



Churchill Community College

Policy

Safeguarding and Child Protection

This policy came into effect on:	September 2024		
This policy was agreed by:	Safeguarding and Personal Development Committee (5th September 2024)		
Date of next review:	June 2025		
Is this a statutory policy?	Yes	Lead member of staff:	MLA
To be uploaded to college website:	Yes	Date Uploaded:	Sept 2024

Purpose & Objectives	This policy sets out how Churchill Community College will ensure that children are safe and supported both within and outside of school
Scope	This policy applies to ALL – staff, supply staff and volunteers (including Governors).
Definitions	DSL-Designated Safeguarding Lead DDSL(s)-Deputy Safeguarding Lead(s).
Links to other policies	<p>This policy will be implemented in line with the following school policies and procedures:</p> <ol style="list-style-type: none"> 1. Anti-bullying (including racist, disability and homophonic or transphobic abuse) 2. Dealing with Allegations of abuse 3. Behaviour and rewards policy 4. Privacy usage 5. E-safety, use of the internet (including acceptable use policy), photography and mobile phones 6. Exclusions 7. Inclusion and Special Educational Needs and Disability (SEND) 8. Looked after and previously looked after children policy including those with current or previous social work support 9. Child on child abuse including managing allegations made against other children/young people including sexual violence and sexual harassment as outlined in Part 5 of the current Keeping Children Safe in Education 10. PSHE policy, including RSE policy (Relationship and Sex Education)
Legal framework	<p>This policy has due regard to DfE guidance including, but not limited to, the following:</p> <ul style="list-style-type: none"> ● Working Together to Safeguard Children ● Keeping Children Safe in Education 2022

Churchill Community College

Terms used in this document:

ALL is noted as meaning – all staff, supply staff, agency workers and volunteers (including Governors).

DSL-Designated Safeguarding Lead

DDSL(s)-Deputy Safeguarding Lead(s).

SAFEGUARDING POLICY

We define safeguarding as being broader than ‘child protection.’ Safeguarding in our school confirms what we do for all children, applies across the whole school, and is linked to our overall culture, ethos, and the principles we follow in school. Safeguarding in our school is child centred and always ensures that we work in the best interests of the child to ensure that school is a safe place for all our children and young people to be.

We define Child Protection as what we do for children at risk of significant harm, or who have been significantly harmed and we have separate clear procedures which are understood by ALL, in place for this.

We define children and young people in our school as being children within the age ranges of 11 to 18 years, however we are aware that children include everyone under the age of 18.

As appropriate, to safeguard any young person who is over the age of 18 who continues to receive education in our school, we operate in accordance with local guidance and will report suspicions/concerns/allegations of abuse or neglect to the Adult Social Care Gateway Team on 0191 6432777.

We accept and expect ALL in school to understand that safeguarding is everyone’s responsibility.

In school we act in the best interest of all children and ensure we take all reasonable steps to prevent them from harm. Having appropriate safeguards in place not only protects and promotes the welfare of children/young people, but also enhances the confidence of pupils, staff, volunteers, and parents/carers. Therefore, safeguarding arrangements should be considered in conjunction with the procedures outlined in Reference Document B.

LEGISLATION

It is imperative that all Schools fully recognise the responsibility they have regarding arrangements for safeguarding and promoting the welfare of children. Those statutory responsibilities are noted within the following legislation:

Section 175 of the Education Act 2002 states:

1. A local education authority shall make arrangements for ensuring the functions conferred on them in their capacity as a local education authority are exercised with a view to safeguarding and promoting the welfare of children.
2. Schools and Further Education (FE) institutions should give effect to their duty to safeguard and promote the welfare of their pupils.
3. The governing body of a maintained school[1] shall make arrangements for ensuring that functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school.
4. An authority or body shall have regard to any guidance given from time to time by the Secretary of State.

This legislation makes child[2] protection responsibilities clear and places an obligation on schools to ensure that these responsibilities are met in full.

Safeguarding and promoting the welfare of children is defined in current **Working Together to Safeguard Children[3]** 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: and
- taking action to enable all children to have the best outcomes.

In addition, **Keeping Children Safe in Education 2023[4]** outlines:

- Schools and their staff are an important part of the wider safeguarding system for children.
- Safeguarding and promoting the welfare of children is everyone's responsibility.
- School staff are particularly important as they are in a position to identify concerns early, provide help for children, and prevent concerns from escalating.
- No single practitioner can have a full picture of a child's needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information, and taking prompt action.

OUR CHILD PROTECTION POLICY PRINCIPLES

Our child protection policy demonstrates our commitment to safeguard children from harm. The essential inclusions within our child protection policy are outlined below:

Principles	<p>The welfare of the child is paramount.</p> <p>We are clear on the principles, legislation and guidance that underpin the policy.</p> <p>We are clear that the policy applies to ALL working with or supporting children within our school and ALL are clear on their role and responsibilities.</p> <p>All concerns and allegations of abuse and exploitation (including abuse and exploitation and child-on-child) will be taken seriously by governors, staff and volunteers and responded to appropriately - this may require a referral to children's social care Front Door service, the Designated Officer for the Local Authority (referred to as LADO), the Police other agencies as appropriate.</p> <p>Arrangements are in place for the policies and the supporting procedures and updates to be reviewed regularly to ensure that they reflect good/current Practice.</p> <p>Links are made to all associated policies and procedures which promote children's safety and welfare which includes but is not limited to health and safety, anti-bullying, protection of children both online and offline/online safety, mental health, child to child violence and abuse, behaviour, and procedures for those with special education needs and disabilities (SEND).</p>
Equality of Application.	<p>No child or group of children must be treated any less favourably than others in being able to access education which meets their needs.</p> <p>All children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality, or beliefs.</p>
Up to Date	Our policy is reviewed, approved, and endorsed by the Governing Body annually, when legislation changes or as and when safeguarding arrangements or practice in school necessitates the need for an additional review.
Recruitment	We operate an effective safe recruitment, selection, and vetting procedure in accordance with Part Three of the current KCSE, this includes online searches.
Communication	Children and parents/ carers are informed of the policy and procedures and a copy is placed on the school website. Paper copies are available from the school office for those who cannot access the school website online.

CHILD PROTECTION PROCEDURES AND SYSTEMS

These are the procedures and systems which provide clear step-by-step guidance on what to do in different circumstances and they clarify roles and responsibilities. Systems for recording information and dealing with complaints are also in place to ensure implementation and compliance.

Our child protection procedures are linked to the North Tyneside Safeguarding Children Partnership (NTSCP) multi agency safeguarding arrangements.

Our procedures and systems include:

Responsibility:	<p>A named senior designated safeguarding lead who is part of our leadership team has a clearly defined role and responsibilities which includes online safety and understanding the filtering and monitoring systems for this that we have in place. In relation to child protection, appropriate to the level at which s/he operates. Being a member of the leadership team ensures that our DSL has the appropriate status and authority to perform the duties of a DSL role/ post as we recognise that the role carries a significant level of responsibility providing advice and support to other staff on child welfare, safeguarding and child protection matters.</p> <p>Our DSL is provided with time, funding, training, and support to conduct their role effectively and to ensure that the Deputy DSLs are also supported in their roles to ensure that they contribute appropriately to further ensure this. We also have in place Deputy DSLs who support the DSL in their role, who whilst not part of the senior leadership team are members of staff in school who are appropriate to undertake this role in support of the DSL and who also receive training, guidance, and support to ensure the overall effectiveness of our policy in practice.</p> <p>We understand and are clear that as a Governing Body we have a strategic leadership responsibility for our safeguarding arrangements and ensure that we comply with our duties and responsibility under legislation to achieve this, ensure that our policies, procedures, and training are effective and comply with the law at all times. Operationally the application of policies and procedures adopted by our Governing Body is a delegated responsibility to the Head teacher where they are required to ensure that these are understood and followed by staff.</p>
Clarity of Understanding:	A description of what child abuse and exploitation is, and the procedures for how to respond to it where there are concerns about a child's safety or welfare including the need for early help, concerns about the actions of a staff member, governor, or volunteer. This includes concerns that are raised about a child from their home life, wider community and/or time spent online.

