

NEWPORT GIRLS' HIGH SCHOOL ACADEMY TRUST



CHILD PROTECTION & SAFEGUARDING POLICY

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CHILD PROTECTION & SAFEGUARDING POLICY

LEGISLATION AND STATUTORY GUIDANCE

“Section 11 of the Children Act 2004 places duties on a range of organisations and individuals to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

Various other statutory duties apply to other specific organisations working with children and families and are set out in this chapter”

Guidance to inform this policy has been taken from Department for Education’s statutory guidance [“Working together to safeguard children” 2018](#), [“Individual organisational responsibilities”](#), Furthermore page 55 relates to [“Individual organisational responsibilities”](#) and duties of [“Schools and colleges”](#) within the Section of 175 and 157 of the Education Act 2002 and [“Keeping Children Safe in Education” September 2018](#).

AIMS

- The aim of the school policy is to make all within the school feel safe and have clear roles and responsibilities in place for that to happen. This policy replaces the previous policy of January 31st 2018.
- The school’s duty of care will be in line with Government Legislation and [Local Telford & Wrekin Safeguarding Children Board \(TWSCB\) Procedures](#).
- The protection of children is the responsibility of everyone. Primary responsibility for the care and protection of children rests with parents / carers, but a range of services are available to help them in this task. Many referrals to agencies are made by parents / carers seeking help for themselves. Relatives, friends and neighbours may also directly, or encourage families to, seek help or alert statutory authorities to children about whom they are concerned. All agencies with staff that are in direct contact with children and families must be involved.
- The safety and protection of all children is of paramount importance to all those involved in Education. This school policy reflects the [“Keeping Children Safe in Education”](#) guidance which advises that all staff and governors have read at least [part one of KCSIE and signed as such](#), all DSL’s have read the document in full and signed as such.
- The school is committed to safeguarding all of its students and it aims to create a culture of vigilance through ensuring that appropriate action is taken in a timely manner to safeguard and promote children’s welfare. By ensuring that all staff are aware of their statutory responsibilities with respect to safeguarding and making sure that all staff are trained in recognising and reporting safeguarding issues.

DEFINITIONS AND PURPOSE OF THIS POLICY

- Children can develop a special and close relationship with our school community and they may view our staff as significant and trustworthy adults. For the purpose of this policy and for the avoidance of doubt, the school community shall include all those that work at the setting. Those being teachers, whole school staff, governors, children and parents that play an active role regularly at the setting and volunteers.

- All of the school community believe that we should provide a caring, positive, safe and stimulating environment which promotes the social, physical and moral development of the individual child. As a school we will follow the Department for Education advice. **‘What to do if a child is being abused’**
- Parents/Carers need to be in no doubt that this policy is our commitment towards the statement above and we expect that they embrace everything that is documented in our policy. ***In principle parents sign up to our school ethos, the law and the legislation that sits behind it.***
- It is not surprising therefore that a child, if they have been abused, may confide or disclose to a teacher or another member of staff. Safeguarding and promoting the welfare of a child means:
 - Protecting children from maltreatment
 - Preventing impairment of children’s health or development
 - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
 - Taking action to enable all children to have the best outcomes

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

- For staff to interpret any concerns this school will assess each incident as it appears. In respect of assessing any bruising to a child this school will refer to the **“Bruising of Children” guidance produced by the TWSCB** to assist their decision making. It is important to note that the four defined categories of abuse being;

- **Physical** } Abuse is a form of maltreatment of a child, and may involve inflicting
- **Sexual** } harm or failing to act to prevent harm.
- **Emotional** }
- **Neglect** - is a form of abuse and is the persistent failure to meet a child’s basic physical and or psychological needs, likely to result in the serious impairment of the child’s health or development.

But not forgetting **bullying** which can transgress across all four definitions.

The 4 categories can be viewed in KCSIE 2018 and within;

“Information for all school and college staff” September 2018

As a school we also recognise that extremist views in children can be a sign of potential abuse and will be dealt with in the same way as other concerns. The same principle applies to Domestic Violence, Female Genital Mutilation, Honour Based Violence, Child Trafficking, Modern Slavery, Forced Marriage, Drug and Substance Misuse, Gang Activity, Fabricated and Induced Illness, peer on peer abuse (***see Section 7 Child Welfare***)

- Because of the day to day interaction with children, our staff are also in a unique position to notice any change in demeanour such as being quieter than usual, clingy towards staff, changes in appearance, being withdrawn or not wishing to go home at the end of the school day. Or circumstances where staff may notice injuries, marks or bruises when for instance children are doing PE or Games which might indicate a child has been abused.

STATEMENT ON CHILD PROTECTION

At Newport Girls’ High School we agree that the safety, welfare and protection of all children is paramount and any delay in reporting concerns is unacceptable. All staff will adhere to this principle and the child protection procedures established by the Telford & Wrekin Safeguarding Children Board (TWSCB) and the underlying principles that lie within it. Our policy will be published on our School website for all to view and will be reviewed annually. However, if need be, it may be reviewed and refined before this yearly commitment so that it is flexible to change and current with new legislation.

