

# HINCHINGBROOKE SCHOOL

*Inspiring Excellence Fulfilling Potential Developing Character*



## Policy statement on SAFEGUARDING AND CHILD PROTECTION

Revised	Annually
Approved by Governing Body	December 2020

## INTRODUCTION

*Hinchingbrooke* fully recognises the responsibility it has under section 157 of the Education Act 2002 to have arrangements in place to safeguard and promote the welfare of children.

This responsibility is more fully explained in the statutory guidance for schools and colleges “Keeping Children Safe in Education” (September 2020). All staff must be made aware of their duties and responsibilities under part one of this document.

Staff should read the above document together with Annex A of Keeping Children Safe in Education (September 2020) and “What to do if you’re worried a child is being abused: Advice for practitioners” (March 2015).

Through their day-to-day contact with pupils and direct work with families all staff in school have a responsibility to:

- Identify concerns early to prevent them from escalating
- Provide a safe environment in which children can learn
- Identify children who may benefit from early help
- Know what to do if a child tells them he/she is being abused or neglected
- Follow the referral process if they have a concern

This policy sets out how the school’s governing body discharges its statutory responsibilities relating to safeguarding and promoting the welfare of children who are pupils at the school. Our policy applies to all staff, paid and unpaid, working in the school including governors. Teaching assistants, mid-day supervisors, secretaries as well as teachers can be the first point of disclosure for a child. Concerned parents/carers may also contact the school and its governors.

It is consistent with the Safeguarding Children Partnership Board procedures.

### **There are four main elements to our policy:**

**PREVENTION** through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos

**PROCEDURES** for identifying and reporting cases, or suspected cases, of abuse. The definitions of the four categories of abuse can be found on page 10.

**SUPPORTING CHILDREN** particularly those who may have been abused or witnessed violence towards others

### **PREVENTING UNSUITABLE PEOPLE WORKING WITH CHILDREN**

#### **1. PREVENTION**

We recognise that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help to protect children.

The school will therefore:

- Establish and maintain an environment where children feel safe including in a digital context and are encouraged to talk and are listened to.

- Ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty and their concerns will be taken seriously and acted upon as appropriate.

Incorporate into the curriculum, activities and opportunities which equip children with the skills they need to stay safer from abuse in all contexts, including:

- How to determine whether other children, adults or sources of information are trustworthy, judge when a family, friend, intimate or other relationship is unsafe and how to seek help or advice.
- The characteristics of positive and healthy friendships
- That some types of behaviour within relationships are criminal, including violent behaviour and coercive control
- What constitutes sexual harassment and sexual violence and why these are always unacceptable
- About online risks, including that any material someone provides has the potential to be shared online and the difficulty of removed potentially compromising material placed online
- What to do and where to get support to report material or manage issues online
- The impact of viewing harmful content
- That specifically explicit material e.g. pornography presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners.
- That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail
- The concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, forced marriage, honour-based violence and FGM and how they can affect current and future relationships.
- How people can actively communicate and recognise consent from others, including sexual consent and how and when that can be withdrawn (in all contexts including online).

*N.B. This is taken from the Relationship and Sex and Relationships Education (SRE) statutory guidance, which comes into effect in September 2020, so may need adapting to reflect the content school will be incorporating into their curriculum from September 2019.*

## **PREVENTION OF PEER ON PEER ABUSE**

We recognise that peer on peer abuse can manifest itself in many ways. This can include but is not limited to: bullying, cyberbullying, sexual violence, sexual harassment, being coerced to send sexual images (sexting), teenage relationship abuse, physical abuse and upskirting, (part of the Voyeurism (Offences) Act, April 2019).

**All forms of peer on peer abuse are unacceptable and will be taken seriously.**

The school will therefore:

Create a whole school protective ethos in which peer on peer abuse, including sexual violence and sexual harassment will not be tolerated.

Provide training for staff about recognising and responding to peer on peer abuse, including raising awareness of the gendered nature of peer abuse, with girls more likely to be victims and boys perpetrators.

Ensure that staff do not dismiss instances of peer on peer abuse, including sexual violence and sexual harassment as an inevitable part of growing up.

Include within the curriculum, information and materials that support children in keeping themselves safe from abuse, including abuse from their peers and online.

Provide high quality Relationship and Sex Education (RSE), including teaching about consent.

Ensure that staff members follow the procedures outlined in this policy when they become aware of peer on peer abuse

## 2. PROCEDURES

We will follow the procedures set out in the Cambridgeshire and Peterborough Safeguarding Children Partnership Board 'Inter-Agency Procedures'. A copy of these procedures can be found on their website: <http://www.safeguardingcambspeterborough.org.uk/children-board/>

***There is a Designated Safeguarding Lead (DSL) for Child Protection {See Appendix A}***

***There is a team of staff who have also received the Designated Safeguarding Lead training {See Appendix A}***

***The nominated governor for Safeguarding and Child Protection is {See Appendix A}***

***The local authority designated officer for Child Protection (the 'LADO') is {See Appendix A}***

A senior member of staff, from the leadership team, has been appointed to the role of Designated Safeguarding Lead (DSL). The DSL takes lead responsibility for safeguarding and child protection. Whilst the activities of the DSL can be delegated to appropriately trained deputies, (Deputy Designated Safeguarding Lead, DDSL), the lead responsibility for child protection remains with the DSL and cannot be delegated.

The role of DSL and DDSL is explicit in the role holder's job description.