<p>Responsibilities are clearly understood which include:</p>	<p>Our Headteacher ensures that our policies and procedures, adopted by the Governing Body are understood, and on behalf of the Governing Body ensures that such documents are followed/ enacted by staff through the practices and expectations that are operated and enforced in school.</p> <p>Relevant contact details for children's services, police, health, the Designated Officer for the Local Authority (referred to as the LADO), Child Exploitation Online Protection Centre (CEOP) for e-Safety concerns and NSPCC help lines are made available to ALL.</p> <p>A code of behaviour for staff, governors, and volunteers; the consequences of breaching the code are clear and linked to disciplinary and grievance procedures (and our low-level concerns policy). Our staff are also clear on our 'low level concerns' policy, how it applies to them, and this is also outlined in our staff code of conduct, alongside, whistleblowing, acceptable use of technologies (including the use of mobile devices), staff/ pupil relationships and communications including the use of social media.</p> <p>All staff receive appropriate safeguarding and child protection training (including online safety which includes an understanding of the expectations, applicable roles, and responsibilities in relation to online safety which includes filtering and monitoring), this includes new staff as part of their induction training and existing staff as part of annual and point in time updates. A safe recruitment[5], selection and vetting procedures which are embedded and effective and that include checks into the eligibility and the suitability of all governors, staff, agency workers, supply staff and volunteers who have direct or indirect contact with children.</p> <p>Systems to ensure that all staff and volunteers working with children are monitored and supervised and that they have opportunities to gain experience about child protection in accordance with their roles and responsibilities; safeguarding induction training is mandatory for all those who work directly with children, young people, their families and/or carers.</p> <p>Requirements for staff, governors and volunteers to learn about child protection in accordance with and as appropriate to their roles and responsibilities, including but not limited to the emerging issues of e-safety, domestic abuse[6], honour-based abuse, forced marriage, female genital mutilation, children who live away from home or go missing from education, particularly on repeat occasions and/or for prolonged periods, child sexual exploitation, child criminal exploitation, serious violence (including that linked to county lines) and violent crime, race and racism, extremism and child on child abuse including harmful sexualised behaviours[8].</p> <p>ALL staff are required to read Part One and Annex A of the current KCSE for further information on safeguarding issues. We also ensure that we regularly review matters that arise in school (including those that are Low Level Concerns) and unsubstantiated matters to consider lessons learned and how we can review/ update our policy and practice.</p> <p>ALL including Governors receive appropriate safeguarding training at induction. ALL are also</p>
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required to attend regular updates on training and practice. In attending both induction and regular updates/ training from a strategic viewpoint this ensures that our Governing Body can provide strategic challenge to test and assure themselves that our safeguarding policies and procedures are effective and support the delivery of a robust whole school approach to safeguarding.

We understand our responsibility in line with the Prevent Duty (2015) and can identify children who may be susceptible to radicalisation and know what to do when they are identified. School also builds pupils' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views. Pupils are encouraged to debate controversial issues and provide a safe space in which pupils and staff can understand the risks associated with terrorism and develop the knowledge and skills to be able to challenge extremist arguments. All DSLs and their deputies should access training[9] to raise awareness of the Prevent agenda[10] and issues of extremism and radicalisation.

Our safeguarding policy and procedures are tailored to our children and their needs and consider any vulnerabilities of the children with whom we have contact. This can include but is not limited to very young children, those living with parental drug/alcohol misuse, adult mental health issues, domestic abuse, those with young carers responsibilities or part of a homeless family or family with prisoner or offending parents or carers, special educational needs and/or disability, frequently missing children or those engaging in criminal or anti-social behaviours who may be at risk of exploitation. Those who have returned home from care or who are privately fostered can also be vulnerable as can those children and young people with mental health needs and those misusing drug or alcohol themselves.

In line with the current KCSE and the recent review of Children in Need[11], teacher of children with an allocated social worker (or have previously been allocated a social worker), will be supported to promote their welfare and educational outcomes.

Signs and indicators of abuse can be found here on the NSPCC website. ALL staff are 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. School staff are not expected or trained to diagnose mental health conditions or issues but may notice behaviours that may be of concern. Where staff have a mental health concern about a child that may also be a safeguarding concern, they should raise the issue by informing the named lead person for mental health issues in school which will be intricately linked to the designated safeguarding lead (or deputy).

ALL staff are aware that Domestic Abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. The abuse could be psychological, physical, sexual, financial, or emotional. Children may see, hear, or experience the effects of domestic abuse at home or in their own intimate relationship. This can have a detrimental and long-term impact on their health, wellbeing development and ability to learn.

Operation Encompass ensures that following any domestic abuse incident being reported to the police, the police will contact Children's Social Care Front Door service who will then

	<p>communicate relevant and necessary information to our nominated school staff the next morning. This ensures our school is made aware at the earliest possible opportunity and can subsequently provide support to our pupils in a way that means they feel safe and listened to.</p> <p>Operation Endeavour follows the same principles as Operation Encompass, but reports are shared from the police with Children Social Care and school when a child or young person is using or has had a missing episode.</p>
Recording Keeping/Confidentiality:	<p>A process for recording incidents, concerns and referrals and storing these securely in compliance with relevant legislation and kept for a time specified by other partners.</p> <p>Guidance on confidentiality and information sharing, legislation compliant, and which clearly states that the protection of the child is the most important Consideration.</p> <p>The Data Protection Act 2018 and UK GDPR do not prevent the sharing of Information for the purpose of keeping children safe.</p> <p>We will transfer pupils' Child Protection files to other schools or colleges within 5 days for an in-year transfer or within 5 days of the start of a new term to allow the new school to have support in place for when the child/ young person arrives. This is a responsibility of the DSL who ensure secure transit and obtain a confirmation of receipt from the new school.</p> <p>Our DSL will, in addition to the child protection file, consider if it is appropriate to share any information with the new school in advance of a child leaving. Anything that we share will take into consideration Data Protection/ GDPR, confidentiality, etc with reference to Annex C/Role of the DSL within KCSE.</p> <p>As a receiving school of an in-year transfer we will ensure that key staff, including the DSL, SENCO, SEND lead, etc are aware of any child protection matters relating to the pupil as required.</p> <p>Data that relates to allegations will be retained in line with the recommendations within KCSE.</p>

CHILD PROTECTION POLICY

INTRODUCTION

There are four main elements to our child protection policy:

1. **PREVENTION** through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos.
2. **PROCEDURES** for identifying and reporting cases, or suspected cases of harm/abuse.
3. **SUPPORT TO PUPILS** who may have been harmed/abused.
4. **PREVENTING UNSUITABLE PEOPLE WORKING WITH CHILDREN** including staff, supply staff, agency workers, volunteers (including Governors), community education staff, other professionals and other visitors who may be working in school or coming into contact with children/young people.

1. PREVENTION

The safety and well-being of all pupils is our highest priority. It is our responsibility to:

- Know every child and young person as an individual
- Provide a secure and caring environment.

So that every child and young person can:

- Learn in safety
- Develop his/her full potential, and
- Feel positive about him/herself as an individual

To achieve this, we recognise that a safe high self-esteem, confidence, supportive friends, and good lines of communication with a trusted adult in a safe environment helps prevention.

In school we will therefore:

Adults	<u>Children/Young People</u>
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<p>provide induction which includes relevant information on child protection to ensure that individuals understand and discharge their role and responsibilities, to include but not be limited to the Child Protection Policy, Part 1 of the current KCSE (and Annex A), Code of Conduct/Staff behaviour Protocol (including the procedures for reporting low level concerns) identity and role of the Designated Safeguarding Lead (DSL) and any deputies, pupil behaviour policy (which now needs to include measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying), child on child abuse policy and the school's response to children absent from education and whistleblowing procedures.</p> <p>ensure that staff are aware that technology is a significant component in many safeguarding and wellbeing issues and that children are at risk of abuse and other risks online as well as face to face.</p> <p>provide induction training that is structured to ensure all new staff, supply staff, agency workers and volunteers (including all Governors) will attend induction training and will also regularly (at least annually) be required to attend appropriate child protection training and online safety training, which includes understanding and responsibilities in relation to filtering and monitoring and appropriate levels of information security and access being in place.</p> <p>induction training for Governors will be provided as soon as reasonably possible after their appointment.</p>	<p>ensure children/ young people know that there are adults in school whom they can approach if they are worried or in difficulty.</p> <p>establish and maintain an ethos where children/ young people feel secure, are encouraged to talk, and are listened to.</p> <p>ensure all staff should be able to reassure children and young people that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.</p> <p>encourage and reinforce essential skills for every child/ young person such as self-esteem, confidence building, independent thinking and making assessments of risk based on their own judgements and help children/young people develop realistic attitudes to the responsibilities of adult life.</p> <p>develop and deliver a robust curriculum which is fit for purpose to equip children/ young people with the skills they need to stay safe from harm/abuse and to know to whom to turn for help.</p> <ul style="list-style-type: none"> · children are taught about safeguarding, (including online and the use of mobile and smart technology)[12], through teaching and learning opportunities, as part of providing a broad and balanced curriculum. This includes covering relevant issues through personal, social, health and economic education (PSHE) including relationship and sex education (RSE)[13]. <p>safeguard children from potentially harmful and inappropriate online material by ensuring appropriate filters and monitoring systems are in place but that "over</p>
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provide all staff with regular safeguarding and child protection updates (at least annually) which is in line with advice and changing practice – both nationally and locally.

ensure that the DSL (s) and/or deputies (DDSLs) attend North Tyneside Safeguarding Children Partnership (NTSCP) multi-agency safeguarding Training every two (2) years.

in addition to DSL formal training and any general staff updates, the DSL/DDSLs are supported to update their knowledge and skills (e.g., via e bulletins, meeting other DSL's or taking time to read and digest safeguarding developments) at regular intervals and at least annually.

- our DSL is part of our leadership team and are provided with time, funding, training, and support to conduct their role effectively and to ensure that the Deputy DSLs are also supported in their roles to ensure that they contribute as appropriate.

- we also encourage the inclusion of service provider teams who are based on site being included in training and/ or updates.

- we ensure our DSL has and takes lead responsibility for safeguarding and child protection (including online safety, understanding the filtering, and monitoring systems and process in place, the use of mobile and smart technology). They function as source of support, advice and expertise for staff and a point of contact with safeguarding partners. This responsibility is also clearly

- safeguard children from potentially harmful and inappropriate online material by ensuring appropriate filters and monitoring systems are in place but that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.

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noted in the DSL/ role holder's job description and takes into consideration Annex C of KCSE.

