EHA).



At any point consider seeking advice:
Children's Advice Support Service (CASS)
0121 303 1888

In case of emergency phone police on 999



20.0 Involving parents/carers

- 20.1 In general, we will discuss any safeguarding or child protection concerns with parents/carers before approaching other schools or agencies and will seek their consent to making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the DSL.

However, there may be occasions when the school will contact another school or agency before informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.

- 20.2 Parents/carers will be informed about our Safeguarding & Child Protection Policy through school website. [Paper copies are available upon request.](#)

21.0 Multi-agency work

- 21.1 We work in partnership with other agencies in line with **Right Help Right Time** to promote the best interests of our children/young people and keep them as a top priority in all decisions and actions that affect them. Our school will, where necessary, liaise with these agencies to implement or contribute to an Early Help Assessment, Our Family Plan, [Requests for Support and other outside agencies](#) and make requests for support from Birmingham Children's Trust. These requests will be made by the DSL to the Children's Advice and Support Service (CASS) - 0121 303 1888. Where the child/young person already has a safeguarding social worker or family support worker, concerns around escalation of risks must be reported immediately to the social/ family support worker, or in their absence, to their team manager.
- 21.2 When invited, the DSL will participate in a MASH strategy meeting, usually by conference phone, adding school-held data and intelligence to the discussion so that the best interests of the child/young person are met.
- 21.3 We will co-operate with any child protection enquiries conducted by Birmingham Children's Trust: the school will ensure representation at appropriate inter-agency meetings such as Our Family Plan, Children in Need, Initial and Review Child Protection Conferences, and Core Group meetings.
- 21.4 We will provide reports as required for these meetings. If the school is unable to attend, a written report will be sent and shared with Birmingham Children's Trust at least 24 hours prior to the meeting and will plan for DSL cover during school holiday periods.
- 21.5 Where a pupil/student is subject to an inter-agency Child Protection Plan or a multi-agency risk assessment conference (MARAC) meeting, the school will contribute to the preparation, implementation and review of the plan as appropriate.

22.0 Our role in supporting children

- 22.1 Our school staff will offer appropriate support to individual pupils/students who have experienced abuse, who have abused others (child on child abuse) or who act as Young Carers in their home situation. Our school's contribution to the Local Domestic Abuse Prevention Strategy 2018-2023 will be through the adoption and implementation of Operation Encompass.
- 22.2 An Our Family Plan will be devised, implemented and reviewed regularly for these children. This Plan will detail areas of support, who will be involved, and the child's wishes and feelings. A copy of the Plan will be kept in the child's safeguarding record.
- 22.3 Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-agency risk assessment. Within our school we will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.

- 22.4 We will ensure that the school works in partnership with parents/carers and other agencies as appropriate.

23.0 Responding to an allegation about a member of staff

See also Birmingham Safeguarding Children Partnership procedures on **allegations against staff and volunteers**.

- 23.1 This procedure must be used in any case in which it is alleged that a member of staff, Governor, visiting professional or volunteer has:
- Behaved in a way that has harmed a child/young person or may have harmed a child/young person;
 - Possibly committed a criminal offence against or related to a child/young person; or
 - Behaved in a way that indicates s/he may not be suitable to work with children/young people.
 - Behaved towards a child or children in a way that indicated s/he may pose a risk of harm to children.
 - Behaved, **in a way that indicates they may not be suitable to work with children.**
- 23.2 Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in school to abuse pupils/students. In our school we also recognise that concerns may be apparent before an allegation is made.
- 23.3 All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately.
- 23.4 All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately.
- 23.4.1 Allegations or concerns about staff, colleagues and visitors (recognising that schools hold the responsibility to fully explore concerns about supply staff) must be reported directly to the Executive Headteacher/Headteacher who will liaise with the Birmingham Children's Trust Designated Officer (LADO) Team who will decide on any action required.
- 23.4.2 If the concern relates to the Executive Headteacher/Headteacher, it must be reported immediately to the Chair of the Governing Body, who will liaise with the Designated Officer in Birmingham Children's Trust (LADO) and they will decide on any action required.
- 23.4.3 If the safeguarding concern relates to the proprietor of the setting then the concern must be made directly to the Birmingham Children's Trust Designated Officer (LADO) Team who will decide on any action required.