The DSL has the appropriate status and authority within the school to carry out the duties of the post. The DSL is given the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters. (See 'Keeping Children Safe in Education, Annex B'). The DSL and deputies have undertaken the two day training provided by the Education Safeguarding Team and that this training is updated **at least every two years**.

The DSL and DDSLs refresh their knowledge and skills e.g. via bulletins, meetings or further reading **at least annually**.

The governing body ensures that every member of staff, paid and unpaid, and the governing body knows who the Designated Personnel are and the procedures for passing on concerns from the point of induction. This is made possible by the publicity around the whole school site of who is in the safeguarding team (posters with photographs) and on procedures on how to report a concern ("See Something, Hear Something, Say Something"). New staff have initial face to face safeguarding training, plus all staff receive regular updates and training including summary briefings at the start of each school year, the offer of half-termly training courses and on-line training. Key pastoral leaders e.g. Heads of Year are also in regular contact with safeguarding staff in the day to day care given to all students. All staff know that they have an individual responsibility to be alert and to be able to identify the signs of abuse and neglect and are able to record and refer child protection/safeguarding concerns to DSL/ DDSL.

The governing body ensures that DSLs and DDSLs take advice from a child protection specialist when managing complex cases. The Designated Personnel have access to professional consultations with staff working in the Multi-agency Safeguarding Hub (MASH). The Emergency Duty Team (out of hours) is also available. Contact numbers are found in Appendix B.

The DSL or DDSL are always available (during school hours, during term-time) to discuss any safeguarding concerns and that all staff are clear upon the course of action they must take if in exceptional circumstances the DSL and DDSL are not available.

If the DSL is absent then cover arrangements are in place from the team of 7 other DDSLs and contact is made in emergencies with the DSL. *“Staff should consider speaking to a member of the senior leadership team and/or take advice from social care”*( Keeping Children Safe in Education September 2020, paragraph 45, page 12)

Liase with the three safeguarding partners (Local Authority, clinical commissioning group and police) as appropriate and work with other agencies in line with Working Together to Safeguard Children, 2018.

The governing body has a nominated governor for safeguarding and child protection who has undertaken appropriate training. (See Appendix A)

The governing body ensures every member of staff and every governor knows:

- the name of the designated safeguarding leads/deputies and their role
- how to identify the signs of abuse and neglect
- how to pass on and record concerns about a pupil
- that they have an individual responsibility to be alert to the signs and indicators of abuse and for referring child protection concerns to the DSL/DDSL
- that they have a responsibility to provide a safe environment in which children can learn
- where to find the Inter – Agency Procedures on the Safeguarding Children Partnership Board website;
- their role in the early help process
- the process for making referrals to children’s social care

The governing body ensure that all staff members undergo safeguarding and child protection training at induction. The training is regularly updated. In addition all staff members receive regular safeguarding and child protection updates as required but at least annually:

- Ensure that all staff, paid and unpaid, recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies
- Ensure that parents are informed of the responsibility placed on the school and staff in relation to child protection by setting out these duties on the school’s website
- Provide for parents, if requested, a copy of the school’s Safeguarding and Child Protection Policy. This policy is also available on our website ([www.hinchingbrookeschool.net](http://www.hinchingbrookeschool.net))
- Promote educational outcomes by sharing information about the welfare, safeguarding and child protection issues that children (including children with a social worker) are experiencing/have experienced with teachers and school and leadership staff.

Where pupils are educated off site or in alternative provision, the school and the provider have clear procedures about managing safeguarding concerns between the two agencies. These include:

- Placements are checked via the LA AP Directory of available and checked providers
- Daily attendance alerts are taken by 9.45 for all students and providers; if appropriate i.e. absence calls are made by the school and provider to the home
- All students have at least a half-termly review where all issues of attendance, progress and safety are discussed which is agreed upon and signed by all: school, student, parent/carer and provider
- Visits are made by the school to the provider both planned and at times unannounced drop ins

- All placements have a DSL and will call if any concerns or make a direct referral to social care if an immediate response is required
- An AP Register is kept and is shared with the LA; whilst the Education Inclusion Officer attend school meetings, student reviews and periodically scrutinizes the AP paperwork as part of an invited moderation and scrutiny exercise
- Written confirmation that the alternative provider has carried out appropriate safeguarding checks on individuals working at the establishment will be sought by the school

### **Liaison with Other Agencies**

The school will:

- Work to develop effective links with relevant services to promote the safety and welfare of all pupils
- Co-operate as required, in line with Working Together to Safeguard Children, (July 2018), with key agencies in their enquiries regarding child protection matters including attendance and providing written reports at Child Protection Conferences and core groups
- Notify the local Children’s Social Care team immediately if:
  - it should have to exclude a pupil who is subject to a Child Protection Plan (whether fixed term or permanently)
  - there is an unexplained absence of a pupil who is subject to a Child Protection Plan
  - there is any change in circumstances to a pupil who is subject to a Child Protection Plan
- When a pupil who is subject to a child protection plan leaves, information will be transferred to the new school immediately. The Child Protection Chair and Social Work Unit will also be informed
- Please also refer to the Covid guidance attached as an Appendix to this policy for the actions schools should take to safeguard vulnerable children in liaison with children’s social care.