2. CHILD PROTECTION PROCEDURES

In school we follow procedures in line with the North Tyneside Safeguarding Children Partnership (NTSCP) local Multi-Agency Safeguarding arrangements.

We are aware of these procedures and ensure that they are incorporated into the practice, policy, and procedures that we operate in school.

We will contact North Tyneside's Front Door Service as the first point of contact with Children's Social Care Front Door service for concerns about the safety or welfare of a child/young person in North Tyneside. However, we are also aware that we can ring the North Tyneside Multi Agency Safeguarding Hub (MASH) Professionals Helpline should we need advice prior to calling the Front Door Service. We understand that the Front Door Service is the access point to the MASH which has a multi-agency duty team who offer information, support and services including information about early help and will respond to concerns. **Reference Document A attached at the end of this policy includes Front Door and MASH Helpline contact details.**

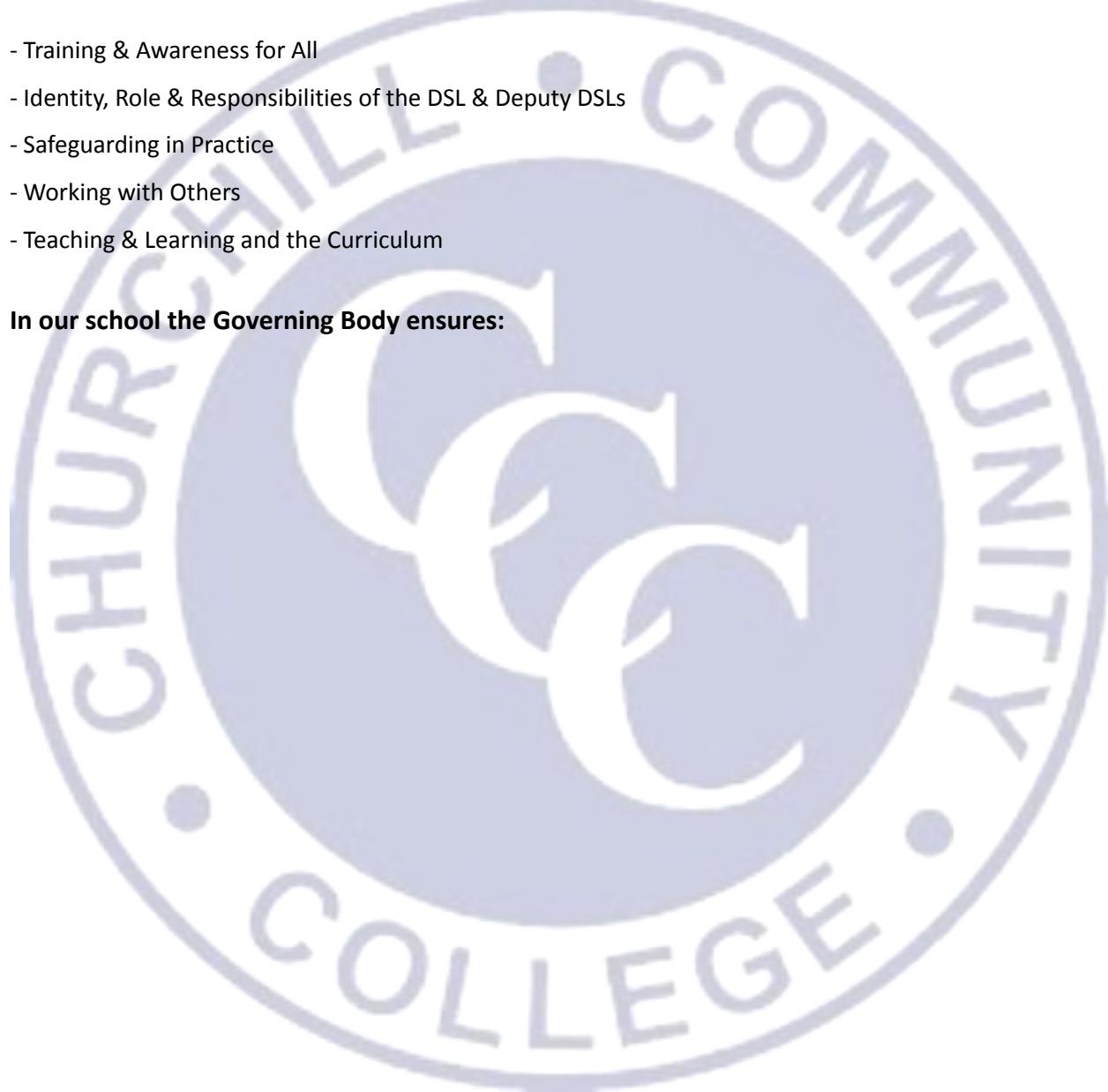
In school, we ensure that all staff are aware that they have a professional responsibility to share information with other professionals and agencies to safeguard children/young people. All staff are aware of confidentiality protocols, adhere to these and ensure that information is shared appropriately. In school we all understand the need for and respect the appropriateness of the Head Teacher or DSL (or any DDSLs) or Designated Teacher for Looked After Children (LAC)[14] disclosing any information about a pupil to other members of staff on a need-to-know basis only.

However, in line with the current KCSE, we share information about the welfare, safeguarding and child protection issues that children, including children with an allocated social worker (or have previously been allocated a social worker), are experiencing (or have experienced), with relevant teachers and school staff to promote their welfare and educational outcomes. This is in line with the recent review of Children in Need[15]. We ensure that staff understand academic progress and attainment of these children and maintain a culture of high aspirations for this cohort. We support teaching staff to identify the challenges that children in this group might face and the additional pastoral and academic support and adjustments that may need to be made to best support these children.

In school, we ensure that all staff are aware that any information a child/young person discloses regarding harm/abuse of themselves or of another child/young person must be shared as appropriate and cannot be kept secret and that this may include where a child/ young person may be witnessing (or have witnessed) ill treatment of others. In addition to our overarching principles which operate to ensure child protection is effective we also have 5 areas of focus. We believe that these 5 focus areas ensure child protection procedures are easier to understand for ALL and better ensures we are operating our child protection procedures effectively. Each area of focus is of equal importance:

- Training & Awareness for All
- Identity, Role & Responsibilities of the DSL & Deputy DSLs
- Safeguarding in Practice
- Working with Others
- Teaching & Learning and the Curriculum

In our school the Governing Body ensures:





<p><u>Overarching Principles:</u></p>	<p>We have a DSL for Child Protection who is part of the school's senior leadership team and has the authority to act. Our DSL takes lead responsibility for safeguarding and child protection, and this is explicitly noted in their job description. Whilst some of the activities of this role may be delegated to appropriately trained and experienced deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL as this cannot be delegated.</p> <p>Our DSL is provided with time, funding, training, and support to conduct their role effectively and to ensure that the Deputy DSLs are also supported in their roles to ensure that they contribute appropriately to further ensure this.</p> <p>Our DSL and their Deputies will undertake appropriate local North Tyneside Safeguarding Children Partnership (NTSCP) multi agency safeguarding training every two (2) years.</p> <p>We have 7 appropriately trained and experienced Deputy DSL's (DDSL's), and these arrangements are clearly communicated to staff, supply staff, agency workers, volunteers, and governors.</p> <p>Staff, supply staff, agency workers, volunteers and governors are clear where they have a concern or a query relating to a child/young person that they need to contact the DSL/ DDSL in school[16].</p> <p>All staff, supply staff, agency workers, volunteers, governors, and other adults supporting/ working in school knows what to do if they have any concerns about a child, including referring the matter to the DSL/ DDSLs who should always be available to discuss safeguarding concerns. If in exceptional circumstances, the DSL or DDSL is not available, this should not delay appropriate action being taken. Staff should consider speaking to a member of the Senior Leadership team and/or take advice from the MASH professional's helpline and Children's Social Care Front Door service.</p> <p>All staff, supply staff, agency workers, volunteers, governors, and other adults supporting/ working in school are provided with an immediate induction relevant to their role in school, this induction will then increase as appropriate linked to their role in school and the expected duration of that role.</p> <p>All governors are required to undertake induction training and will also be supported to receive regular updates on safeguarding and child protection matters, to ensure that they are able to fulfil their strategic responsibilities for our safeguarding arrangements and that they comply with their duties under legislation and to equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding</p>
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policies and procedures in place are effective and support the delivery of a robust whole school approach to safeguarding.

On induction, all staff, supply staff, agency workers, volunteers and governors will be provided with a copy of our child protection policy, safeguarding arrangements (including procedures for child on child abuse, online safety ,children absent from education, pupil behaviour and recognising the additional vulnerabilities of those with SEND), code of Page 15 conduct/behaviour/low level concerns protocols for staff, Part 1 of the current KCSE (including Annex B (if working directly with children) the whistle blowing policy and guidance for safer working practices from the Safer Recruitment Consortium. ALL will be supported and then expected to understand how these policies and guidance documents apply to their role in school.

All staff, supply staff, agency workers, volunteers and governors will be provided the names and contact arrangements of the DSL/ DDSL, the MASH professional's helpline, Children's Social Care Front Door service and the NSPCC Help Line's which include the Whistleblowing helpline and the Report Abuse in Education helpline. The DSL will regularly but at least annually review this list to ensure that it remains up to date and any necessary updates notified to ALL immediately (attached as Reference Document A).