Federation Specific- The federation uses Confide- an online reporting system for reporting and recording low-level concerns about staff members. This is monitored by the Executive Headteacher/ Headteacher.

24.0 Children with additional needs

- 24.1 Our school recognises that all pupils/students have a right to be safe. Some pupils/students may be more vulnerable to abuse, for example those with a disability or special educational need, those living with domestic violence or drug/alcohol abusing parents, etc. **Federation Specific-** Systems to support pupil communication (AAC) will be put in place to support pupils in making disclosures. School will support other professionals who need to work alongside pupils to ensure strategies used are effective and the voice of the pupil/ young person is captured.
- 24.2 When the school is considering excluding, either for a fixed term or permanently, a vulnerable pupil or one who is the subject of a Child Protection Plan, or where there is an existing child protection file, we will conduct an holistic multi-agency risk-assessment prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision

to exclude, the risk assessment should be completed prior to convening a meeting of the governing body.

25.0 Children in specific circumstances

25.1 Private Fostering

25.1.1 Many adults find themselves looking after someone else's child without realising that they may be involved in private fostering. A private fostering arrangement is one that is made privately (that is to say without the involvement of Birmingham Children's Trust) for the care of a child under the age of 16 (under 18, if disabled) by someone other than a parent or immediate relative. If the arrangement is to last, or has lasted, for 28 days or more, it is categorised as private fostering.

25.1.2 The Children Act 1989 defines an immediate relative as a grandparent, brother, sister, uncle or aunt (whether of full blood or half blood or by marriage or civil partnership), or a step-parent.

25.1.3 People become involved in private fostering for all kinds of reasons. Examples of private fostering include:

- Children/young people who need alternative care because of parental illness;
- Children/young people whose parents cannot care for them because their work or study involves long or antisocial hours;
- Children/young people sent from abroad to stay with another family, usually to improve their educational opportunities;
- Unaccompanied asylum seeking and refugee children/young people;
- Teenagers who stay with friends (or other non-relatives) because they have fallen out with their parents;
- Children/young people staying with families while attending a school away from their home area.

25.1.4 There is a mandatory duty on the school to inform Birmingham Children's Trust of a private fostering arrangement - this is done by contacting CASS (0121 303 1888). The Trust then has a duty to check that the child/young person is being properly cared for and that the arrangement is satisfactory.

26.0 Links to additional information about safeguarding issues and forms of abuse

26.1 Staff who work directly with children/young people, and their leadership team should refer to this information

26.2 Guidance on children in specific circumstances found in Annex A of KCSiE (latest version) and additional resources as listed below:

Issue	Guidance	Source
Abuse	<u>Safeguarding guidance - abuse linked to faith or belief</u> <u>Safeguarding Guidance Domestic Violence and Abuse</u> <u>Safeguarding guidance - neglect</u> <u>Children who abuse others West Midlands Safeguarding Children Link 74Group</u>	West Midlands Safeguarding Children Procedures
Child on child abuse	<u>http://westmidlands.procedures.org.uk/pkphh/regional-safeguarding-guidance/bullying#</u>	West Midlands Safeguarding