- We will work appropriately with each child, their family and other agencies to protect in all cases the welfare of the child. Furthermore, will work in partnership and fulfil the ethos and abide by the principles of the thresholds guidance produced by Telford & Wrekin Council within the Family Connect Model **“The Child’s Journey in Telford & Wrekin”**. Furthermore, all school staff will be prepared to identify children who may benefit from early help. For avoidance of doubt, early help means this school will provide support as soon as a problem emerges at any point in a child’s life.
- On occasions the school, where necessary, may be asked to participate in multi agency meetings and in cases of sexually harmful behaviour (including social media and “sexting”), be asked to undertake a risk and vulnerability management plan. This school will use the **TWSCB Risk & Vulnerability Management Plan-Sexually Harmful Behaviour** to assist them if this is deemed necessary and appropriate, so clear support is in place. Furthermore, school recognise that children are capable of abusing their peers and it will not be tolerated, and whilst participating in the above processes, the school will not pass off the abuse as “banter” or “part of growing up”.
- The school’s role is to refer with the information received and **under no circumstances** become the investigator.
- The school also works to the TWSCB procedures for all staff who work with children, where allegations may be made by a child/adult of abuse in any form. All staff will adhere to the procedures drawn up by the Board in line with national guidelines and supported by the TWSCB managing allegations against those working with children (Section 1.14) “Allegations Against Staff and Volunteers” where this is managed by the TWSCB through the Local Authority Designated Officer (LADO). The process for managing allegations can be viewed at <http://westmidlands.procedures.org.uk/> and **Section 4 of KCSIE**.
- This school believes that those who work within the school community are in positions of trust and as such codes of conduct are based on the underlying principle that the highest standards are expected from all. In line with KCSIE all staff will be expected to follow our staff code of conduct policy.
- The document **“Guidance for safer working practice for those working with children and young people in educational settings”** produced by the Safer Recruitment Consortium October 2015, provides excellent guidance on the expected standards of all those that work with children. All those in the school community will be made aware of its existence and this will work alongside the separate code of conduct mentioned above and any established Human Resources processes currently in place.

KEY RESPONSIBILITIES

Headteacher and Governors

The Headteacher and Governors are committed to working together to create and maintain a safe learning environment for the children and young people attending the school.

The Headteacher and Governors will follow the specific guidance as set out in paragraphs **Chapter 2 of “Working Together to Safeguard Children” 2018** and **“Keeping Children Safe in Education” September 2018** and will ensure that:

- clear arrangements are in place to encourage, facilitate and support the reporting of child welfare concerns, including instances where students are missing from school
- a Designated Safeguarding Lead (DSL) is available at all times whilst students are under direct supervision of school staff

- provision is made for appropriate training, induction, support and supervision for DSL's and other members of the school's community and workforce
- the school works with the Local Authority Designated Officer (LADO) and appropriate partner agencies proactively to safeguard students
- records relating to safeguarding are kept safely and shared appropriately
- appropriate safeguarding policies are adopted, monitored and evaluated which will include areas such as:
 - ❖ Child protection and Safeguarding Policy
 - ❖ Anti-Bullying Policy
 - ❖ Health and Safety Policies
 - ❖ ICT and Mobile Phone Policies
 - ❖ School Trip Policies
 - ❖ Behaviour Policy
 - ❖ Codes of conduct for **staff** and **governors**
 - ❖ SEN(D) Policy
 - ❖ Meeting the need of students in disseminating prescribed medications
 - ❖ Whistle Blowing Policy
- the school premises are safe and that the school grounds are not open to unwanted intruders
- appointments to staff positions and other roles within the school community are made following the safer recruitment guidance within KCSIE September 2018 and all appropriate vetting checks have been completed (see safer recruitment section)
- approved safer recruitment training has been completed by appropriate members of selection panels (see safer recruitment section)
- the school's single central record of recruitment and vetting checks covering all staff and others identified by the school as having regular contact with children is kept up-to-date in line with Ofsted requirements.
- the identity of visitors to the school is checked, visitors sign in on our Inventory system, where they are provided with the appropriate lanyard and badge, any visitors wearing a red lanyard are not left to be left unsupervised within the school.
- The Designated Governor Safeguarding Lead has a Workbook of roles and responsibilities available which will ensure the completion of the Safeguarding S11 audit, on a yearly basis-**TWSCB s11 Safeguarding Self Assessment Toolkit Audit for Governors**. These will be supplied by the Telford & Wrekin Council Safeguarding Children in Education Officer.

The Designated Safeguarding Lead's (DSL's)

The Designated Safeguarding Lead's for child protection is Miss H Clarke (h.clarke@nghs.org.uk / 01952 797 550), the Deputy Designated Safeguarding Lead is Mr M J Scott and Mrs F Davenport is the Safeguarding Administrator. Our Designated Safeguarding Governor is Mrs J Macpherson. Out of hours please use the urgent@nghs.org.uk email address and leave details of your name and telephone number for a callback.