All visitors will be required to sign in at reception in accordance with our visitor's protocol and will be required to operate within the conditions contained in this document. In addition to child protection, safeguarding and health and safety, this visitor's protocol is noted as being part of our 'induction' for visitors.

All staff, supply staff, agency workers, volunteers and governors are aware of the need to maintain appropriate and professional boundaries in their relationships with pupils and parents. We will support this practice via induction and periodic training/updates to support a practical understanding of the guidance that school provides on safe working practices.

All staff, supply staff, agency workers, volunteers and governors will be assigned an 'induction' mentor for a set period following their appointment within school. The duration of the 'induction period' set will be tailored to suit the role and the time duration of the role that everyone will be undertaking in School.

Our DSL and DDSL's are issued with an appropriate job description/role clarity for this role which incorporates Annex C of the current Keeping Children Safe in Education.

	<p>Staff understand and recognise the importance of the role of the DSL/ DDSL. In addition to this all staff understand their own professional and personal duties and responsibilities in relation to safeguarding children.</p> <p>Our DSL/ DDSL takes advice from the MASH professional's helpline and Children's Social Care Front Door service when managing cases where there is or may be a concern that warrants further support or intervention in line with the Local Threshold Guidelines</p> <p>This policy is accessible to ALL, is placed on both the school's website and paper copies will also be available in school (in reception) for colleagues to access who do not have day-to-day access to a school network, PC, or electronic device.</p> <p>This policy and its associated guidance are reviewed by the governing body annually and/ or following a required review and the lead responsibility for ensuring that this happens is assigned to the DSL.</p> <p>As a Governing Body we receive a confidential annual report from the DSL and the Safeguarding Governor. This provides updates of practice that operates in school, including but not limited to any changes linked to legislation, development of good practice, analysis of current safeguarding patterns and trends, feedback from staff and the child's voice linked to safeguarding practice in school. This is to provide assurance to the Governing Body that both safeguarding, and child protection is operating effectively at all levels in school. The school will also complete a Section 11[17] audit as and when requested by the North Tyneside Safeguarding Children Partnership (NTSCP) to further evidence that safeguarding arrangements are effective.</p> <p>Parents understand the responsibility placed on school and staff for child protection. This is achieved in school as we clearly communicate our policy in information provided to parents and ensure our Child Protection Policy is published on the website.</p> <p>We understand our duties and responsibilities in relation to the rights and freedoms of everyone in the UK to work or be educated in an environment that does not discriminate. We are aware of our duties and responsibilities within the Human Rights Act 1998, Equality Act 2010 and the Public Sector Equality Duty (PSED) the latter placing a general duty and due regard for the need to eliminate unlawful discrimination, harassment and victimisation (and any other conduct prohibited under the Equality Act) to advance equality of opportunity and foster good relations between those who share a relevant protected characteristic and those who do not. This duty and awareness ensure we whenever significant decisions are being made or policies, developed, give specific consideration to the equality implications of such.</p>
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	<p>All staff, supply staff, agency workers, volunteers and governors receive regular updates and training on our policy, practice and expectations in equality, inclusion, and diversity principles to ensure that our knowledge is as up to date as possible and that we do not operate in an environment where bias, including unconsciousness, is accepted.</p> <p>We are clear in the event there is a safeguarding matter, and this relates to the use/ lease of our site/ premises, where the incident /matter referred to took place on site/ premises, assess, and consider the matter in accordance with KCSE and our own safeguarding policies and procedures including informing the LADO.</p>
<u>Training & Awareness for ALL:</u> The DSL for child protection in school will ensure all relevant persons – who in school, we define to include all staff, supply staff, agency workers and volunteers (including Governors) who have contact with children/young people.	<p>Will know the name of the DSL/ DDSL's, their roles, contact details and who they are – to achieve this the DSL will as a minimum issue contact details outlined at the end of this policy to ALL and will ensure that this information is reviewed/ updated and re-issued regularly but at least annually as appropriate.</p> <p>Staff will be provided with basic child protection training (by the DSL or DDSL), immediately that they are appointed/placed in school and then attend locally endorsed child protection training for school-based staff within a half term.</p> <p>Staff will receive locally endorsed child protection training for school-based staff at least every three (3) years.</p> <p>Staff are 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.</p> <p>Staff are aware that a child or who is lesbian, gay, bi, or trans (LGBT) or who is perceived as others to be LGBT can be targeted by other children. These risks can be compounded when they lack a trusted adult with whom they can be open. Staff should endeavour to reduce any additional barriers and provide a safe space for them to speak out or share their concerns.</p> <p>The 3 yearly training offered to all staff will also be made available to volunteers and governors who have direct contact with children/young people. Any supply staff and agency workers who are on placement with school at the point of time the training is delivered will also be included in the attendance.</p> <p>Staff, supply staff, agency workers, volunteers and governors will receive regular safeguarding and child protection updates (regularly and at least annually) from the DSL and the DDSL's which is in line with advice and</p>

	<p>changing practice – both nationally and locally[18]. The DSL and the DDSL’s will attend North Tyneside Safeguarding Children Partnership (NTSCP) multi agency safeguarding training every two (2) Years.</p> <p>The DSL/ DDSL are supported to update their knowledge and skills on a periodic basis. This will be achieved by them accessing e-bulletins, e-learning, briefings, network meetings, via their appraisal/mentor process and in taking time to read and digest safeguarding developments.</p> <p>Opportunities are provided for staff to contribute to and shape safeguarding arrangements and child protection policy and protocols by being provided with regular updates and an open door policy.</p> <p>Staff, supply staff, agency workers, volunteers and governors are provided with additional reference documents – included within our policy to ensure that they understand:</p> <ul style="list-style-type: none"> ○ who to contact when they have a concern (attached as reference document A). ○ information relation to the other policies that operate in school which support safeguarding and child protection (attached as reference document B). <p>As the current KCSE includes research linked to Serious Case Reviews[19], We are aware of the dangers of failing to take appropriate action to safeguard children. Poor safeguarding practice includes failing to act on and refer the early signs of abuse and neglect, poor record keeping, failing to listen to the views of the child, failing to re-assess concerns when situations do not improve, not sharing information with the right people within and between agencies, sharing information too slowly and a lack of challenge to those who appear not to be taking action.</p> <p>Our practice promotes early identification, intervention, reporting and support and we have in place practices to ensure that all concerns, discussions, and decisions made and the reasons for those decisions are recorded in writing. Where staff have doubts, they are clear that they must talk to the DSL or the DDSL who will ensure that information is appropriately recorded, reviewed and any necessary actions taken.</p> <p>information and processes for providing Early Help, Prevention and Intervention in North Tyneside can be found here</p>
<u>Role & Responsibilities of the DSL:</u>	The DSL and the DDSL are responsible for ensuring that ALL are issued with a copy of the current Keeping Children Safe in Education - Information for all school and college staff (Part One) and for those that work directly with children and school leaders, Annex A (as appropriate) and ensure that individuals have read, understood and are able to discharge their role and

<p>The DSL is clear on their role and responsibilities for safeguarding and child protection, understands that they cannot delegate this responsibility and in conducting this role, they are clear on what they are responsible for which ensures that all relevant persons in school are also clear on the role of the DSL and DDSL's</p>	<p>responsibilities as set out in this document.</p> <p>The DSL is provided with time, funding, training, and support to conduct their role effectively and to ensure that the Deputy DSLs are also supported in their roles to ensure that they contribute appropriately to further ensure this. They have a job description that is clear on their responsibilities as a DSL, are part of the leadership team, have the authority to act/ make decisions and are aware of their overall responsibilities as noted in Annex A and throughout KCSE.</p> <p>To ensure that all policies, procedures, guidance, and practice are in place alongside appropriate monitoring to ensure effective safeguarding and child protection and to ensure that those policies, procedures, guidance, and practice, reviewed, monitored, updated, and implemented in a timely way.</p> <p>Work with the Local Authority and other agencies to ensure that we are able fulfil our duties and responsibilities in relation to safeguarding and child protection arrangements, which will include but not be limited to completion of a return e.g., a Section 11 audit as and when requested by the North Tyneside Safeguarding Children Partnership (NTSCP).</p> <p>Work to develop effective links with relevant agencies and co-operate as required with their enquiries regarding welfare and child protection matters including attendance and written reports at meetings.</p> <p>Ensure that clear detailed written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to Children's Services immediately are maintained appropriately in school. The outcomes and decisions made will also be recorded.</p> <p>Ensure all records are kept to the required standard/guidance, are secure, have limited access and in locked locations.</p> <p>To work closely with the Safeguarding Governor to ensure that they are clear on their role and responsibilities in relation to safeguarding and to work within them throughout the year and in production of the annual report to Governors and the Section 11 audit to North Tyneside Safeguarding Children Partnership NTSCP as and when requested.</p>
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<p><u>Safeguarding in Practice:</u></p> <p>The DSL will ensure all relevant persons:</p>	<p>Know that they have a professional responsibility for sharing concerns about a child's safety and welfare with the DSL/ DDSL in school and understand their personal responsibility with regards to safeguarding and child protection matters in school.</p> <p>Understand that school staff are in an important position to identify concerns early and provide help for children, where relevant and linked to the Local Threshold Guidelines to prevent concerns escalating.</p> <p>Be aware that children may not feel ready or know how to tell someone they are being abused, exploited, or neglected and/or they may not recognise their experiences as harmful.</p> <p>Ensure that all staff know what to do if a child tells them he/she is being abused, neglected, harmed, or exploited (including from another child/ren or young person and via online incidents) and how to maintain appropriate levels of confidentiality whilst at the same time liaising with the DSL, the DDSL's another member of senior staff or children's social care. Staff should be aware that they should never promise a child that they will not tell anyone about an allegation – as this may not be in the best interests of the child.</p> <p>Ensure all staff understand the importance of challenging inappropriate behaviour between children, many of which are abusive in nature and not just downplaying it as this can lead to a culture of unacceptable behaviour.</p> <p>For teaching staff - the DSL and DDSL's will ensure that each teacher understands their professional duties linked to Teachers Standards and what is expected of them as a teaching professional including following the Female Genital Mutilation (FGM) mandatory reporting duty[20].</p> <p>Know that if a child/young person's situation does not appear to be improving, the adult with concerns should press for 'reconsideration' – and should clearly understand what this means and how this operates within the context of the child protection policy.</p> <p>Understand that the local authority and NTSCP provide escalation procedures as recommended from serious case reviews, so a culture of effective challenge is promoted. Escalation and effective challenge procedures should be used when there are disagreements between professionals, service areas and/or individual services regarding decisions made about a child's safety, welfare and/or well-being. Escalation and effective challenge procedures are available here and paper copies will also be available in school (reception) for colleagues to access who do not have day-to-day access to a school network/PC.</p> <p>Understand the need to be vigilant in identifying cases of harm/abuse and</p>
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can **immediately** report concerns when they arise.