### **Record Keeping**

The school will:

- Keep clear detailed, accurate 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 Social Care immediately
- These will be recorded as electronic records using the LA endorsed My Concern
- Ensure all records are stored on the purpose built, secure platform, My Concern and any additional or necessary paper records are kept securely and stored from the main pupil file and in locked locations
- Ensure all relevant child protection records are sent to the receiving school or establishment when a pupil moves schools in accordance with Keeping Children Safe in Education (Sept 2019) and the Education Child Protection Record Keeping Guidance
- The DSL will consider whether it would be appropriate to share information with the new school/college in advance of a child leaving
- make parents aware that such records exist except where to do so would place the child at risk of harm
- All actions and decisions will be led by what is considered to be in the best interests of the child

### **Confidentiality and information sharing**

The Data Protection Act 2018 does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child.

The school will:

- Ensure staff and volunteers adhere to confidentiality protocols and that information is shared appropriately
- Ensure staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children, (as set out in 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018)
- Ensure that if a member of staff receives a Subject Access Request (under the Data Protection Act 2018) from a pupil or parent they will refer the request to the DSL or Headteacher
- Ensure staff are clear with children that they cannot promise to keep secrets

The Designated Safeguarding Lead/and deputies will:

- Disclose information about a pupil to other members of staff on a 'need to know' basis. Parental consent may be required
- Aim to gain consent to share information and be mindful of situations where to do so would place a child at increased risk of harm. Information may be shared without consent if a person believes that there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner
- Record when decisions are made to share or withhold information, who information has been shared with and why. (See 'Working Together to Safeguard Children,' July 2018)
- In cases where the 'serious harm test' is met, schools must withhold providing the data in compliance with schools' obligations under the Data Protection Act 2018 and the GDPR. Where in doubt schools should seek independent legal advice.
- Seek advice about confidentiality from outside agencies if required. (See 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018).

### **Communication with parents/carers**

The school will:

- Ensure that parents/carers are informed of the responsibility placed on the school and staff in relation to child protection by setting out its duties in the school prospectus and on the website
- Undertake appropriate discussion with parents/carers prior to involvement of another agency, unless the circumstances preclude this action
- Seek advice from Social Care if the school believes that notifying parents could increase the risk of harm to the child. *[Further guidance on this can be found in the Inter-agency Procedures of the Safeguarding Children Partnership Board]*. Particular circumstances where parents **may not** be informed include any disclosure of sexual abuse or physical abuse where the child has an injury or where it may lead to the loss of evidence.
- record what discussions have taken place with parents or if a decision has been made not to discuss it with parents, record the reasons why. Records may subsequently be disclosable to relevant partner agencies if child protection proceedings commence.

### **Dealing with Sexual Violence and Sexual Harassment between children**

The school recognise that sexual violence and sexual harassment can occur between two children of any age and sex. Sexual violence may include rape, assault by penetration or sexual assault. Sexual harassment refers to 'unwanted conduct of a sexual nature', such as sexual comments, sexual taunting or physical behaviour such as deliberately brushing against someone. Online sexual harassment may include non-

consensual sharing of sexual images and videos, sexualised online bullying, unwanted sexual comments and messages, and sexual exploitation, coercion and threats.

The school will:

- Be clear that sexual violence and sexual harassment will not be tolerated
- Provide training for staff on how to manage a report of sexual violence or sexual harassment
- Make decisions on a case-by-case basis
- Reassure victims that they are being taken seriously, offer appropriate support and take the wishes of the victim into account when decision making
- Implement measures to keep the victim, alleged perpetrator and if necessary other children and staff members, safe. Record any risk assessments and keep them under review
- Give consideration to the welfare of both the victim(s) and perpetrator(s) in these situations.
- Liaise closely with external agencies, including police and social care, when required
- Further guidance can be found in 'Keeping Children Safe in Education - Part Five' (September 2020), 'Sexual violence and sexual harassment between children in schools and colleges,' (DfE, May 2018) and 'Sexting in schools and colleges: Responding to incidents and safeguarding young people' published by the UK Council for Child Internet Safety (UKCCIS)

### 3. SUPPORTING CHILDREN

The school recognises that **any** child may be subject to abuse and 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 and as such will support all children by:

- Providing curricular opportunities to encourage self-esteem and self-motivation.
- Creating an ethos that actively promotes a positive, supportive and safe environment and values the whole community
- Applying the school's behaviour policy effectively. All staff will agree on a consistent approach, which focuses on the behaviour of the child but does not damage the pupil's sense of self-worth. The school will ensure that the pupil knows that some behaviour is unacceptable but s/he is valued and not to be blamed for any abuse which has occurred
- Liaising with other agencies which support the pupil such as Social Care, Child and Adolescent Mental Health Services, Cambridgeshire Sexual Behaviour Service or Early Help Teams.
- Developing productive and supportive relationships with parents/carers
- The school recognises that whilst **any** child may benefit from early help, staff are encouraged to consider the wider environmental factors present in a child's life which could pose a threat to their welfare or safety, (contextual safeguarding). Staff are required to be particularly alert to the potential need for early help for those:

#### **Children with Disabilities, Additional Needs or Special Educational Needs**

We recognise that, statistically, children with additional needs, special educational needs, emotional and behavioural difficulties and disabilities are most vulnerable to abuse. School staff who deal with children with complex and multiple disabilities and/or emotional and behavioural problems should be particularly sensitive to indicators of abuse.

The school has pupils with emotional and behavioural difficulties and/or challenging behaviours. The school will support staff to decide appropriate strategies that will reduce anxiety for the individual child and raise self-esteem as part of an overall behaviour support plan agreed with parents/carers.