Responsibilities

- All staff involved in safeguarding students have received DSL child protection training and will liaise in accordance with the TWSCB procedures and Telford & Wrekin People Services Team procedures. It is the professional responsibility of the DSL's to update their own training gaps/needs with Level 2 updates which are held throughout the year and regularly offered by the TWSCB, conferences/workshops offered by private providers and other mainstream providers. If in doubt, "Keeping Children Safe in Education" September 2018 should be referred to for clarification about the role of DSL's.
- The DSL will ensure that all staff have received appropriate child protection training within the advised timescales. These staff will include full time, temporary and volunteer staff. It is advised that the content reflects the requirements identified by the TWSCB.
- The DSL will make known to the whole school community the location of the TWSCB website address <http://www.telfordsafeguardingboard.org.uk> where the policies & procedures are on view; these are regularly reviewed and updated by the TWSCB.
- The DSL will ensure that all members of staff will have completed an induction to child protection and safeguarding systems within the school and satisfy themselves that that member of staff understands their responsibility for sharing a concern and with whom. Furthermore, all staff will receive regular safeguarding and child protection updates (for example, via email, staff meetings and a half termly newsletter) to provide staff with relevant skills and knowledge to safeguard children effectively. This will also allow staff to contribute to and shape safeguarding arrangements and child protection policy.
- The DSL has direct referral links with the **Social Care Safeguarding Advisors & Safeguarding Team via the Family Connect Team 01952 385385**. For avoidance of doubt the DSL should be the point of contact with regard to referring a child if there are concerns about possible abuse. A formal **written request for service** should not delay a verbal discussion so that immediate action can be taken if necessary. However, any referral should be confirmed in writing within 48 hours.
- The DSL must make it clear to all staff that if the DSL or someone from the Senior Leadership Team is not available, then this should not delay in sharing any concerns about a child to the Safeguarding Advisors Team via The Family Connect Team on 01952 385385. However, this school will ensure that there is always a nominated cover presence on site for Child Protection and Safeguarding issues.
- The DSL keeps all written records of concerns about a child even if there is no need to make an immediate referral for action; this will include any technology use issues that may cause indirect abuse to a child. Online safety will be treated as any other form of abuse and recognition that bullying can transgress across all four defined categories of abuse including bullying and harassment.
- Ensuring that all such records are kept confidentially and securely and are separate from student records, ensuring that an indication of further record keeping in terms of child protection is marked on the student's records.
- Ensuring that they or a member of the pastoral team are available to attend any Strategy / Resolution / Conference / Professionals / CAF / TAC / MAPPA/CATE Risk Panels/PREVENT Channel Panel/Core Group or Planning Meetings as deemed necessary in the remit of child protection. Also that attendance by any school staff includes key information to be tabled at the meeting, especially attendance figures which are considered a key element of all conference reports.
- Ensuring information regarding any student currently subject to a Child Protection Plan and deemed "at risk", who is absent without explanation for two days, is shared with Children's Services Family Connect Safeguarding Team.

- The Designated Safeguarding Lead has a Workbook and will ensure the completion, on a yearly basis, of the [TWSCB s11 Safeguarding Self-Assessment Toolkit Audit](#). These will be supplied by the Telford & Wrekin Council Safeguarding Children in Education Officer.

All Staff

- All those in the school community, including supply teachers, visiting professionals working with students in the school (e.g. counsellors), those who support sex education (e.g. school nurse), external providers of school activities and those supporting school visits, are informed of the name of the DSL's and the school procedures for protecting children, for example, how to report their concerns, suspicions and how to receive, record and report disclosures:
 - ❖ during their first induction to the school
 - ❖ through a copy of this policy
 - ❖ through the visitors' information booklet
- All staff are required to be alert to signs of abuse. They should report any concerns or suspicions if not immediately, as soon as possible, that day to the DSL. If in doubt they should talk with the DSL(s), **delay is unacceptable**.
- We recognise that children cannot be expected to raise concerns in an environment where colleagues fail to do so. All of the school community should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues. Unacceptable standards, conduct or behaviour should be challenged appropriately at the outset, and will not be tolerated. A separate code of conduct policy has been adopted by this school.
- We will follow the school's whistle blowing policy on raising concerns. However, where staff feel that they cannot report a concern through the above channels general guidance can be found at [Advice on whistleblowing](#). The [NSPCC whistleblowing helpline](#) is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call **0800 028 0285** or e mail help@nspcc.org.uk

Response in School

Reporting to the DSL

- Any concern must be discussed with Miss H Clarke or Mr M J Scott or Mrs F Davenport, as soon as is possible, no later than the end of the morning or afternoon session of that day.

Immediate Response to the Child

- It is vital that our actions do not abuse the child further or prejudice an investigation, for example:
 - ❖ listen to the child, if you are shocked by what is being said, try not to show it.
 - ❖ it is OK to observe bruises but not to ask a child to remove their clothing to observe them.
 - ❖ if a disclosure is made, the pace should be dictated by the child, without the child being pressed for detail or by asking leading questions such as "what did he/she do next?" or "where did he/she touch you?" **It is our role to listen not to investigate**. Use open questions such as "is there anything else you want to tell me?" or "yes?" or "and?"
 - ❖ accept what the child says. Be careful not to burden them with guilt by asking "why didn't you tell me before?" or "why did you let it happen".
 - ❖ do acknowledge how hard it was for them to tell you this and reassure them that they have done absolutely the right thing by telling you.
 - ❖ don't criticise the alleged perpetrator, the child may have warm feelings for them, but merely wish any abuse to stop.
 - ❖ **don't promise confidentiality**, reassure the child that they have done the right thing, explain whom you will have to tell (Miss H Clarke or Mr M J Scott) and why; and what the

next stage will be. It is important that you don't make promises that you cannot keep such as "I'll stay with you all the time" or "It will be all right now".

Recording Information

- Make some brief handwritten notes at the time or immediately afterwards or record the conversation on CPOMS, if handwriting you can use the safeguarding concerns form which includes the date, time, you should also mention the place and context of disclosure or concern, recording facts, who you shared them with and not assumption, supposition and interpretation.
- Also record where you spoke with them and personal safety details such as "I discussed the incident with the child in the Head's office with the door open" or justify if it were closed, but naming those who you told this to be the case. If alone, reason that rationale stating "the child stated they would only confide in me if I was alone".
- If it is observation of bruising or an injury try to record detail, e.g. "right arm above elbow", "bruise noticed on fleshy part leg".
- Note the non-verbal behaviour and the key words in the language used by the child (try not to translate into 'proper terms' ensuring that you use the child's own words). Body language should be noted and support any disclosure.
- It is important to retain on file signed original handwritten notes and pass them on to the DSL's who may ask you to complete a Family Connect Safeguarding Team referral request for service form.