Ensure all staff should be able to reassure victims that they are being taken seriously, supported, and kept safe. They should never be given the impression that they are creating a problem by reporting or feel ashamed for making a report. Explain that the law is in place to protect children rather than criminalise them.

Know that information a child/young person discloses regarding harm/abuse of themselves, or another child/young person must be shared as appropriate and cannot be kept secret.

Ensure confidentiality protocols are adhered to and information is shared Appropriately.

Know how to support and to respond to a child/ young person who tells of harm, abuse, exploitation, or other matters that have the potential to be a cause for concern/harm by following the following guidance.

RECEIVE

- React calmly; be aware of your non-verbal messages.
- If you do not understand the child's communication method, reassure the child, and find someone who can.
- Do not interrogate the child, observe, and listen, use active listening techniques.
- Do not stop a child who is freely recalling significant events.
- Keep responses short, simple, slow, quiet, and gentle.
- Do not end the conversation abruptly.

REASSURE

- Tell the child they are not to blame; and have done the right thing by telling you.
- Tell the child what will happen next; be honest about what you can and cannot do.
- Do not promise confidentiality; say to the child, 'Some things are so important I might have to tell them to somebody else.'

REACT

- Explain what you must do next and whom you must tell.
- Inform the Designated Safeguarding Lead (DSL) or DDSL immediately.
- Understands that the Head teacher, DSL or the DDSL in school will disclose any information about a pupil to other members of staff on a need-to-know basis only.

Recognise their duty and feel able to raise concerns about poor or unsafe practice regarding children/young people and know that those concerns

will be:

- addressed,
- managed sensitively and effectively,
- dealt with in a timely manner,
- dealt with in accordance with schools agreed policies/ practices, including the reporting of low-level concerns policy and Whistleblowing Policy.

Be aware of and involved (as applicable) in operating within safer recruitment policy and practice ensuring that safeguarding is included as an essential part of the school's overall approach to safeguarding; and to ensure that the staff handbook/ behaviour policy is regularly updated/reviewed (at least annually) to ensure that expectations of staff continue to be aligned to safeguarding good practice.

Understand that if they have a concern about another adult in school (including supply staff, agency workers, volunteers, governors, other staff/adults – including but not limited to Local Authority, Health, etc) they must refer the matter to the Head Teacher (whose contact details are noted at the end of this document). Where the concerns are about the Head Teacher, they should refer the matter to Chair of Governors (whose contact details are noted at the end of this document) - as outlined in Part 4 of the current KCSE and as noted to all adults in school as part of induction and training protocols.

Ensure that staff can recognise that children can abuse other children and ensure that the child protection arrangements in school have in place procedures to minimise the risk of child-on-child abuse and how such allegations are managed. They understand that even if there are no reports it does not mean it is not happening, it may be the case that it is not being Reported.

Child on child abuse is most likely to include the following which can often have online elements:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- abuse in intimate personal relationships between children (sometimes known as teenage relationship abuse).
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.
- sexual abuse, such as rape, assault by penetration, sexual assault.
- sexual harassment, such as sexual comments, remarks, jokes, and online sexual harassment including misogynistic/misandrist messages, which may be standalone or part of a broader pattern of abuse.

- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- consensual and non-consensual sharing of nudes and semi-nudes' images and/or videos (also known as sexting or youth produced sexual imagery).
- upskirting, which typically involves taking a picture under a person's clothing without their permission.
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Our full school procedures on child-on-child abuse reflects the different forms this abuse can take and is clear that this is abuse and will not be tolerated.

This can be found in a separate child on child abuse policy document.

The procedures for child-on-child abuse will be supported in school and considers the issues as outlined in Part 5 of the current KCSE regarding child-on-child sexual violence and sexual harassment where relevant.



<p><u>Working with Others:</u></p> <p>The DSL for child protection in school will coordinate and lead on the following:</p>	<p>Undertaking appropriate discussion with parents prior to involvement of another agency unless doing so would place the child/young person at risk of further significant harm.</p> <p>Contacting the Children's Social Care Front Door service for information, advice and/or guidance (including use of the MASH professional helpline), following the early help pathway where relevant, or to make a referral where there are concerns about harm a child/young person.</p> <p>Ensuring that all relevant persons who have contact with children/young people know what to do if they have any concerns about a child, including referring the matter to the DSL or the DDSL.</p> <p>Ensuring that any staff member is aware that they can make a referral to Children's Social Care Front Door Service should circumstances require this. They should then report any actions to the DSL/ DDSL as soon as possible.</p> <p>Reporting an unexplained school absence to the child/young person's Social Worker or Children's Social Care Front Door service where there is a pupil who is subject to a child protection plan or a Looked After Child - the Designated Teacher for Looked After Children must also be informed and confirm that this will operate as a first day response or as agreed as part of any inter-agency plan in Place.</p> <p>Ensuring that the school have in place a Designated Teacher for looked-after children and previously looked-after children, and that their contact details are noted in the information attached at the end of this policy.</p> <p>The DSL will work with the headteacher and relevant strategic leads (such as the Designated Teacher for looked-after children and previously looked-after children) to ensure children who have been allocated social workers or have previously been allocated a social worker are supported with their welfare and educational outcomes. This is in line with the recent review of Children in Need[21].</p> <p>Work with the Virtual School Head within the Local Authority to discuss and agree how funding can best be used to support the progress of these children in school and meet their needs.</p> <p>Recognise that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges (see section below). The child protection procedures and practices which operate in school reflect the fact that additional barriers can exist when recognising abuse and neglect in this group of children.</p>
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	<p>When teaching about safeguarding, a one size fits all approach may not be appropriate for all children especially those with SEND or who have been victims of abuse.</p> <p>Operational policy and practice in school reflects and provides for children to have learning experiences including care and accommodation, for short periods of time, by a host family to which they are not related set out in Annex D of the current KCSE.</p>
<u>Teaching & Learning</u> <u>and</u> <u>Curriculum:</u> The DSL will be required to ensure:	<p>Children are taught about safeguarding, including online and mobile and smart technology through teaching and learning opportunities, as part of providing a broad and balanced curriculum. This will include covering relevant issues through personal, social, health and economic education (PSHE) including relationship and sex education (RSE)[22].</p> <p>That as we increasingly work online, we ensure that our children are safeguarded from potentially harmful and inappropriate online material. We have appropriate filters and monitoring systems in place.</p> <p>The appropriate filters and monitoring systems that we have in place do not “over block,” nor do they lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.</p> <p>The governing body conduct an annual review of their approach to online safety, supported by an annual risk assessment that considers and reflects the risks children face.</p> <p>In accordance Part 2 and Annex D of the current KCSE we have in place a policy that recognises that technology has become a significant component of many safeguarding issues. We have in place an effective approach to online safety which empowers school to protect and educate the whole school community in the use of technology[23] and have established mechanisms to identify, intervene and escalate any incident where appropriate.</p> <p>Staff have an awareness of risk-taking behaviours which put children in danger linked to the likes of drug taking (including possibility of being involved in county lines), alcohol abuse, deliberately absent from education, gang, or organised crime involvement and sharing nudes or semi-nudes which is also known as youth produced sexual imagery[24].</p> <p>Staff have an awareness issue can manifest themselves via child-on-child abuse. This can include (but is not limited to): abuse within intimate partner relationships; bullying (including cyberbullying); sexual violence and sexual, harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling,</p>

	<p>or otherwise causing physical harm; sexting and initiation/hazing type violence and rituals.</p> <p>Staff are clear on school policy and procedures for managing child on child abuse including child on child sexual violence and sexual harassment and upskirting as outlined in part 5 of the current KCSE. All staff are clear that there is a zero-tolerance approach to sexual violence and sexual harassment.</p> <p>Staff should be able to reassure victims that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting abuse, sexual violence, or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.</p> <p>Ensure (alleged) perpetrators are offered support as they may also have unmet needs and any child will experience stress because of being the subject of allegations and/or negative reactions by their peers to the allegations against them.</p>
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3. SUPPORT PUPILS

In school we recognise that children/young people, who are harmed, abused or witness violence/abuse may find it difficult to develop a sense of self-worth, they may feel helplessness, humiliation, and some sense of self-blame. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse.