		Children Procedures
Children and the Courts	<u>Young witness booklet age 5-11</u> <u>Young witness booklet age 12-17</u>	Ministry of Justice (MoJ) advice
Missing from Education, Home or Care	<u>Children missing from care home and education</u> <u>Regional safeguarding guidance children missing education</u> <u>Working together to improve school attendance (publishing.service.gov.uk)</u>	West Midlands Safeguarding Children Procedures
Family Members in Prison	<u>Family members in prison</u>	Barnardo's in partnership with Her Majesty's Prison and Probation Service (HMPPS)
Drugs	<u>PSYCHOACTIVE SUBSTANCES policeandschools.org.uk</u> <u>ALCOHOL policeandschools.org.uk</u> <u>West Midlands Procedures Children with Substance Misusing Parents</u>	Birmingham Police and Schools Panels
Domestic Abuse	<u>West Midlands Procedures Domestic Violence and Abuse</u>	West Midlands Safeguarding Children Procedures
Child Exploitation	<u>West Midlands Police Safeguarding Guidance - Children affected by Exploitation and Trafficking</u> <u>Birmingham Criminal Exploitation & Gang Affiliation Practice Guidance (2018)</u> <u>Birmingham Criminal Exploitation & Gang Affiliation Practice Guidance 2018</u>	West Midlands Safeguarding Children Procedures WMP, BCSP, BCT
Homelessness	<u>Government Homelessness publication</u>	HCLG
Health & Wellbeing	<u>Self-harm and suicide procedures</u>	West Midlands Safeguarding Children Procedures
Online	<u>Searching, screening and confiscation (policeandschools.org.uk)</u> <u>Online safety: Children exposed to abuse through digital media West Midlands Safeguarding Children Group</u>	Birmingham Police and Schools Panels West Midlands Safeguarding Children Procedures

	<u>Teaching online safety in school</u>	DfE
Private Fostering	<u>Information about private fostering and how to report</u>	BCC
Radicalisation	<u>Safeguarding children and young people against radicalisation and violence</u>	West Midlands Safeguarding Children Procedures
Violence	<u>Safeguarding guidance on sexually active children and young people</u> <u>HSB School guidance</u> <u>Children who pose a risk to children</u> SECONDARY MENU policeandschools.org.uk <u>Children affected by gang activity and youth violence</u> <u>Violence against women and girls</u> <u>Honour-based violence West Midlands Safeguarding Children Group</u>	West Midlands Safeguarding Children Procedures BCC Education Safeguarding Birmingham Police and Schools Panels

Part 3: Quality Assurance, Learning from Cases and Continuous Improvement

27.0 Quality assurance

Quality assurance is about assessing the quality of the work we undertake in safeguarding children and understanding the impact of this work in terms of its effectiveness in helping children and young people feel safe.

- This Quality Assurance Framework is aimed at: Ensuring that data and quality assurance outputs are regularly reviewed through s.175/157 audits and related governance and challenge arrangements.
- Ensuring that the safeguarding data schools generate is of good quality and contributes to a culture of continuous learning and improvement whereby key learning is embedded into practice, policies and guidance (see Appendix 7).

The BSCP has recommended that “in reviewing the safeguarding data safeguarding governors and governors should be given reports detailing the number of early help interventions in school and multi-agency early help interventions, the number of requests for support being made and the number being accepted.”

This means that in our school:

We will complete the s175/157 audits on time, implement and review the resulting Action Plan with a view to reporting to relevant governance and challenge arrangements.

We will contribute quality data to inform multi-agency audits and practice reviews.

We will participate in activities that demonstrate the strength of partnership working and contribute our data to identify aspects that could have been better.

Safeguarding leads will not only assess, plan, do and review plans but also regularly audit the quality of these against the agreed quality assurance framework:

- 1. How much did we do? (Numbers)*
- 2. How well did we do it? (Whole school; File and themed audits, partner agency, pupil/parent feedback)*
- 3. Are there opportunities to learn and improve? (Could Do Better Still; reflective-learning case studies; local Safeguarding-Practice-Reviews, complaints; inspections)*
- 4. Is anyone better off? (Impact)*

27.1 Child Safeguarding Practice Reviews, Domestic Homicide Reviews and Lessons Learnt Reviews

We will ensure that the DSL updates all staff at least annually about the relevant outcomes and findings of local and national Child Safeguarding Practice Reviews, Domestic Homicide Reviews and Lessons Learnt Reviews.

We will collaborate with Birmingham Safeguarding Children Partnership to share information.

This means that in our school:

Senior leaders will analyse safeguarding data and practice to ensure that all staff receive updates about the relevant outcomes and findings of local and national Child Safeguarding Practice Reviews, Domestic Homicide Reviews and Lessons Learnt Reviews at least once per year.