As part of the PSHE curriculum staff will teach children personal safety skills commensurate with their age, ability and needs. Children will be taught personal safety skills such as how to recognise



if they are feeling unsafe including within family relationships and friendships; how to ask for help; the difference between safe and unsafe secrets; the difference between safe and unsafe physical contact; and how recognise and manage risk including in a digital The content of lessons will be shared with parents/carers so that these skills can be supported at home.

The school has pupils who may have communication difficulties and we are aware that they are vulnerable to abuse because they are unable to express themselves to others. Instead such children will often exhibit changes in behaviours or signs and indicators of abuse recognised by staff with a good knowledge of the child.

Where necessary, the school will provide additional training to staff in the use of Makaton, PECS or other communication systems. Supervision by senior managers will be vigilant to create a protective ethos around the child.

We promote high standards of practice, including ensuring that disabled children know how to raise concerns, and have access to a range of adults with whom they can communicate.

### **Young Carers**

The school recognises that children who are living in a home environment which requires them to act as a young carer for a family member or a friend, who is ill, disabled or misuses drugs or alcohol can increase their vulnerability and that they may need additional support and protection.

School will: seek to identify young carers; offer additional support internally; signpost to external agencies; be particularly vigilant to the welfare of young carers and follow the procedures outlined in this policy, referring to Early Help or Social Care as required if concerns arise.

### **Children at Risk of Criminal Exploitation**

Criminal exploitation of children is a form of harm that is a typical feature of county lines activity. Drug networks or gangs exploit children and young people to carry drugs and money from urban areas to suburban and rural areas. Exploitation can occur even if activity appears to be consensual.

All staff will consider whether children are at risk of abuse or exploitation in situations outside their families. School will address indicators of child criminal exploitation with staff through training. Staff will follow the procedures outlined in this policy if concerns of criminal exploitation arise.

The Designated Safeguarding Lead will complete Safeguarding Children Partnership Board's Exploitation (CSE / Criminal/Gangs) Risk Assessment and Management Tool and refer to Social Care if there is a concern that a young person may be at risk of criminal exploitation.

The school recognises that young people who go missing can be at increased risk of child criminal exploitation and/or trafficking and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions – (see 3.6.4).

### **Children Frequently Missing Education**

School recognises that children going missing, particularly repeatedly, can act as a warning sign of a range of safeguarding possibilities including abuse, neglect, child sexual exploitation and child criminal exploitation, mental health problems, risk of substance abuse, risk of travelling to conflict zones, and risk of FGM or forced marriage.

The school monitors attendance of individual pupils closely, as outlined in the Attendance Policy, and analyses patterns of absence to aid early identification of concerning patterns of absence.

The school endeavors to hold more than one emergency contact for each pupil to provide additional options to make contact with a responsible adult when a child missing education is identified as a welfare and/or safeguarding concern.

When a child is missing from education, the school follows the procedure as set out in Cambridgeshire's Children Missing Education guidance. The school will inform the Education Welfare Officer and Social Care if a missing child is subject to a Child Protection Plan or there have been ongoing concerns.

### **Children Misusing Drugs or Alcohol**

The discovery that a young person is misusing legal or illegal substances or reported evidence of their substance misuse is not necessarily sufficient in itself to initiate child protection proceedings but the school will consider such action in the following situations:

When there is evidence or reasonable cause:

- To believe the young person's substance misuse may cause him or her to be vulnerable to other abuse such as sexual abuse;
- To believe the pupil's substance related behaviour is a result of abuse or because of pressure or incentives from others, particularly adults;
- Where the misuse is suspected of being linked to parent/carer substance misuse.
- Where the misuse indicates an urgent health or safeguarding concern
- Where the child is perceived to be at risk of harm through any substance associated criminality

### **Children at Risk of Child Sexual Exploitation**

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Sexual exploitation can take many different forms from the seemingly 'consensual' relationship to serious organised crime involving gangs and groups. Potential indicators of sexual exploitation will be addressed within staff training, including raising awareness with staff that some young people who are being sexually exploited do not show any external signs of abuse and may not recognise it as abuse. Staff will follow the procedures outlined in this policy if concerns of child sexual exploitation arise.

The Designated Safeguarding Lead will complete the Safeguarding Children Partnership Board's Exploitation (CSE / Criminal/Gangs) Risk Assessment and Management Tool and refer to Social Care if there is a concern that a young person may be at risk of CSE.

The school recognises that young people who go missing can be at increased risk of sexual exploitation and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions (see 3.6.4).

## **Children Living with Substance Misusing Parents/Carers**

Misuse of drugs and/or alcohol is strongly associated with Significant Harm to children, especially when combined with other features such as domestic violence.

When the school receives information about drug and alcohol abuse by a child's parents/carers they will follow appropriate procedures.

This is particularly important if the following factors are present:

- Use of the family resources to finance the parent's dependency, characterised by inadequate food, heat and clothing for the children
- Children exposed to unsuitable caregivers or visitors, e.g. customers or dealers
- The effects of alcohol leading to an inappropriate display of sexual and/or aggressive behaviour
- Chaotic drug and alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance
- Disturbed moods as a result of withdrawal symptoms or dependency
- Unsafe storage of drugs and/or alcohol or injecting equipment
- Drugs and/or alcohol having an adverse impact on the growth and development of the unborn child

## **Children Living with Domestic Abuse**

Domestic Abuse is defined as any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial and emotional.

The school recognises that where there is Domestic Abuse in a family, the children/young people will always be affected; the longer the violence continues, the greater the risk of significant and enduring harm, which they may carry with them into their adult life and relationships. Domestic Abuse can also affect children in their personal relationships as well as in the context of home life.