School may be the only stable, secure, and predictable element in the lives of children/young people at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn. We recognise that some children/young people adopt abusive behaviours and that these children/young people must be referred on for appropriate support and intervention.

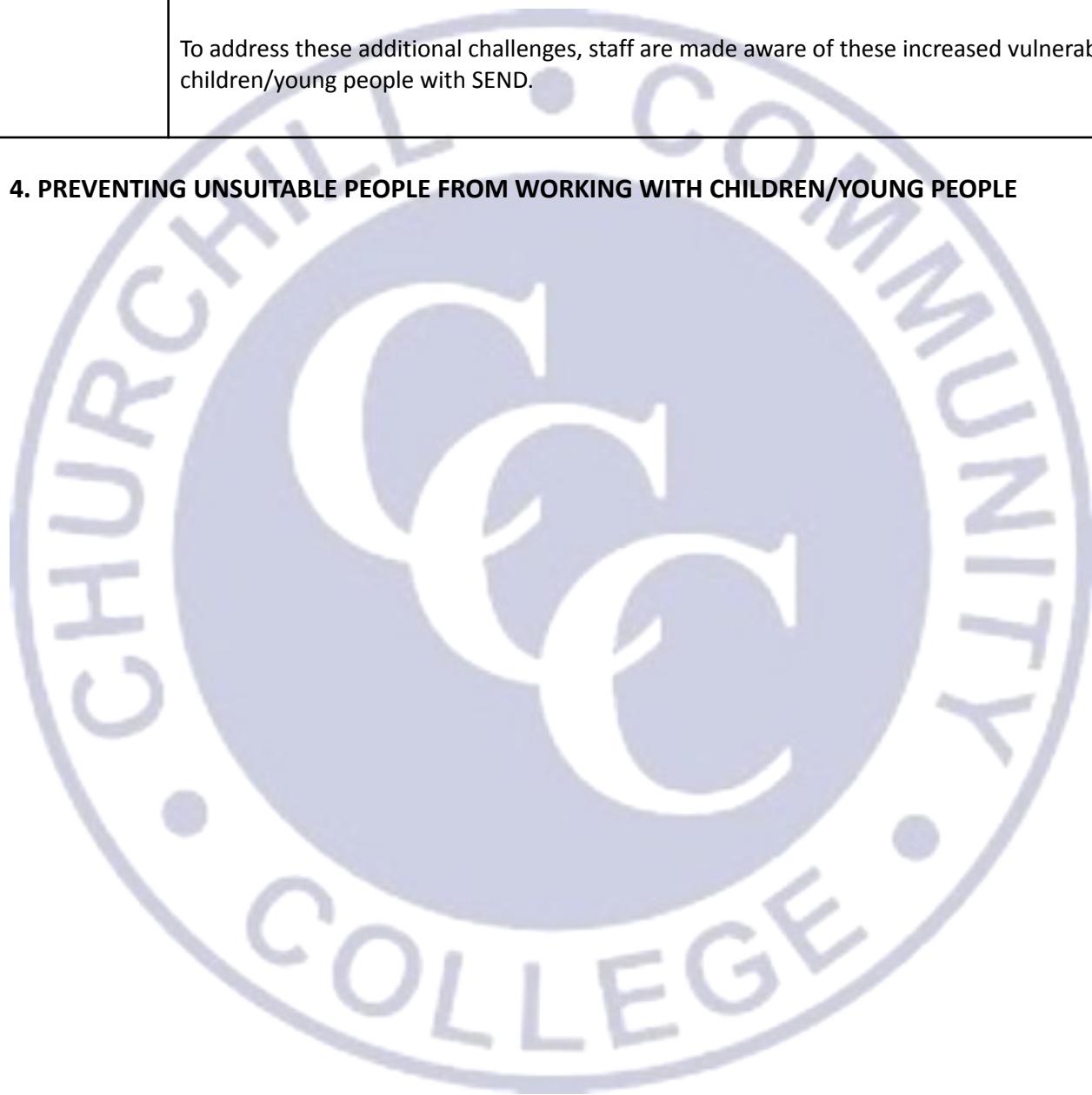
<p>In school we will endeavour to support the pupils through:</p>	<p>The content of the curriculum to encourage self-esteem and self-motivation.</p> <p>The school ethos which promotes a positive, supportive, and secure environment and gives pupils a sense of being valued.</p> <p>The school's pupil behaviour policy which is aimed at supporting vulnerable pupils in school including those with mental health difficulties.</p> <p>Ensuring all staff being aware of their responsibility to provide a consistent approach, which focuses on pupil behaviours but does not damage the child/young person's sense of self-worth.</p> <p>Endeavouring to ensure that the pupil fully understands the consequences of unacceptable behaviour in such a way that preserves self-esteem and encourages future positive relationships with children.</p> <p>Liaison with other agencies as appropriate which support the pupil including child and adolescence mental health services where appropriate.</p> <p>A commitment to develop productive and supportive relationships with parents whenever it is in a pupil's best interest to do so.</p> <p>Recognition that children/young people living in a home environment where there is risk, e.g., domestic abuse, drug or alcohol abuse, other health, or wellbeing concerns, are vulnerable and in need of support and protection.</p> <p>Fully support children as victims of abuse where they have been forced and/or coerced into behaviours that have resulted in harmful, risky, and exploitative situations such as criminal or sexual exploitation, radicalisation, forced labour Etc.</p> <p>Vigilantly monitoring children/young people's welfare, keeping records (separate to child/young person's school record and in accordance with our record management practices) and notifying relevant services as soon as there is a recurrence of a concern.</p> <p>Ensuring that when a pupil subject to a child protection plan leaves or the school holds relevant safeguarding information, this will be transferred to the new school within 5 days for an in-year transfer or within the first 5 days of the start of a new term as this will help them put in place the right support to safeguard this child and to help the child thrive in the school. This will be transferred separately from the main pupil file (in accordance with the current KCSE), ensuring secure transit and confirmation of receipt will be obtained.</p>
<p><u>Special Educational Needs (SEN) and Disability</u></p>	<p>We recognise that statistically children/young people with disabilities and/or behavioural difficulties are more vulnerable to harm/abuse. School staff who deal with children/young people with disabilities, sensory impairments and/or emotional and behaviour problems recognise that these children can face additional safeguarding challenges such as:</p> <ul style="list-style-type: none"> ● assumptions that indicators of abuse such as behaviours, mood and injury automatically

relate to a child's disability without further exploration.

- being more prone to child group isolation or bullying (including prejudice based bullying) than other children.
- that children with SEN and disabilities can be disproportionately impacted by things like bullying – without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

To address these additional challenges, staff are made aware of these increased vulnerabilities for children/young people with SEND.

4. PREVENTING UNSUITABLE PEOPLE FROM WORKING WITH CHILDREN/YOUNG PEOPLE



In school we will:	<p>Operate Safe Recruitment practices including ensuring online checks, appropriate Data Barring Service (DBS) and reference checks are undertaken according to the current KCSE for all staff, supply staff, agency workers and volunteers (including Governors) before individuals are appointed or placed into school. As part of this process, we will conduct an online search on shortlisted candidates as part of due diligence.</p> <p>Ensure that at least one member of the governing body and the Head teacher is trained in Safe Recruitment Practices and at least one person who conducts the interview has completed safer recruitment training.</p> <p>Ensure that all Governors in maintained schools have in place an enhanced DBS certificate without barred list check unless they are also in regulated activity and a Section 128 check regarding the management of a school[25].</p> <p>Ensure that all staff, supply staff, agency workers and volunteers (including governors) are appropriately inducted and supported following their appointment which includes the allocation of a buddy /mentor.</p> <p>Ensure that all staff, supply staff, agency workers and volunteers (including Governors) are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents including having access to the school's code of conduct (which included procedures for reporting low level concerns, whistleblowing, acceptable technologies (including the use of mobile devices), staff/ pupil relationships and communications including the use of social media), and the Safer Consortium's 'Safer Working Practices for Adults who work with Children and Young People.' Version is available here. The policy should contain a procedure for sharing confidentially those concerns and be easy to understand and implement.</p> <p>Ensure that staff, supply staff, agency workers and volunteers (including Governors) are aware that sexual relationships between them and pupils aged under-18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (abuse of position of trust).</p> <p>Ensure that any proceedings against staff relating to child protection matters are concluded in full even where the member of staff is no longer employed at the school and that notification of any concerns is made to the relevant authorities, professional bodies and included in references where applicable.</p> <p>Ensure allegations are dealt with properly where school is not the employer e.g., allegations against supply staff/ teachers, contractors, and volunteers. In no circumstances will we cease to use a supply teacher due to safeguarding concerns, without finding out the facts and liaising with the Local Authority Designated Officer (LADO) to determine a suitable outcome. When using an agency, we will inform them of our process for managing allegations and will keep the agency involved and informed throughout any cases of allegations against their agency/supply workers.</p> <p>Ensure that where we use an organisation that is not a supply agency, but where we have concerns regarding safeguarding or poor practice that these concerns are raised with the third party/ external organisation, which will include those organisations who also use/ hire our premises/ facilities. It</p>
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may be that this could include low level concerns. In such instances we will use our own safeguarding policy and procedures to assess/ consider such matters, and we will in these instances, as appropriate discuss matters with the Local Authority Designated

Officer (LADO) so that are advised/ informed of such matters where we do not have direct responsibility for the management of such matters.