Support for Children & Staff

Children

- The child would be made aware of the school Pastoral/Counsellor's work and offered access to that or any other appropriate service if needed.
- Recognition that a child who is abused or witnesses violence may find it difficult to develop and maintain a sense of self-worth. We recognise that a child may feel self-blame and we will ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.
- Recognition that the school may provide the only stability in the lives of children who have or who are at risk from harm. The school community will therefore establish an ethos where children feel secure and are encouraged to talk and are always listened to.
- Acceptance that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn. We will ensure that the PSHE curriculum teaches students about abuse and provides opportunities which equip children with the skills they need to stay safe from harm.
- Our policy on anti-bullying is set out in separate documents and acknowledges that to allow or condone bullying or racism may lead to consideration under child protection procedures. These will be documented like all other incidents. Any bullying whether racist, emotional, physical, sexist, homophobic, extremist, cyber or in any other forms will not be tolerated under any circumstances.
- Children in Care (CIC) have access to a DSL in our school, where they can seek support, where in certain circumstances the needs are specific or different.

Staff-Disclosures and Allegations

- Staff (to whom a disclosure was made, who will be supporting the child and who might be attending, strategy and case conferences) would be able to liaise with the DSL, with the minimum number of people involved who have “a need to know basis” of detail.
- Of the staff not directly involved they will be informed on a “need to know basis”.
- Staff may also need support either as a person who has received a disclosure or if an allegation has been made against them and subsequently needs investigation to conclusion. In both cases support should be offered and the Human Resources Business Partner for your school consulted appropriately.
- Staff should not accept personal invitation visits to the homes of children unless permission or instruction has been sought from the Head teacher and it is viewed as a professional appointment, for example supporting Education Welfare issues etc. This should be viewed on a case by case basis. To support this, guidance from the **Department of Education (September 2010)** states **“Meetings with students away from the school premises should only be arranged with the specified approval of the Headteacher and the prior permission of the student in question”**.
- We accept this guidance from the Department of Education (September 2010) stating that in the case of private meetings; **“Staff and volunteers should be aware that private meetings with individual students could give cause for concern. There will be occasions when a confidential interview or a one-to-one meeting is necessary. Such interviews should be conducted in a room with visual access or an area which is likely to be frequented by other people. Another student or adult should be present or nearby. Where conditions cannot apply, staff should ensure that another adult knows that the interview is taking place”**.
- Staff should be advised to seek support from their Professional Association or Trade Union if it is needed.
- All staff/governor meetings will have Child Protection and Safeguarding as a standing agenda item on all meetings; this is testament to our school making these priority areas and at the forefront of our minds.
- The process of managing allegations against those who work with children can be viewed on <http://westmidlands.procedures.org.uk/> Section 1.14 “Allegations Against Staff or Volunteers”.
- The school has internal procedures and processes in place for dealing with allegations and will follow TWSCB Policies & Procedures and involve the DSL in school. The procedures make it clear that all allegations are to be reported straight away, normally to the Head teacher for referral if necessary. The procedures also allow for the Chair of Governors to be informed. If the Head teacher themselves are the subject of the allegation, the Deputy Head will liaise with the Chair of Governors and follow the appropriate process. The TWSCB procedures allow for the Local Authority Designated Officer (LADO) to be party and responsible for monitoring cases to conclusion.
- To avoid potential allegations and for the safety and welfare of students and the protection of staff, we will make classrooms highly visible places whereby easy viewing is possible, this is in light of national Serious Case Review recommendations and lessons learnt from them. Therefore, the masking of windows will be forbidden and as such treated as a health & safety issue for the protection of all. There may be exceptional circumstances where masking of classrooms is needed and justified, for example for the teaching of drama, in these cases the Head will make a judgement on a case by case basis being appropriate, balanced and proportionate.

Confidentiality

- If abuse is suspected, information should be given directly to the DSL for child protection or, in their absence, to the Deputy DSL or another member of the Senior Leadership Team.
- The personal information about all families is regarded by those who work in this school as confidential. All staff need to be aware of the confidential nature of personal information and will aim to maintain this confidentiality in all areas of the school.
- Staff should understand they need know only enough to prepare them to act with sensitivity to a child and to refer concerns appropriately. It is inappropriate to provide all staff with detailed information about the child, the incident, the family and the consequent actions.
- Staff have a professional responsibility to share relevant information about the protection of children with other professionals, particularly investigating agencies.
- If a child confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the child sensitively that he/she has a responsibility to refer cases of alleged abuse to the appropriate agencies for the welfare of that child.
- Within that context, the child should however be reassured that this will be shared on a “need to know” basis. If conversations need to take place and confidentiality is paramount to welfare, then these conversations will be held in appropriate settings and away from any general areas, where that confidentiality may be compromised. Further details on information sharing can be viewed at the Department of Education website.

Parents & Carers

- Parents and Carers play an important role in protecting their children from abuse. The school is required to consider the safety of the child and should a concern arise, professional advice will be sought prior to contacting parents/carers. If deemed appropriate parents/carers will be contacted, and the school will continue to work with the parents/carers to support the needs of their child. Gaining consent from the parents/carers will be sought, although in exceptional circumstances and with the best interests of the child being considered, this may be overridden.
- The school aims to help parents understand that the school, like all others, has a responsibility for the welfare of all children and has a duty to refer cases to Family Connect in the interests of the child. The Governors will include a child protection statement in the school e prospectus and all parents can view a copy of this policy. The policy will be made available electronically via the schools website.
- The school takes seriously its duties to assist parents and help them with on line safeguarding resources. As such, we will make them aware of the web page **Parent Info** which a comprehensive, free resource for schools and parents is covering a range of safeguarding topics and information about apps and when they are updated etc. The content is updated by CEOP (Child Exploitation & Online Protection Centre) and can be found at <http://parentinfo.org/>
- Parents/Carers that may have concerns regarding a whole school staff member can in the first instance raise those with the Headteacher, DSL or Governing Body of the school for further exploration. This may involve sharing those concerns with the relevant agencies. Where the parent/carers may have concerns regarding the Headteacher, the Governor for Child Protection or Deputy Head should be consulted in the first instance.
- Parents/Carers can liaise with Ofsted on such conduct issues or regulatory concerns, advice can be found on its website www.ofsted.gov.uk or contact can be made direct to Ofsted on; Helpline (08456 40445) or a Whistle-blowing line (08456 404046). Parents/Carers can also access “**Parent View**” which