Where a case is relevant to our school, we will ensure that we fully support Child Safeguarding Practice Reviews, Domestic Homicide Reviews and Lessons Learnt Reviews with all necessary information and implement the resulting actions and learning.

Appendices

Appendix 1

Definitions and indicators of abuse

1. Neglect

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 caregivers); or
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

The following may be indicators of neglect (this is not designed to be used as a checklist):

- Constant hunger
- Stealing, scavenging and/or hoarding food
- Frequent tiredness or listlessness
- Frequently dirty or unkempt
- Often poorly or inappropriately clad for the weather
- Poor school attendance or often late for school
- Poor concentration
- Affection or attention seeking behaviour
- Illnesses or injuries that are left untreated
- Failure to achieve developmental milestones, for example growth, weight
- Failure to develop intellectually or socially
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings
- The child is regularly not collected or received from school
- The child is left at home alone or with inappropriate carers

2. Physical abuse

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

The following may be indicators of physical abuse (this is not designed to be used as a checklist):

- Multiple bruises in clusters, or of uniform shape
- Bruises that carry an imprint, such as a hand or a belt
- Bite marks
- Round burn marks
- Multiple burn marks and burns on unusual areas of the body such as the back, shoulders or buttocks;
- An injury that is not consistent with the account given

- Changing or different accounts of how an injury occurred
- Bald patches
- Symptoms of drug or alcohol intoxication or poisoning
- Unaccountable covering of limbs, even in hot weather
- Fear of going home or parents being contacted
- Fear of medical help
- Fear of changing for PE
- Inexplicable fear of adults or over-compliance
- Violence or aggression towards others including bullying
- Isolation from peers

3. Sexual abuse

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

The following may be indicators of sexual abuse (this is not designed to be used as a checklist):

- Sexually explicit play or behaviour or age-inappropriate knowledge
- Anal or vaginal discharge, soreness or scratching
- Reluctance to go home
- Inability to concentrate, tiredness
- Refusal to communicate
- Thrush, persistent complaints of stomach disorders or pains
- Eating disorders, for example anorexia nervosa and bulimia
- Attention seeking behaviour, self-mutilation, substance abuse
- Aggressive behaviour including sexual harassment or molestation
- Unusual compliance
- Regressive behaviour, enuresis, soiling
- Frequent or openly masturbating, touching others inappropriately
- Depression, withdrawal, isolation from peer group
- Reluctance to undress for PE or swimming
- Bruises or scratches in the genital area

4. Sexual exploitation

Child sexual exploitation occurs when a child or young person, or another person, receives “something” (for example food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of the child/young person performing sexual activities, or another person performing sexual activities on the child/young person.

The presence of any significant indicator for sexual exploitation should trigger a referral to Birmingham Children’s Trust. The significant indicators are:

- Having a relationship of concern with a controlling adult or young person (this may involve physical and/or emotional abuse and/or gang activity)
- Entering and/or leaving vehicles driven by unknown adults
- Possessing unexplained amounts of money, expensive clothes or other items
- Frequenting areas known for risky activities

- Being groomed or abused via the Internet and mobile technology; and
- Having unexplained contact with hotels, taxi companies or fast food outlets.
- Missing for periods of time (CSE and county lines)

5. Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child/young person such as to cause severe and persistent adverse effects on the child/young person's emotional development. It may involve conveying to children/young people that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child/young person opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child/young person's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child/young person participating in normal social interaction. It may also involve seeing or hearing the ill-treatment of another person. It may involve serious bullying (including cyber bullying), causing children/young people frequently to feel frightened or in danger, or the exploitation or corruption of children/young people. Some level of emotional abuse is involved in all types of maltreatment.

The following may be indicators of emotional abuse (this is not designed to be used as a checklist):

- The child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly
- Over-reaction to mistakes
- Delayed physical, mental or emotional development
- Sudden speech or sensory disorders
- Inappropriate emotional responses, fantasies
- Neurotic behaviour: rocking, banging head, regression, tics and twitches
- Self-harming, drug or solvent abuse
- Fear of parents being contacted
- Running away
- Compulsive stealing
- Appetite disorders - anorexia nervosa, bulimia; or
- Soiling, smearing faeces, enuresis.