Allegations Management

- implement Part 4 of the current KCSE (Safeguarding concerns and allegations made about staff including supply teachers, volunteers, and contractors) and all other relevant Safeguarding and Child Protection policies. If an allegation is established to have foundation, they should ensure that they have sufficient information to meet the DBS referral duty criteria.
- in the event of an allegation against staff, school will consult with the Designated Officer in the Local Authority (referred to as the LADO) – see the information attached for contact details.

We will use Part 4 of KCSE for all managing allegations, or concerns (no matter how small) in school.

For all cases that have been considered under Part 4 of KCSE have been found to be either unfounded, false, malicious or unsubstantiated the case manager (and the LADO where they have been involved) will consider the facts of the case and determine whether any lessons can be learned and if improvements can be made in our policies and practice, including training and updates.

Reference Document A

Links to other procedures in School

This policy does link to other school procedures and therefore must be read in conjunction with other related policies in school. This includes but is not limited to the following list.

1. Anti-bullying (including racist, disability, and homophobic or transphobic abuse)
2. Attendance management
3. Allegations Management – Refer to Part 4 of KCSE - Safeguarding concerns and allegations made about staff including supply teachers, volunteers, and contractors.
4. Arrangements for those educated in alternative provisions and those educated other than in school.
5. Behaviour policy.
6. Children Absent from Education policy.
7. Complaints
8. Confidentiality, data protection and information sharing
9. E-safety, use of the internet (including acceptable use policy), photography and mobile (including phones) and other smart technology.
10. Exclusions
11. First aid
12. Health & Safety
13. Inclusion and Special Educational Needs and Disability (SEND)
14. Induction procedures
15. Intimate care policy
16. Low Level Concerns
17. Lettings & school security
18. Looked after and previously looked after children policy including those with current or previous social work support.
19. Medication policy
20. Children and young people's Mental Health and Wellbeing policy
21. Child on Child abuse including managing allegations made against other children/young people including sexual violence and sexual harassment as outlined in Part 5 of the current Keeping Children Safe in Education
22. Physical intervention & use of reasonable force
23. Promoting equality & diversity
24. Preventing radicalisation and extremism

25. PSHE policy, including RSE policy (Relationship and Sex Education)
 26. Pupil Premium Policy
 27. Recruitment, selection DBS and vetting
 28. School trips and visits
 29. Staff Code of Conduct/ Staff Behaviour Policy
 30. Transient children policy
 31. Visitors, supply staff, agency workers and volunteers (including Governors)
 32. Whistle blowing
 33. Young Carers policy
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- [1] Maintained school means a community, foundation or voluntary school, a community or foundation special school or a maintained nursery school. The Education Act 2002 does not specifically refer to Academies; however, this duty is equally placed onto Academies by subsequent updated legislation.
- [2] Child means a person under the age of eighteen.
- [3] Working Together guidance 2018 referred to throughout this document as 'the current Working Together' The 2023 updates are included in the version dated 2018.
- [4] Keeping Children Safe in Education (September 2023) referred to throughout this policy guidance as 'the current KCSE'.
- [5] In accordance with current KCSE part three
- [6] Including engagement with the Operation Encompass scheme between police, children's social care and schools
- [7] Including engagement with the Operation Endeavour scheme between police, children's social care and schools and KCSE.
- [8] In accordance with current KCSE part five
- [9] Available through the North Tyneside e-learning [here](#) or [Home Office e-learning](#)
- [10] [Advice](#) on The Prevent Duty for schools.
- [11] [DfE Review of Children in Need, June 2019](#)
- [12] See DfE guidance on Teaching Online Safety in Schools [available here](#)
- [13] The government has made regulations making Relationship Education (for all primary pupils) and Relationship and Sex Education (for all secondary pupils) and Health Education (for all pupils in state-funded schools) compulsory from September 2020. Guidance [available here](#).
- [14] In line with [2018 guidance](#) for the designated teacher for looked-after and previously looked after children
- [15] [DfE Review of Children in Need, June 2019](#)
- [16] For service providers staff based in school, we are clear that those staff are also clear on appropriate reporting protocols which have been issued to their staff and how this aligns into our school policy.
- [17] 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.
- [18] For service providers staff based in school we are clear that those staff are also supported to understand how their employer's policy and practices align into our school policy and safeguarding culture.
- [19] An analysis of Serious Case Reviews can be found [here](#)
- [20] If a teacher, in the course of their work in the profession, discovers that an act of FGM appears to have been conducted on a girl under the age of 18, the teacher must report this to the police. See Annex B of the current KCSE for further details and the Home office Procedural information which can be found [here](#)
- [21] [DfE Review of Children in Need, June 2019](#)

[22] The government has made regulations making Relationship Education (for all primary pupils) and Relationship and Sex Education (for all secondary pupils) and Health Education (for all pupils in state-funded schools) compulsory from September 2020. Guidance [available here](#).

[23] See DfE guidance on Teaching Online Safety in Schools [available here](#)

[24] Guidance is available in [Sharing nudes and semi-nudes: how to respond to an incident \(overview\) - GOV.UK \(www.gov.uk\)](#)

[25] In accordance with Paragraph 256 of KSCE 2023 which notes a person prohibited under S128 is also disqualified from holding or continuing to hold office as a governor of a maintained school (e.g., Community or Foundation School (Church or Learning Trust)).

Reference document B

Covid-19 addendum-North Tyneside School Safeguarding and Child Protection Policy

This addendum should be used as additional child protection and safeguarding guidance to all staff in school of their safeguarding and safer working practice responsibilities when operating in different circumstances to usual due to Covid-19 restrictions. Additions should be made to this document where necessary to ensure the information is bespoke to each setting. This information is in addition to the school's full child protection policy document and should be made available publicly. Schools should decide as and when this addendum to the main policy applies.

Introduction

This document provides an addendum to our School Safeguarding and Child Protection policy during the Covid-19 pandemic as recommended in the DfE safeguarding guidance for schools issued at the beginning of the pandemic.

We are currently operating differently from business as usual. However, a number of important safeguarding principles remain the same:

- [Keeping Children Safe in Education](#) (KCSE) is statutory safeguarding guidance that schools and colleges should continue to have regard to as required by legislation and/or their funding agreements.
 - the best interests of children must always continue to come first
 - safeguarding concerns about any student should be acted on immediately and concerns reported as and when they arise including completing written records where necessary
 - know that information a child/young person discloses regarding harm/abuse of themselves or another child/young person must be shared as appropriate, and cannot be kept secret
 - staff must understand they have a professional responsibility to report concerns ensuring confidentiality protocols are adhered to and information is shared
 - children should continue to be protected when they are online
 - it is essential that unsuitable people are not allowed to enter the children's workforce and/or gain access to children

Staff training and induction

All school staff have accessed child protection training within the last three years with regular updates where relevant from the DSL or deputy DSL so are aware of issues to be concerned about.

If staff need to work in different settings they should be given an appropriate level of safeguarding induction by the receiving school. If staff work in different settings, the level of safeguarding induction required will be judged on a case-by-case basis as usually, they will already have received safeguarding training in their own school.

Induction should include but is not limited to the following

- The school's child protection policy
- Current and ongoing change of DSL arrangements
- Contact details for the Multi Agency Safeguarding Hub (MASH) helpline and Front Door should they not be able to contact a DSL or deputy and need to directly report a concern
- An awareness of how to record concerns should they need to document safeguarding concerns
- The code of conduct for that setting
- Re-read Part 1 of the current Keeping Children Safe in Education (KCSE), which outlines types of abuse and neglect and what to do about it

All visitors to the school including staff shared from another setting, will be required to sign in at reception in accordance with the visitor's protocol and will be required to adhere to the conditions contained in this document. In addition to child protection, safeguarding and health and safety, this visitor's protocol is noted as being part of the 'induction' for visitors to the school. This is [available here](#) on the school's HR page on the Education Services website.

These procedures should also be applied where sharing of staff with other settings is needed. We expect these standards to be in place for visiting staff coming into our school or schools receiving our staff and will liaise with all settings our staff work from to ensure these safer working principles are applied. Further information is available below regarding 'code of conduct'.

Designated Safeguarding Lead coverage in school

We endeavour to have a DSL (or deputy) available on site at all times. However, it is recognised that in exceptional circumstances this may not always be possible, and where this is the case there are two options we will consider:

- a trained DSL (or deputy) from the school will be available to be contacted via phone or online video - for example working from home
- sharing trained DSLs (or deputies) with other schools (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 above options, a senior leader will take responsibility for coordinating safeguarding on site. This might include updating and managing access to child protection files, liaising with the offsite DSL (or deputy) and as required liaising with

children's social workers where they require access to children in need and/or to carry out statutory assessments at the school.

Whatever the scenario, school will ensure that staff and volunteers always have access to a trained DSL (or deputy) and know on any given day who that person is and how to speak to them.

What to do if you're worried about a child or young person

During periods of lockdown and isolation, some children and young people have been exposed to new or heightened risks of harm at home, out in the community or online. There may be safeguarding concerns that we become aware of whether we have contact with children and young people virtually or we see them in person as they return to school. In all cases, normal safeguarding procedures should apply. Capacity to support this has been increased within the North Tyneside MASH team and through the MASH professional's helpline.