is an online survey questionnaire where parents/carers can give their views on 12 statements from strongly agree to strongly disagree. The statements relating to safeguarding are:

- **my child is happy at this school**
- **my child feels safe at this school**
- **my child is well looked after at this school**
- **this school deals effectively with bullying**
- **this school responds well to any concerns I raise**
- We will keep parents/carers informed in all areas of safeguarding and child protection through the regular methods of interaction such as parent's/carers evenings, newsletters and through the school learning gateway. At the start of any inspection process we will make available a list of no named referrals that have been made to the DSL, those subsequently referred to the local authority and brief details of resolutions, with the aim being a transparency of operation.
- This school wish to make it clear to parents the standards, behaviour and respect we expect from them and conversely from us. In relation to this we understand that on some occasions tensions can run high where safeguarding concerns arise and need to be discussed, but for the safety of all we wish to remind parents that although schools are fulfilling a public function, schools are private places. This school will therefore act to ensure they remain a safe place for students, staff and other members of the community. The public has no automatic right of entry. The same principles of safety will apply to social media issues where we will ***expect parents to talk to school in the first instance, before taking to social media to express their thoughts.***
- If a parent's behaviour is a cause for concern, the school will ask him/her to leave school premises. We wish to make it clear that in serious cases, the Headteacher or the local authority can/will notify parents in writing that their implied licence to be on the school premises is temporarily revoked, subject to any representations that the parent may wish to make. This school will give parents the opportunity to formally express their views on the decision to bar in writing and this will be reviewed via the Complaints policy.

Record Keeping

- The present policy for record keeping is to chronologically record concerns in a confidential file, including details of dates, times, staff involved and action taken. These should be handwritten but can be typed up to sit alongside handwritten notes. **Never discard handwritten notes.**
- Copies of email streams are also useful additions which can clearly document sequential action. Again, these should be used alongside handwritten notes and by no means be regarded as a substitute action. It is preferable not to name children in an email, but if they are then this should be password protected.
- In the absence of a national standards framework across the country for record keeping we have adopted guidance from Telford & Wrekin Safeguarding Board "**Workbook Guidelines for Child Protection Records, Transfer, Retention & Archiving**" (September 2018) to keep our systems robust with the latest current advice.
- The records are reviewed annually in the Summer Term by the Safeguarding Administrator and checked to be chronological, tidy, legible and factual in content. This should be undertaken each year, as records may sometimes be immediately required by Professionals. Where reports are needed for Child

Protection Conferences these should include attendance figures where the child is of compulsory school age.

- Where children are transferring to other schools within and outside of the district we will follow the transfer guidance within the Workbook Guidelines. This includes any transfer to Further Education Colleges.
- Access to these records should be clearly stated as to whom—i.e. DSL's, Headteacher, Head of Year, Senior Management Team as the school feels appropriate.
- All child protection records are clearly marked as such and are kept securely locked on the premises. Withdrawal from the school by staff will be noted and signed for, as will files released to Professionals, such as the Group Solicitor, Safeguarding/Child Protection Officers, LADO, NSPCC or Police Teams. We will follow the Workbook Guidelines guidance on release and return.
- In respect of files being released when requested by the Police under [Section 29 of the Data Protection Act a Form A222](#) should accompany that release and a copy will be retained for our records. Also we will consider the [7 Golden Rules for Information Sharing](#). If in any doubt we will seek advice from the [T&W Information Governance Team](#) on 383103
- Upon releasing records the school will request ID Badges for release.
- No named statistics in relation to Child Protection are an important part of performance information. Since 1 October 2011 each DSL has access to a DSL Workbook. This information will be collated in the Workbook and will inform the Head and the Governing Body of how our school is coping with child protection issues.

When a Child Transfers To Another School

- If a child is subject to a Child Protection Plan deemed at risk, the child's key worker within Social Care will be contacted by the DSL.
- When a child changes school within or outside the authority, all child protection records will be passed on to the DSL of the next educational setting by the current DSL Person or Headteacher, or to Social Care within the authority if the child is transferring to another authority. If the child is transferring/leaving to another school within term time, best practice would be for a signed record/or hard copy acknowledgement that the transfer of files has taken place. The current host school in this process should **not** photocopy and retain child protection records as this is deemed from the Information Commissioners Office that this would contravene the Data Protection Act, but rather produce a chronology to pass on and retain a copy of this chronology for themselves for audit purposes, this would be deemed as best practice. We will follow the Workbook Guidance in all circumstances.

Retention of Children's Files

All schools must keep educational records on their children. These should include:

- copies of the reports which have been sent to parents/carers on the child's achievements, as well as other records about those achievements
- exchanges of correspondence between parents/carers and the school
- any information the school has on the child's education from the local authority
- any statement of special educational needs
- any personal educational plan

There may be other records kept like details of attendance, exclusions, behaviour and family background. This is not compulsory but would be viewed as “best practice”. The educational record does not include the notes that a teacher makes for his or her own use only.