N.B: Some situations where children stop communicating suddenly (known as “traumatic mutism”) can indicate maltreatment.

6. Responses from parents/carers

Research and experience indicate that the following responses from parents may suggest a cause for concern across all five categories:

- Delay in seeking treatment that is obviously needed
- Unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
- Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
- Reluctance to give information or failure to mention other known relevant injuries
- Frequent presentation of minor injuries
- A persistently negative attitude towards the child
- Unrealistic expectations or constant complaints about the child
- Alcohol misuse or other drug/substance misuse
- Parents request removal of the child from home; or
- Violence between adults in the household
- Evidence of coercion and control.

7. Disabled children

When working with children with disabilities, practitioners need to be aware that additional possible indicators of abuse and/or neglect may also include:

- A bruise in a site that may not be of concern on an ambulant child such as the shin, maybe of concern on a non-mobile child
- Not getting enough help with feeding leading to malnourishment
- Poor toileting arrangements
- Lack of stimulation
- Unjustified and/or excessive use of restraint
- Rough handling, extreme behaviour modification such as deprivation of medication, food or clothing, disabling wheelchair batteries
- Unwillingness to try to learn a child's means of communication
- Ill-fitting equipment, for example, callipers, sleep boards, inappropriate splinting
- Misappropriation of a child's finances; or
- Inappropriate invasive procedures.

8. Honour-based-violence (Breast Ironing, FGM & Forced Marriage)

Federation Specific Section

Breast ironing is the process of burning, massaging, pounding, or otherwise flattening young girls' breasts over a period of time with the aim of making them disappear or even stop developing. It can involve heating large objects (stones, spoons, hammers etc.) and 'ironing' the breasts. This is usually carried out by older female relatives including mothers with the purpose of making young girls look less like girls and preventing 'male attention'.

As above signs may not be similar to other symptoms of abuse but may be, e.g. withdrawal behaviours. In a school setting the child may refuse to take part in P.E lessons, be absent from school for a period of time, be reluctant to participate in any 'normal' medical programmes, and possibly exhibit signs of discomfort or pain around the chest area.

Female Genital Mutilation (FGM) is the total or partial removal of external female genitalia for non-medical reasons. It can occur at any age from between babyhood to early adulthood but is more commonly performed between the ages of 7 to 10 years old. It is usually carried out again similar to breast ironing, by female relatives or friends of the family. [New guidance](#) (July 2020) is available from DfE for further reading.

It is carried out for a number of reasons including: cultural, i.e. this is seen as an 'invitation' into womanhood; psychosexual, i.e. allows a level of control over a woman's sexuality; aesthetic & hygienic, i.e. external female genitalia can be seen as 'ugly and dirty'; socio-economic, i.e. it can be a pre-requisite to marriage or inheritance; religious, i.e. seen as 'right' in the eyes of god (although no religious sanction this act).

There are four types of procedure:

- Type 1 Clitoridectomy – partial/total removal of clitoris
- Type 2 Excision – partial/total removal of clitoris and labia minora
- Type 3 Infibulation - entrance to vagina is narrowed by repositioning the inner/outer labia
- Type 4 all other procedures - that may include: pricking, piercing, incising, cauterising and scraping the genital area.

FGM is internationally recognised as a violation of human rights of girls and women. It is illegal in most countries including the UK. The Serious CRIME Act 2015 came into force in July 2105 and with it new legal powers to deal with FGM.

Indicators which staff should be vigilant to include;

- Child talking about getting ready for a special ceremony
- Family taking a long trip abroad
- Child's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan)
- Knowledge that the child's sibling has undergone FGM
- Child talks about going abroad to be 'cut' or to prepare for marriage

Signs that may indicate a child has undergone FGM:

- Prolonged absence from school and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable, including complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group
- Reluctance to take part in physical activity
- Repeated urinal tract infection
- Disclosure

From 1st October 2015 there is a [mandatory reporting duty](#) placed on schools where they discover that FGM has been carried out on a girl under 18. It is important to note that staff will become aware of FGM by disclosure, not through physical examination.