We will as a school, continue to be vigilant in all areas of safeguarding but recognise there may be an increase in particular areas of concern and will act and intervene appropriately, seeking support of other services and professionals where relevant. These concerns may include but are not limited to the following-neglect, domestic abuse, online safety issues, exploitation, mental health issues, young carers.

We will ensure recording of safeguarding and welfare concerns for all children (whether they are in school or isolated at home) remains accurate by doing all we reasonably can to ask parents, carers and other multi-agency partners to advise of any changes regarding welfare, health and wellbeing that we should be aware of.

Also remember that

- Children are also capable of abusing their peers including online and we will continue to manage any report of such abuse and offer support for victims in line with the principles as set out in Part 5 of [KCSE](#) regardless of the different circumstances we are operating in.
- Abuse can happen online.
- Prevent is a vital part of our work to safeguard children from radicalising influences, and it remains in operation in local authorities during this challenging time.
- Information about a student may sometimes only be shared with other staff on a need to know basis.

Reporting concerns about a child/young person

If you have concerns about a child's welfare,

- contact the available DSL (or deputy) in the first instance if available, even by phone as set out above. If not available, staff should then speak to another member of senior staff. This could be someone acting in place of the DSL.
- If a DSL or deputy DSL is not available and advice is needed, staff should call the MASH professionals helpline on DISCORD
- If a safeguarding referral is needed (MASH advice line can support this decision), staff should ring the Front Door number on DISCORD
- Report any actions to the DSL or deputy DSL as soon as is practically possible.
- Document all records of decisions made and actions taken.

Working with others

The school will continue to work with relevant multi-agency professionals regardless of the different circumstances we operate in to support students with child protection plans or any such agreed plans regarding student welfare. The school will work closely with those with special education needs such as those with Education, Health and Care Plans (EHCPs) and will make close links with the virtual school head (VSH) for looked-after and previously looked-after children to support any specific arrangements needed.

If a child needs to attend another setting, we will continue to ensure any relevant welfare and child protection information is appropriately shared ideally before the child arrives and, where that is not possible as soon as reasonably practicable. Where possible this will be between DSL/DDSLs or SENCOs (as appropriate) and if not, senior leaders will take responsibility. As a minimum the receiving setting should, as appropriate, be aware of the reason the child is vulnerable and any arrangements in place to support them, have access to a vulnerable child's EHC plan, child in need plan, child protection plan or, for looked-after children, their personal education plan and know who the child's social worker is (and, for looked-after children, who the responsible virtual school head is as they should manage this process for looked-after children).

We will continue to have appropriate regard to data protection law but understand that it does not prevent the sharing of information for the purposes of keeping children safe. Further advice about information sharing can be found in part 2 of the current Keeping Children Safe in Education.

Operation Encompass, a system which reports incidents of domestic violence to schools and Operation Endeavour, a system which reports incidents of missing children to schools will continue as normal but timings of the notifications to schools may vary slightly during periods of lockdown. As a school, we will consider these notifications for all children as usual but especially for children not currently in school to determine if the students involved are 'otherwise vulnerable' to decide if and what additional contact should be made in light of any new concerns.

Attendance

We understand that school attendance is a protective factor in many ways for children and especially where there are safeguarding concerns. Vulnerable children attendance is expected, where it is appropriate for them (that is, where there are no shielding concerns for the child or their household, and/or following a risk assessment for children with an EHC plan), so that they can gain the educational and wellbeing benefits of attending.

We will continue to work with relevant multi-agency partners and families to support appropriate attendance and returns to school when necessary. For students with an EHC plan, additional information on risk assessments is available through the North Tyneside SEND support service who can be contacted on DISCORD.

Support students not in school

The DSL/DDSL will provide support to teachers and pastoral staff to ensure that contact is maintained with children (and their families) who are not in school. It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the child protection policy and where appropriate referrals should still be made. To safeguard staff, calls should be via the school phones and devices. All contact including phone contact and/or doorstep visits should be documented.

Almost all children defined as vulnerable will already have an allocated Children's Services Family Partner or Social Worker and in addition to support from school, they will have their welfare monitored by Children's Services during periods of lockdown and isolation.

We will encourage all students to return to school after periods of lockdown and isolation. In circumstances where a parent/carer is concerned about their child attending school, will explore the reasons for this directly with the parent/carer and talk through these anxieties with them, following the advice set out by Public Health England.

We will also continue to follow up with any parent or carer whose child has been expected to attend and doesn't. To support the above, we will take the opportunity when communicating with parents and carers to confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

Code of conduct/staff behaviour policy

All school staff should already be aware of the school code of conduct including the need to both understand and report all low level concerns in terms of staff behaviour in school. Please continue to apply these principles and discuss any potential modifications with the head teacher, DSL or deputy DSL prior to any change in practices.

Staff should always maintain appropriate professional boundaries, avoid behaviour which could be misinterpreted by others and report and record any such incident to the head teacher, DSL/DDSL.

We will update any visitors working in our school of our code of conduct and if you are working in a different setting, the DSL/DDSL should update you on their code of conduct as every school can have different safer working practices.

The Safer Recruitment Consortium who produce Guidance for Safer Working Practices have also developed an addendum to their main document. Both the original and the addendum are [available here](#)

Any remote contact or online teaching should follow the same principles as set out in the code of conduct and Acceptable Use Policy. School will ensure any use of online learning tools and systems are in line with privacy and data protection/GDPR requirements and safeguarding protocols.

Whistleblowing

If you have information that indicates that a staff member in school has engaged in unsafe or harmful behaviours, you have a duty to report this concern. This usually is reported to the Head Teacher. If at this time, they are not available, or if your concern is about the head teacher, contact the DSL/DDSL or you

can report these concerns yourself to the Local Authority Designated Officer (LADO) who is contactable on the Front Door number in the DISCORD.

Online safety

In compliance with the [Remote Education, Temporary Continuity Direction](#), we will provide remote education to students who are unable to attend school because they are complying with government guidance or legislation around coronavirus (COVID-19). This may mean increased online risks involving students, their peers and staff in a variety of contexts. Any reported online contact that causes a concern will be dealt with by following the school's safeguarding procedures. As a school, we recognise that each individual scenario may need a tailored response to an online issue which may vary from contact with parents/carers, children's social care and/or the police. We have reviewed our Acceptable Use policy, IT policy and other associated policies (e.g. social media policy) at this time and have reminded staff about adhering to acceptable online conduct, use of devices, their virtual working environment, reporting and documenting issues and social media posts/profiles. As a school we have considered the advice issued from the local authority on Safeguarding in Remote Learning and follow the guidance [available here](#) which includes information and links on the following areas.

- Safeguarding students and teachers online
- Reporting concerns
- Communicating with parents, carers and students
- Virtual lessons and live streaming
- Providing pastoral care remotely
- Personal data and GDPR
- Acceptable Use

Further guidance

As a school, we will face unique challenges during this time. Where reasonably possible and where relevant, the DSL/DDSL will consider these challenges in a child protection context and reflect them in the child protection policy as appropriate. This may include but is not limited to the following.

- Attendance monitoring
- Staffing and recruitment
- Single Central Records
- Information Governance
- Health and safety
- Behaviour and exclusions
- Use of technology

Equality Impact Assessment

1. Name of the change, strategy, project or policy:	Safeguarding & Child Protection Policy	
2. Name of the person completing this form:	Martin Langstaff, Headteacher	
3. Has the policy/practice been assessed to consider any negative impact on the key groups?		
Yes.		
4. Where negative impact has been identified, please complete questions 5-9, if none is identified, please sign and proceed to question 9.		
Equality Target Group (circle)	Negative impact - if could disadvantage	Reason
Age	<i>No evidence of negative impact</i>	
Disability	<i>No evidence of negative impact</i>	
Gender Reassignment	<i>No evidence of negative impact</i>	
Marriage/Civil Partnership	<i>No evidence of negative impact</i>	
Pregnancy/Maternity	<i>No evidence of negative impact</i>	
Race	<i>No evidence of negative impact</i>	
Religion or Belief	<i>No evidence of negative impact</i>	
Gender	<i>No evidence of negative impact</i>	
Sexual orientation	<i>No evidence of negative impact</i>	
5(a) Is the impact legal/lawful? Seek advice from your School link HR Advisor if necessary.		
There is no intended impact from these proposals		
5(b) Is the Impact Intended?		
There is no intended impact from these proposals		
6 Could you minimise or improve any negative impact? Use the space below to detail how.		
N/A		
7 Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?		
N/A		
8. Considering all the information detailed in this form; what practical actions would you take to reduce or remove any adverse/ negative impact?		
N/A		
PART B) To be completed when assessment and consultation has been carried out		

9a) As a result of the assessment and consultation completed in Part A above, state whether there will need to be any changes made to the policy, project or planned action.			
9b) As a result of this assessment and consultation, does the school need to commission specific research on the issue or carry out monitoring/data collection?			
This policy and procedure will be subject to regular review and evaluation by the Governing Body.			
9c) Have you setup monitoring/evaluation/review process to check the successful implementation of the policy, project or change?			
Yes	<input checked="" type="checkbox"/>	No	
Details:		As described above in EIA 9b.	
	M. Langstaff		25.9.24