Staff will follow the procedures outlined in this policy if concerns of Domestic Abuse arise. The school will vigilantly monitor the welfare of children living in domestic abuse households, offer support to them and contribute to any Multi-Agency Risk Assessment Conference (MARAC) safety plan as required.

At Hinchingsbrooke we are working in partnership with Cambridgeshire Police and Cambridgeshire County Council to identify and provide appropriate support to students who have experienced domestic abuse in their home; this scheme is called Operation Encompass.

In order to achieve this, Cambridgeshire's Education Safeguarding Team will share police information of all domestic incidents, where one of our students has been present, with the Designated Safeguarding Lead(s) (DSL)/Domestic Abuse (DA) Lead.

On receipt of any information, the DSL/DA Lead will decide on the appropriate support the child may require. The Operation Encompass information is stored in line with all other confidential safeguarding and child protection information. All information sharing and resulting actions will be undertaken in accordance with the 'Cambridgeshire and Peterborough *Joint Agency Protocol for Domestic Abuse – Notifications to Schools, Colleges and Early Years settings*'.

## **Children at risk of ‘Honour- Based’ Violence including Female Genital Mutilation**

So called ‘honour-based’ violence encompasses incidents which have been committed to protect or defend the honour of the family and/or community, including breast ironing, female genital mutilation (FGM) and forced marriage. The school takes these concerns seriously and staff are made aware of the possible signs and indicators that may alert them to the possibility of HBV through training. Staff are required to treat all forms of HBV as abuse and follow the procedures outlined in this policy.

FGM is a procedure involving the partial or total removal of the external female genitalia or other injury to the female genital organs. FGM is illegal in the UK. Any indication that a child is at risk of FGM, where FGM is suspected, or where the woman is over 18, will be dealt with under the child protection procedures outlined in this policy. Staff will report concerns to the DSL, who will make appropriate and timely referrals to social care. In these cases, parents will not be informed before seeking advice and the case will still be referred to social care even if it is against the pupil’s wishes.

In accordance with the Female Genital Mutilation Act, it is a statutory duty for teachers in England and Wales to report ‘known’ cases of FGM in under-18s which they identify in the course of their professional work to the police. Teachers should still consider and discuss any such case with the DSL and involve social care as appropriate, but the teacher will personally report to the police that an act of FGM appears to have been carried out.

## **Children who have returned home to their family from care**

The school recognises that a previously looked after child potentially remains vulnerable. School will vigilantly monitor the welfare of previously looked after children, keep records and notify Social Care as soon as there is a recurrence of a concern in accordance with the Cambridgeshire and Peterborough Safeguarding Children Partnership Board ‘Inter - Agency Procedures

## **Children showing signs of Abuse and/or Neglect**

School recognise that experiencing abuse or neglect may have an adverse impact on those children which may last into adulthood without appropriate intervention and support. School may be the only stable, secure and predictable element in the lives of children at risk. Children who have experienced abuse or neglect may display this through their own behaviour, which may be challenging and defiant or passive and withdrawn. We recognise that children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.

All staff will be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children outside of these environments. All staff, but especially the designated safeguarding lead (and deputies) will consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence

School will provide training for staff to ensure that they have the skills to identify and report cases, or suspected cases, of abuse in accordance with the procedures outlined in this policy. The definitions of the four categories of abuse are attached (see Appendix A).

## **Children at Risk of Radicalisation**

School recognises that children are vulnerable to extremist ideology and radicalisation and that protecting children from this risk forms part of the school's safeguarding response.

The governing body will ensure that the DSL has undertaken Prevent awareness training and that all staff receive training about the Prevent duty.

Staff are required to be alert to changes in children's behavior which could indicate they need help or protection. Concerns that a child is at risk of radicalisation are referred to the DSL in the usual way. If appropriate the DSL will make a Channel referral.

See also 'The Prevent Duty, Departmental advice for schools and childcare providers', DfE (June 2015), and 'Revised Prevent Duty Guidance: for England and Wales,' HM Government, (July 2015).

### **Privately Fostered Children**

Private fostering is when a child under the age of 16, (under 18 if disabled) is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or relative in their own home for 28 days or more.

The school will follow the mandatory duty to inform the local authority of any 'Private Fostering' arrangements and refer to the Specialist Fostering Team.

### **Children who have Family Members in Prison**

The school is committed to supporting children and young people who have a parent or close relative in prison and will work with the family to find the best ways of supporting the child.

The school recognises that children with family members in prison are at risk of poor outcomes including: poverty, stigma, isolation, poor mental health and poor attendance.

The school will treat information shared by the family in confidence and it will be shared on a 'need to know' basis.

The school will work with the family and the child to minimise the risk of the child not achieving their full potential.

## **4. PREVENTING UNSUITABLE PEOPLE FROM WORKING WITH CHILDREN**

The school will operate safer recruitment practices including ensuring appropriate DBS and reference checks are undertaken according to part three of the government guidance 'Keeping Children Safe in Education' (2020). This section should be read in conjunction with the school's Safer Recruitment Policy.

Staff who have completed the Safer Recruitment Training are contained in Appendix A.

Any allegation of abuse made against a member of staff (including supply staff and volunteers)-will be reported straight away to the Principal. In cases where the Principal is the subject of an allegation, it will be reported to the Chair of Governors (see Allegations flowchart Appendix C1) and H. The school will follow the procedures set out in part four of Keeping Children Safe in Education (2020).