The Child Protection file is a separate file to the educational records. It must be noted that if files are asked to be secured, both files are key elements in any processes for which they are needed. It is important that on releasing files they are signed for on release and on return.

Student record files must be kept until the individual reaches the age of 25 years. At this point the file should be shredded. Also a useful document to be familiar with is the [“Records Management Toolkit for Schools” Version 6 May 2018 guidance from the Information and Records Management Society and “Workbook Guidelines for Child Protection Records, Transfer, Retention & Archiving” TWSCB September 1st 2018](#)

Further information is available via: www.education.gov.uk and www.direct.gov.uk

Children’s Welfare

Poor or Irregular Attendance

- “School staff need to be particularly sensitive to signs which may indicate possible safeguarding concerns. This could include for example, poor or irregular attendance or children missing from education” (Ofsted September 2009). The recognised figure for persistence absence being less than 90%, although concerns may still be raised if above this. The school will comply with the statutory guidance [“Children Missing Education” \(September 2016\)](#). Please also refer to our attendance policy and procedures for managing attendance concerns.
- In respect of this and at a local Telford & Wrekin Council level, the school’s Attendance Officer (Mrs J Morris) will refer to and use the established protocol document of notification to the Local Authority, filling out the appropriate paperwork, [“Policies and Procedures for Identifying Children Not Receiving Education \(CNRE\) and Children Missing Education \(CME\)” Telford & Wrekin Council \(September 2016\)](#). This document has a further two supplementary elements that will be complied with and adhered to [“Modified Timetable Protocol” Telford & Wrekin \(September 2016\)](#) and [“Children Out of School Protocol” Telford & Wrekin Council \(September 2016\)](#).
- Following the Children Missing Education guidance parents / carers should ensure that the school has at least two emergency contacts for their child.

Forced Marriage, Honour Based Violence & FGM-Where issues may be raised of Forced Marriage,

- Honour Based Violence or Female Genital Mutilation (FGM) whether by people within school community, the wider community, older or younger children in all school settings, we will follow Government guidance; [“Handling cases of Forced Marriage” \(multi agency practice guidelines\) June 2009](#) [“Female Genital Mutilation” \(multi agency practice guidelines\) HM Government 2014 pages 42-44](#) and Home Office [“Mandatory reporting of female genital mutilation: procedural information” October 2015](#) and further advice from the Home Office for all professionals and agencies [“Multi-agency statutory guidance on female genital mutilation” April 2016](#).
- In respect of FGM this school will adopt the local [TWSCB “FGM Practice Guidelines and Resource Pack”](#) as part of safeguarding responsibilities and inform/educate our staff in this particular area.
- We will consult appropriately and sensitively, in a two way process, in line with that national guidance current, future and local procedure. This school recognises that FGM is against the law and can happen across all ranges of educational settings and we will alert staff to free on line training at www.fgmelearning.co.uk. Furthermore, this school wish to make it clear that in line with Section 74 of

the Serious Crime Act 2015 that “If a **teacher**, in the course of their work in the profession, discovers that an act of Female Genital Mutilation appears to have been carried out on a girl under the age of 18 the **teacher** must report this to the police”

Child Sexual Exploitation

- Where we as a school may feel that children may be being abused through exploitation (CATE), we will consult in the normal way with the Safeguarding Team Helpdesk via The Family Connect Team on 01952 385385 and seek advice as to whether the incident follows a [CSE Care Support Pathway](#). The concerns will be followed through sensitively and appropriately with fellow professionals and the [CATE Referral Form](#) will be completed. In relation to the fortnightly CATE Risk Panels, where concerns are expressed around a child attending our school, we will ensure attendance whenever possible as part of the established multi agency process. In addition we have noted and made relevant staff aware of the “[Child Sexual Exploitation-Definition and guidance for practitioners](#)” issued by the DfE February 2017. Alongside this we have taken the same steps and made all staff aware of the [CSE Warnings Checklist](#).

Criminal Exploitation of children: County Lines

- County Lines is the police term for urban gangs supplying drugs to suburban areas and market and coastal towns using dedicated mobile phone lines or “deal lines”, it involves child criminal exploitation (CCE) as gangs use children to move drugs and money. County Lines is a major issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons.

Potential victims of Modern Slavery and Child Human Trafficking

- Modern slavery, including child trafficking, is child abuse. If as a school we become aware or have suspicions that a child may have or is being exploited or trafficked, we will contact Family Connect in the normal manner to seek advice and support. All children, irrespective of their immigration status, are entitled to safeguarding and protection under the law. This school recognises this as any normal child protection referral and potential victims of trafficking and modern slavery can be of any nationality and may include British children. This may cover not only those trafficked for sexual exploitation but those trafficked as drug carriers internally in the UK.

Children Leaving School without Permission

- Where children leave the classroom or leave school grounds without permission, this is covered within our behaviour management policy and is also set against the backdrop of the legal framework of the Children Act 1989 s3 (5); “Anyone who has care of a child without parental responsibility may do what is “reasonable” in all the circumstances to safeguard and promote the child’s welfare. It is likely to be “reasonable” to inform the police, or children’s services departments, and, if appropriate, their parents, of the child/young person’s safety and whereabouts.”
- However in principle, if a student runs out of class we will establish where he or she has gone. For avoidance of doubt and for all within and outside of the school, teachers will not run after them but will send a message to the office for adult support. It is advisable to keep a watchful eye on any child who has taken themselves out of the school building and possibly out of the school grounds, unless this watchful eye provokes the child to run further. It is and will be a judgement call for staff to take what they feel is “**reasonable**” action in line with the advice above. If a child is no longer on school premises, parents/carers will be contacted in the first instance. If they are not at home or contactable the police will be informed that a student has left school and is at risk.