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 and is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence.

Factors that can increase the risk of a young girl experiencing a forced marriage can include:

- bereavement in the family, especially of the father
- older siblings refusing to marry thus pressuring the family to marry one of their children
- a disclosure of sexual abuse within the family
- a child disclosing to be LGBT (FGM can be viewed as a 'cure' by the family)
- a child who has SEND.

Signs for schools to be aware of which may indicate the possibility of a force marriage include;

- self-harm or suicidal acts or comments

- running away from home
- a history of police intervention with the family
- FGM
- anxious behaviour about an upcoming holiday
- being watched by siblings or older cousins

a sudden announcement of an engagement.

9. Upskirting

Federation Specific Section

The Voyeurism (Offences) Act, which is commonly known as the Upskirting Act, came into force on 12 April 2019. 'Upskirting' is where someone takes a picture under a person's clothing (not necessarily a skirt) without their permission and or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim. Guidance can be found [here](#).

Appendix 2

Dealing with a disclosure of abuse

When a pupil tells me about abuse, they have suffered, what should I remember?

- Stay calm.
- Do not communicate shock, anger or embarrassment.
- Reassure the child. Tell them you are pleased that they are speaking to you.
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- Tell the child that it is not her/his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected.
- Do not tell the child that what s/he experienced is dirty, naughty or bad.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what s/he has told you. It is essential to record in writing, all you have heard, though not necessarily at the time of disclosure.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.
- If the disclosure relates to a physical injury do not photograph the injury but record in writing as much detail as possible.

NB

It is not education staff's role to seek disclosures. Their role is to observe that something may be wrong, ask about it, listen, be available and try to make time to talk.

Staff should be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful

Immediately after a disclosure

You should not deal with this yourself. Clear indications or disclosure of abuse must be reported to Birmingham Children's Trust without delay, by the Head Teacher, DSL or in exceptional circumstances by the staff member who has raised the concern.

Children making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. Listening to and supporting a child/young person who has been abused can be traumatic for the adults involved. Support for you will be available from your DSL or Head Teacher.

Appendix 3

Allegations about a member of staff, governor or volunteer

1. Inappropriate behaviour by staff/volunteers could take the following forms:
 - **Physical**
For example, the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects, or rough physical handling.
 - **Emotional**
For example, intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality.
 - **Sexual**
For example, sexualised behaviour towards pupils, sexual harassment, inappropriate phone calls and texts, images via social media, sexual assault and rape.
 - **Neglect**
For example, failing to act to protect children/young people, failing to seek medical attention or failure to carry out an appropriate risk assessment.
 - **Spiritual Abuse**
For example, using undue influence or pressure to control individuals or ensure obedience, follow religious practices that are harmful such as beatings or starvation.
2. If a child makes an allegation about a member of staff, Governor visitor or volunteer the Head Teacher must be informed immediately. The Head Teacher must carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The Head Teacher should not carry out the investigation him/herself or interview pupils. However, they should ensure that all investigations including for supply staff are completed appropriately.
3. The Head Teacher should exercise and be accountable for their professional judgement on the action to be taken as follows:
 - If the actions of the member of staff, and the consequences of the actions, raise credible child protection concerns the Head Teacher will notify Birmingham Children's Trust Designated Officer (LADO) Team¹ (Tel: 0121 675 1669). The LADO Team will liaise with the Chair of Governors and advise about action to be taken and may initiate internal referrals within Birmingham Children's Trust to address the needs of children likely to have been affected.
 - If the actions of the member of staff, and the consequences of the actions, do not raise credible child protection concerns, but do raise other issues in relation to the conduct of the member of staff or the pupil. These should be addressed through the school's own internal procedures.
 - If the Head Teacher decides that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded on the child's safeguarding file. The allegation should be removed from personnel records.
4. Where an allegation has been made against the Head Teacher then the Chair of the Governing Body takes on the role of liaising with the LADO Team in determining the appropriate way forward. For details of this specific procedure see the Section on **Allegations against Staff and Volunteers** in the West Midlands Child protection procedures.