The school will consult with the Local Authority Named Senior Officer in the event of an allegation being made against a member of staff or volunteer and adhere to the relevant procedures set out in 'Keeping Children Safe in Education', (2020) and the school's Personnel Manual from EPM Ltd or other HR provider.

The Named Senior Officer will liaise with the Local Authority Designated Officer (LADO) ensuring that all allegations are reported to the LADO within one working day. Following consultation with the LADO, the Named Senior Officer will advise on all further action to be taken. Please note that the Head Teacher or Chair of Governors should **not** seek to interview the child/ren or members of staff involved until advice has been sought. Doing so may compromise any police interviews that may be necessary

The school will ensure that any disciplinary proceedings against staff or volunteers relating to child protection matters are concluded in full even when the member of staff or volunteer is no longer employed at the school and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.

Staff or volunteers who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress. Suspension is not mandatory, nor is it automatic but, in some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected.

Consideration must be given to the needs of the child and a recognition that a child may make an allegation against an innocent party because they are too afraid to name the real perpetrator. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

The school will ensure that all staff, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents/carers as advised within the the Local Authority's Code of Conduct: 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings' (May 2019). As part of the Induction process, all staff paid and unpaid will receive guidance about how to create appropriate professional boundaries (in both the real and virtual world) with all children, especially those with a disability or who are vulnerable.

All staff have signed to confirm that they have read a Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings (May 2019).

The school will ensure that staff and volunteers are aware that sexual relationships with 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).

The school will ensure that communication between pupils and adults, by whatever method, are transparent and take place within clear and explicit professional boundaries and are open to scrutiny.

## **5. OTHER RELATED POLICIES**

This policy links to our:

- Anti-bullying policy
- Attendance policy
- Behaviour policy
- Complaints procedure
- Critical Incident plan
- Equality policy
- First Aid policy
- Health and Safety policy
- Intimate Care policy
- Lone Working policy

- Online Safety and Acceptable Use policy
- Physical Intervention and/or Use of Reasonable Force policy
- Protocol for children not collected from school at the end of the school day/activity
- Safer Recruitment policy
- Staff Code of Conduct/Safer Working Practice
- Staff Discipline and Grievance procedures
- Supporting Pupils with Medical Conditions policy
- Whistleblowing policy

### **Physical Intervention**

Our policy on physical intervention by staff is set out in a separate document and is reviewed annually by the governing body. "All school staff members have a legal power to use reasonable force to prevent pupils committing a criminal offence, injuring themselves or others or damaging property, and to maintain good order and discipline. Whether the force used is reasonable will always depend on the particular circumstances of the case and the test is whether the force used is proportionate to the consequences it is intended to prevent. This means the degree of force used should be the minimum needed to achieve the desired result."\*

\* *DCSF, now DfE Guidance, The Use of Force to Control or Restrain Pupils 2010 is available from [www.education.gov.uk](http://www.education.gov.uk)*

### **Anti-Bullying**

Our policy on anti-bullying is set out in a separate document and is reviewed annually by the governing body. We expect staff to acknowledge that to allow or condone bullying, in the real or virtual world, constitutes a lack of duty of care may lead to consideration under child protection procedures.

### **Racist, Homophobic/Biphobic/Transphobic (HBT) and Disability Incidents**

Our policy on racist, homophobic/Biphobic/Transphobic and disability incidents is set out in our Equality Policy and is reviewed annually by the governing body. The school records all incidents using "My Concern" and are also reported to the LA using the on-line PRIDE system. We acknowledge that repeated racist incidents or a single serious incident may lead to consideration under child protection/safeguarding procedures.

### **Health and Safety**

Our Health and Safety policy, set out in a separate document, is reviewed annually by the governing body. It reflects the consideration we give to the protection of our children both within the school environment and when away from the school when undertaking school trips and visits

Alcohol should not be consumed by adults or young people on school site, on school trips or school social events where students are present. School social events involving children should take place at an appropriate venue, ideally school and never at the home of a member of staff.

### **E-Safety and Acceptable Use**

Our policies on e-safety and acceptable use, set out in a separate document, are reviewed annually by the governing body. They reflect the balance needed between the exciting opportunities offered by the internet and other technologies and the need for pupils and staff to keep themselves safe and deal sensibly with risk.

Communication between pupils and adults, by whatever method, should take place within clear and explicit professional boundaries. This includes the wider use of technology such as mobile phones text messaging, e-mails, digital cameras, videos, web-cams, websites and blogs. **Adults should not share any personal information with a child or young person. They should not request, or respond to, any**

**personal information from the child/young person, other than that which might be appropriate as part of their professional role. Adults should ensure that all communications are transparent and open to scrutiny. Staff should never have students as friends on social networking sites such as Facebook.**

#### **Intimate Care Policy**

Our policy on the use of intimate care is set out in a separate document. All children requiring intimate care will have an intimate care plan in place which is reviewed regularly.

#### **Whistleblowing Policy and Complaints Procedures**

Our policy on whistleblowing and our Complaints Procedures are set out in separate documents.

### **6. GOVERNING BODY CHILD PROTECTION RESPONSIBILITIES**

The governing body fully recognises its responsibilities with regard to child protection and safeguarding and promoting the welfare of children. It aims to ensure that the policies, procedures and training in school are effective and comply with the law and government guidance at all times.