Children That Have Gone Missing

- ([flowchart](#))-Where children have gone missing and not in manner of the above we will follow the “[Local Missing Children Process](#)” January 2016.

Private Fostering

- A private fostering arrangement occurs when someone other than a parent or close relative cares for a child for a period of 28 days or more, with the agreement of the child's parents. It applies to children under the age of 16, or under the age of 18 if the child is disabled. Children who are looked after by the local authority or who are placed in a residential school, Children's home or hospital are not considered to be privately fostered. Most privately fostered children remain safe and well, but safeguarding concerns have been raised in some cases where so called "sofa surfing" has been evident. It is important that schools are alert to possible safeguarding issues, including the possibility that a child has been trafficked into the country.
- By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify Children's Social Care as soon as possible. When the school becomes aware of a private fostering arrangement for a student that has not been notified to Children's Social Care, the school will encourage parents and private foster carers to notify Children's Social Care and will share information to Children's Social Care as appropriate.

Drug and Substance misuse

- Where issues come to attention of the school in relation to drugs and substance misuse we will follow the non-statutory advice contained within "[DfE and ACPO drug advice for schools](#)" [September 2012](#). This document clearly sets out issues around broader behaviour and pastoral support, as well as managing drugs and drug related incidents within our school. The document produced by the Department of Education and the Association of Chief Police Officers clearly sets out the role of schools, their powers and what schools can do. Coupled with this preventative and supportive approach this will sit hand in hand with our statutory functions of child protection and the alerting to established referral procedures and the law of the land.

Domestic Violence and Serious Harm

- Research increasingly indicates that Domestic Violence/Serious Harm in any form can and does have an impact on children and young people of all ages and backgrounds. For the avoidance of doubt, and in the spirit of children's welfare, this school will liaise with agencies in a two way process where Domestic Violence/Serious Harm is a factor in the household. Children within our care will be supported where needed and school available for them. This school is part of the Operation Encompass process where Domestic Violence issues are shared directly with school, so that school have an initial awareness. To this end, we will be part of any agency referral, in a two way process, such as the Domestic Violence MARAC (Multi Agency Risk Assessment Conferences), MAPPA (Multi Agency Public Protection Arrangements) or any other named agencies where these specific issues are a factor that may impair and impact on a child's development.

Fabricated and Induced Illness

"The fabrication or induction of illness in children is a relatively rare form of child abuse. Where concerns exist about fabricated or induced illness, it requires professionals to work together, evaluating all the available evidence, in order to reach an understanding of the reasons for the child's signs and symptoms of illness. At all times professionals need to keep an open mind to ensure that they have not missed a vital piece of information". [Taken from "Safeguarding Children in whom illness is fabricated or induced" HM Government](#). This supplementary guidance to "[Working Together to Safeguard Children](#)" will be adopted by this establishment and we will adhere to our duties to refer.

Managing Allegations against other students / Peer on Peer Abuse

- At NGHS we believe that all children have a right to attend school and learn in a safe environment. Children should be free from harm by adults in the school and other students. We recognise that some

students will sometimes negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the school's behaviour and rewards and / or anti-bullying policies. As a school we will minimise the risk of allegations against other students by:

- Providing an appropriate PSHE curriculum which develops students understanding of acceptable behaviour and keeping themselves safe
 - Having systems in place for any student to raise concerns with staff, knowing that they will be listened to, believed and valued.
 - Delivering targeted work on assertiveness and keeping safe to those students identified as being at risk
 - Developing robust risk assessment and providing targeted work for students identified as being a potential risk to other students.
- **Managing allegations against other students which are safeguarding issues** – Occasionally, allegations may be made against students by others in the school, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is likely that, to be considered a safeguarding allegation against a student, some of the following features will be found.

If the allegation:

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

Examples of safeguarding issues against a student could include:

- Violence, particularly pre-planned
- Forcing others to use drugs or alcohol
- Blackmail or extortion
- Threats and intimidation
- Indecent exposure, indecent touching or serious sexual assaults
- Forcing others to watch pornography or taking part in sexting
- Encouraging other children to engage in inappropriate sexual behaviour
- Photographing or videoing other children performing indecent acts

Please access the [UKCCIS Guidance: Sexting in Schools and Colleges, Responding to incidents and safeguarding young people](#) for further information.

Youth Violence and Gang Activity

“The vast majority of young people and educational establishments will not be affected by serious violence or gangs. However, where these problems do occur there will almost certainly be a significant impact.” **Taken from the Home Office “Preventing youth violence and gang involvement Practical advice for schools and colleges”** In light of this we will embrace the Home Office document and follow this guidance which clearly sets out understanding the issue, seeking support, working with local partners, early intervention and legal powers for staff. Our educational establishment has a duty and a responsibility to protect our students and staff and we recognise dealing with violence also helps attainment. To this end we will ensure students must;

- feel safe at our setting all the time
- understand very clearly what safe situations are; and
- be highly aware of how to keep themselves and others safe

Extremism, Radicalisation & the PREVENT Agenda

- Extremist views by anyone in school will not be tolerated. Therefore, we will take and expect quick and decisive action where issues of this nature are brought to our attention

and we as a school will follow the [PREVENT duty departmental advice for schools and childcare providers June 2015](#). Namely, that we expect staff to encourage students to respect the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. Staff should ensure that partisan political views are not promoted in the teaching of any subject in the school and where political issues are brought to the attention of students; reasonably practicable steps have been taken to offer a balanced presentation of opposing views. **We will treat extremism and radicalisation like any other child protection referral.**