¹ In other authorities the LADO service is referred to as the Position of Trust Team (POT)

Appendix 4

Indicators of vulnerability to radicalisation

1. Radicalisation is defined in KCSiE 2022 as:
The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
2. Extremism is defined by the government in the Prevent Strategy as:
Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:
The demonstration of unacceptable behaviour by using any means or medium to express views which:
 - Encourage, justify or glorify terrorist violence in furtherance of beliefs;
 - Seek to provoke others to terrorist acts;
 - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
 - Foster hatred which might lead to inter-community violence in the UK.
4. KCSiE 2022 describes terrorism as 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 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.

There is no such thing as a “typical extremist”. Those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff can recognise those vulnerabilities.
6. Indicators of vulnerability include:
 - **Identity crisis** - the student/pupil is distanced from their cultural/religious heritage and experiences discomfort about their place in society
 - **Personal crisis** - the student/pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging
 - **Personal circumstances** - migration; local community tensions; and events affecting the student/pupil's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy
 - **Unmet aspirations** - the student/pupil may have perceptions of injustice; a feeling of failure; rejection of civic life
 - **Experiences of criminality** - which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration
 - **Special educational need** - students/pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

7. This list is not exhaustive, nor does it mean that all children/young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.
8. More critical risk factors could include:
 - Being in contact with extremist recruiters
 - Family members convicted of a terrorism act or subject to a Channel intervention
 - Accessing violent extremist websites, especially those with a social networking element
 - Possessing or accessing violent extremist literature
 - Using extremist narratives and a global ideology to explain personal disadvantage
 - Justifying the use of violence to solve societal issues
 - Joining or seeking to join extremist organisations
 - Significant changes to appearance and/or behaviour; and
 - Experiencing a high level of social isolation resulting in issues of identity crisis and/or personal crisis.

Appendix 5

Preventing violent extremism - Roles and responsibilities of the Single Point of Contact (SPOC)

The SPOC for **The Federation of Cherry Oak and Victoria School** is **Gary Coffey & Ross Ashcroft** who are responsible for:

- Ensuring that staff of the school are aware that you are the SPOC in relation to protecting students/pupils from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students/pupils from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of school in relation to protecting students/pupils from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the school's RE curriculum and assembly policy to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness within the school about the safeguarding processes relating to protecting students/pupils from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the school for case discussions relating to students/pupils who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information in relation to referrals of vulnerable students/pupils into the Channel² process;
- Attending Channel meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Channel co-ordinator; and sharing any relevant additional information in a timely manner.

² Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the West Midlands Police Counter-Terrorism Unit, and it aims to

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.

Appendix 6

[Emergency planning and response for education, childcare, and children's social care settings \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Security-related incidents in schools and colleges

A school/college's security policy should complement their safeguarding policy, particularly where it puts in place measures to protect students; and address the threat of serious violence. It should form part of your suite of policies to ensure the health, safety and well-being of students and staff including in relation to the online environment.

Vulnerable Children and Young People

In all circumstances, [vulnerable children](#) and young people should be prioritised for continued face-to-face education and childcare. Schools must have regard to the statutory safeguarding guidance when taking any emergency and risk management actions, and should refer to the now updated and update safeguarding procedures in line with DfE updates:

Keeping children safe in education

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Working together to safeguard children - GOV.UK (www.gov.uk)

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Early years foundation stage (EYFS) statutory framework

<https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>

It is important that early years settings, schools (including mainstream and specialist settings) and further education providers put in place systems to keep in contact with vulnerable children and young people if they are not attending, particularly if they have a social worker. This includes:

- notifying their social worker (if they have one) and, for looked-after children, the local authority virtual school head
- agreeing with the social worker the best way to maintain contact and offer support
- keeping in contact with vulnerable children and young people to check their wellbeing and refer onto other services if additional support is needed