It will:

- Nominate a governor for safeguarding and child protection who will take leadership responsibility for the school's safeguarding arrangements and practice and champion child protection issues. There is a nominated child protection and safeguarding governor is detailed in See Appendix A
- Ensure an annual report is made to the full governing body, and copied to the Education Child Protection Service. Any weaknesses will be rectified without delay
- Ensure that this Safeguarding and Child Protection Policy is annually reviewed and updated and shared with staff. It will be made available to parents on request and on the school's website.
- Ensure that children's exposure to potential risks while using the internet is limited by having in place age appropriate filtering and monitoring systems
- Ensure children's wishes and feelings are taken into account where there are safeguarding concerns

#### **Extended Schools and Before and After School Activities (on or off school site)**

If the governing body provides extended school facilities or before or after school activities directly under the supervision or management of school staff, the school's arrangements for child protection as written in this policy shall apply.

Where services or activities are provided separately by another body, either on or off site, the governing body will seek assurance that the body concerned has appropriate policies and procedures in place for safeguarding children and child protection and there are arrangements to liaise with the school on these matters where appropriate.



This policy was ratified by the, Development and Welfare Committee of the school governors on 14<sup>th</sup> November 2019 and will be reviewed in November 2020

Signed by the Headteacher .....

Chair of Governors .....

Designated Safeguarding Lead (if appropriate)

#### **Four categories of abuse**

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

**Neglect** - persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

- It may occur during pregnancy as a result of maternal substance misuse.
- It may involve the neglect of or lack of responsiveness to a child's basic emotional needs.
- It also includes parents/carers failing to:
  - provide adequate food, clothing and shelter including exclusion from home or abandonment;
  - protect a child from physical and emotional harm or danger;
  - ensure adequate supervision including the use of inadequate care-givers;
  - ensure access to appropriate medical care or treatment.
  -

**Emotional Abuse** - Is the persistent emotional maltreatment so as to cause severe and adverse effects on a child's emotional development.

- It may involve conveying to a child that they are:
  - worthless;
  - unloved;
  - inadequate;
  - valued only insofar as they meet another person's needs.
- It may include:
  - not giving the child opportunities to express their views;
  - deliberately silencing them;
  - 'making fun' of what they say or how they communicate.
- It may also feature age or developmentally inappropriate expectations being imposed on children including:
  - interactions that are beyond the child's developmental capability;
  - overprotection and limitation of exploration and learning;
  - preventing participation in normal social interaction.
- It may involve
  - seeing or hearing the ill-treatment of another;
  - serious bullying (including cyberbullying) causing children frequently to feel frightened or in danger;
  - the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment although it may occur alone.

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

This may involve:

- physical contact including assault by penetration (e.g. rape or oral sex)

- non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing
- non-contact activities involving:
  - children in looking at, or in the production of, sexual images
  - children in watching sexual activities
  - encouraging children to behave in sexually inappropriate ways
  - grooming a child in preparation for abuse (including via the internet)

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

## APPENDIX A

### Names of Staff:

**Tony Heath, Assistant Principal** (Student Services) is the Designated Safeguarding Lead (DSL) and member of the Senior Leadership Team (SLT)

**Alison Setchfield, Kathy Bradford, Brad Panther, Alie Winter, Julie Connor, Jo Edwards, Caroline Pittock and Rebecca Bierton** make up the team of staff who have also received the Designated Person training. They are Deputy Designated Safeguarding Leads (DDSLs). Alison Setchfield is the senior of these DDSLs and the first to deputise for the DSL where necessary and appropriate.

Andrew Gouling (CEO), Anna Nightingale and Simon Cooke (Vice Principals) and Tony Heath (Assistant Principal) have all completed the Safer Recruitment Training.

Vicky McGregor is the nominated child protection and safeguarding governor.

### Useful Contacts and Further Information:

DSL Tony Heath (Assistant Principal Inclusion)	Tel: 01480 375700
Welfare Manager and senior DDSL: Alison Setchfield	Tel: 01480 375700
Hinchingbrooke School First Aid, Health Centre School Hours (8:40 – 3:30)	Tel: 01480 375700

Cambridgeshire and Peterborough Safeguarding Children Partnership Board – Safeguarding Inter-Agency Procedures <http://www.safeguardingcambspeterborough.org.uk/children-board/>

Education Safeguarding Team	<a href="mailto:ECPSGeneral@cambridgeshire.gov.uk">ECPSGeneral@cambridgeshire.gov.uk</a>
Police Child Abuse Investigation Unit	Tel: 101

### Useful Contacts - Cambridgeshire

Early Help Hub (EHH)	Tel: 01480 376666
Customer Service Centre – social care referrals	Tel: 0345 045 5203
Emergency Duty Team (out of hours)	Tel: 01733 234724
Local Authority Designated Officer (LADO)	<a href="mailto:LADO@cambridgeshire.gov.uk">LADO@cambridgeshire.gov.uk</a> Tel: 01223 727967
Named Senior Officer for allegations Senior Education Adviser – Diane Stygal	Tel: 01223 507115

## **Relevant Documents**

Hinchingbrooke School Safeguarding and Child Protection Policy (available on the school's web site)

"Guidance for Safer Working Practice for those working with children and young people in education settings" (May 2019)

"Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers" (July 2018)

"Keeping children safe in education: Statutory guidance for schools and colleges" (Sept. 2020)

COVID-19: safeguarding in schools, colleges and other providers (May 2020)

"The Prevent Duty, Departmental advice for schools and childcare providers" (June 2015)

"Revised Prevent Duty Guidance: for England and Wales" (July 2015)