- As a school we have procedures in place to monitor ICT usage and have a duty to seek advice and explore by filtering suspicious content being viewed. Those within and outside the school community should be left in no doubt our duty to cooperate under the law.
- We will ensure that every member of staff in school has completed their PREVENT Home Office Online training as identified in the [PREVENT Duty Guidance 2015](#).
- As a school if we feel children are being abused through extremism or being radicalised, we will consult directly with Family Connect and the police PREVENT Team and seek advice. This is done with a [PREVENT referral form](#) (please see [the flowchart](#)) for avoidance of doubt any PREVENT referral will be sent to **Family Connect and the Police**. As with all referrals this referral will be dealt with appropriately by professionals. If it is deemed from the PREVENT Team that the intervention is not criminal and does not warrant a Channel Panel, but needs local support, we will work with those professional leads for Telford & Wrekin Council. Presently those being **Paul Fenn and Jas Bedesha**. Our policy also recognises that the local police can be contacted in imminent circumstances on **01386 591835/591825 or 591816** and at prevent@warwickshireandwestmercia.pnn.police.uk

Special Education Needs and Disabilities

- We are aware that children with special education needs and disabilities can face additional safeguarding challenges and the safeguarding, pastoral teams and SENDCO (Mrs L. Herring) work closely together to monitor and safeguard these students. All staff should be aware of the following:
 - that behaviour, mood and injury may relate to possible abuse and not just their SEND or disability.
 - The student could be at a higher risk of peer group isolation
 - The disproportionate impact of friendship or bullying issues
 - Difficulties with communication

Please refer to the SEN(D) policy for further information.

Contextual Safeguarding

All staff are trained to be aware of contextual safeguarding, this means they are aware that other environmental factors may pose a threat to a student's safety and / or welfare. We know that young people may experience harm beyond their families and as a school we recognise that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse.

Health & Safety and Physical Intervention

- Policies on Health & Safety and Physical Intervention (included within the behaviour and rewards policy) are set out in separate documentation. It reflects the consideration we give to the protection of

our children both within the school environment and when away from the school when undertaking school trips and visits.

Training

- The school will set aside a sum of money per annum to be agreed within its budget as contingency for training, updates and for attendance at inter-agency meetings for Miss H Clarke and Mr M J Scott.
- All new staff receive knowledge of how to access the school policies & procedures on induction and access whole school training when held.

Safer Recruitment and Online Safety

- It was proposed that Safer Recruitment Training is a requirement from 1 January 2010. The proposal is that from this date, at least 1 person involved in interviewing an applicant for a post of Headteacher, Deputy Headteacher, Teacher or member of the whole school support staff must have completed the safer recruitment training. This training can be received from any provider but must be accredited by The Lucy Faithfull Consortium; this is acknowledged as the required provider's qualification. This will continue to be part of our policy on child protection. This requirement states that schools should access "suitable" training. The school maintain the right to seek this training from reputable accredited providers that they choose. However, on each interview panel will clearly and officially mark as to whom on the panel is the person who has been fully "Safer Recruitment" trained.
- All staff working in the school/college community will be subject to enhanced Disclosure Barring Service (DBS) checks and the school adhere and comply with "[Keeping Children Safe in Education](#)" **Statutory Guidance (September 2018)-Section 3 Safer Recruitment**
- All within the school community must adhere to our ICT and internet acceptable usage policy; the school will make all aware of its existence and importance. Where appropriate, intervention will take place when anyone uses technology in an unacceptable fashion.
- Authority wide monitoring software is used within all schools and will be reviewed, updated and checked regularly. This addresses and includes all online risk of harm, including risks posed by the online activity of extremist and terrorist groups. On occasions unacceptable websites might be accessed inadvertently; if this occurs then this should be closed down immediately and logged and reported to Senior Leadership and to the ICT Team.
- It is recognised at this school that all Information Technology, whether personal or work based, is a **whole school issue** and all staff have a duty to be vigilant. The policies already mentioned cover the extent of this activity and its suitability, staff and students are to be left in no doubt that contravention of them will be forwarded to the appropriate agencies to be dealt with.
- Some useful guidance around Facebook and associated social networking "[Facebook Checklist](#)" **produced by the UK Safer Internet Centre** will form part of staff awareness training.
- Online safety is a major concern for all professionals' not only Social Media forums but issues around "**sexting**". Further information is included within the school's online safety policy. For information and support in these areas the following websites below are available for all staff and parents to view. The sites are useful for all age groups, parents and carers which will form the basis and assist with online safety education (as part of our PSHE and ICT curriculums), support and policy in our school.
 - <http://swgfl.org.uk/>
 - www.thinkuknow.co.uk
 - www.virtualglobaltaskforce.com
 - www.parentsprotect.co.uk
 - www.lucyfaithfull.org.uk

- www.stopitnow.org.uk
- <http://parentinfo.org/>

Taking Photographs in Schools

- Good practice guidance from the Information Commissioners Office, on taking photographs in educational institutions will be followed. This is attached for information. In the interests of safeguarding a common sense approach on a case by case basis will be taken in this area. A full copy of the guidance can be viewed at [Taking photographs in schools guidance 2010](#).

COMMITMENT TO REVIEW

These Policies will be flexible to change and will be reviewed on an ongoing basis to reflect where there are any changes in Government Legislation or any changes in the duty of statutory agencies in Child Protection and the wider Safeguarding agenda. If it is not appropriate to refine the policy during the year, then this will be done as a matter of course on yearly basis by a named person responsible on the cover sheet, who shall be accountable for that action.