Safeguarding Partners and designated safeguarding leads

Schools, including maintained nursery schools, and colleges must continue to have regard to statutory safeguarding guidance [Keeping children safe in education](#), and they will have a trained designated safeguarding lead (DSL) (or deputy) available on site. In cases where there may be operational challenges, 2 options to consider are:

- a trained DSL (or deputy) from the setting can be available to be contacted via phone or online video, for example working from home
- sharing trained DSLs (or deputies) with other settings, schools or FE providers (who should be available to be contacted via phone or online video)

Where a trained DSL (or deputy) is not on-site, in addition to one of the 2 options, a senior leader should take responsibility for co-ordinating safeguarding on site.

Remote Education: keeping children safe online - All schools and colleges should continue to consider the safety of their children when they are asked to work online. The starting point for online teaching should be that the same principles as set out in the school's or college's staff behaviour policy (sometimes known as a code of conduct) should be followed. This policy should amongst other things include acceptable use of technologies, staff pupil/student relationships and communication including the use of social media. The policy should apply equally to any existing or new online and distance learning arrangements which are introduced.

Schools and colleges should, as much as is reasonably possible, consider if their existing policies

adequately reflect that some children (and in some cases staff) continue to work remotely online. As with the child protection policy, in some cases an annex/addendum summarising key coronavirus related changes may be more effective than re-writing/re-issuing the whole policy.

The principles set out in the **guidance for safer working practice for those working with children and young people in education settings** published by the Safer Recruitment Consortium may help schools and colleges satisfy themselves that their staff behaviour policies are robust and effective. In some areas schools and colleges may be able to seek support from their local authority when planning online lessons/activities and considering online safety.

Schools and colleges should continue to ensure any use of online learning tools and systems is in line with privacy and data protection requirements.

An essential part of the online planning process will be ensuring children who are being asked to work online have very clear reporting routes in place so they can raise any concerns whilst online. As well as reporting routes back to the school or college this should also signpost children to age appropriate practical support from the likes of:

- **Childline** - for support
- **UK Safer Internet Centre** - to report and remove harmful online content
- **CEOP** - for advice on making a report about online abuse

Schools and colleges are likely to be in regular contact with parents and carers. Those communications should continue to be used to reinforce the importance of children being safe online and parents and carers are likely to find it helpful to understand what systems schools and colleges use to filter and monitor online use. It will be especially important for parents and carers to be aware of what their children are being asked to do online, including the sites they will be asked to access and be clear who from the school or college (if anyone) their child is going to be interacting with online.

Parents and carers may choose to supplement the school or college online offer with support from online companies and in some cases individual tutors. In their communications with parents and carers, schools and colleges should emphasise the importance of securing online support from a reputable organisation/individual who can provide evidence that they are safe and can be trusted to have access to children.

Support for parents and carers to keep their children safe online includes:

- **Thinkuknow** provides advice from the National Crime Agency (NCA) on staying safe online.
- **Parent info** is a collaboration between Parentzone and the NCA providing support and guidance for parents from leading experts and organisations.
- **Childnet** offers a toolkit to support parents and carers of children of any age to start discussions about their online life, to set boundaries around online behaviour and technology use, and to find out where to get more help and support.
- **Internet Matters** provides age-specific online safety checklists, guides on how to set parental controls on a range of devices, and a host of practical tips to help children get the most out of their digital world.
- **London Grid for Learning** has support for parents and carers to keep their children safe online, including tips to keep primary aged children safe online.
- **Net-aware** has support for parents and carers from the NSPCC and O2, including a guide to social networks, apps and games.
- **Let's Talk About It** has advice for parents and carers to keep children safe from online radicalisation.
- **UK Safer Internet Centre** has tips, advice, guides and other resources to help keep children safe online, including parental controls offered by home internet providers and safety tools on social networks and other online services.

Government has also provided:

- **Guide for parents and carers child online safety** includes security and privacy settings,

blocking unsuitable content, and parental controls.
The department encourages schools and colleges to share this support with parents and carers.