"Sexting in schools and colleges: Responding to incidents and safeguarding young people" published by the UK Council for Child Internet Safety (UKCCIS) – (September 2016)

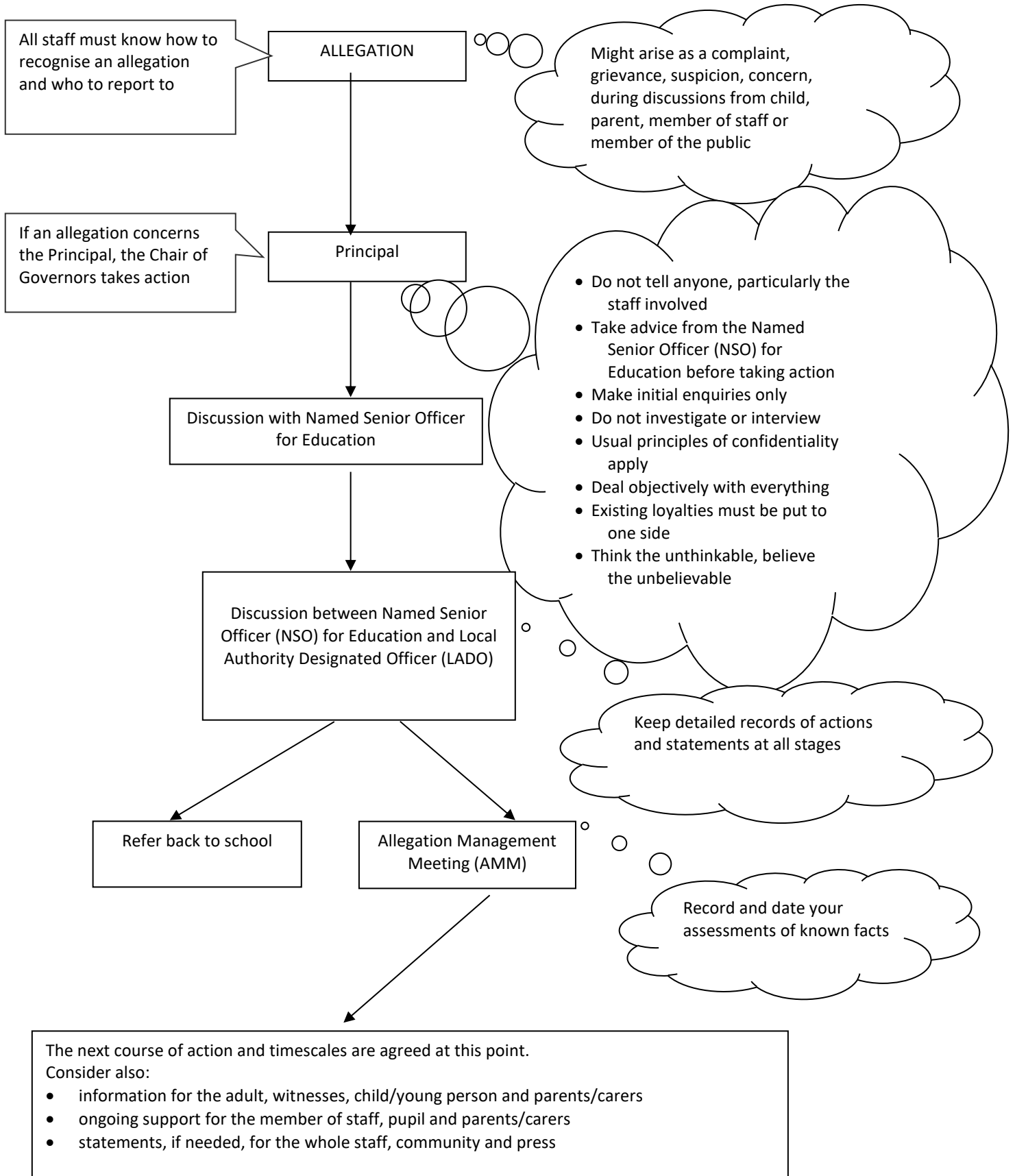
"Sexual violence and sexual harassment between children in schools and colleges" (May 2018)

"What to do if you're worried a child is being abused: Advice for practitioners" (March 2015)

"Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children" (July 2018)

## APPENDIX B

### Managing an allegation against a member of staff or volunteer in Cambridgeshire



APPENDIX C

Annex 1

Appendix D to Safeguarding and Child Protection Policy (January 2021)

# HINCHINGBROOKE SCHOOL

*Inspiring Excellence Fulfilling Potential Developing Character*



**Safeguarding and Child Protection Policy  
COVID-19 school arrangements for Hinchingsbrooke School**

<b>School Name:</b>	Hinchingsbrooke School
<b>Policy owner:</b>	AJH
<b>Date:</b>	31.03.20 and 29.05.20 with amendments to reflect DfE updates to "Coronavirus (COVID-19): safeguarding in schools, colleges and other providers" on 20.05.20 and 16.07.20 to reflect KCSIE September 2020
<b>Date shared with staff:</b>	31.03.20 and 05.06.20, 04.09.20, December 2020, January 2021
<b>Date published on school website:</b>	02.04.20, December 2020, January 2021

## COVID-19 Phased Return

From 20th March 2020 parents were asked to keep their children at home, wherever possible and where it was safer to do so to slow to spread of COVID-19. Many children will continue to remain at home during the initial stages of the phased return. However, from (17<sup>th</sup>) June, we expect to be able to welcome more children back to Hinchbrooke. Priority will continue to be given to providing school places for ‘key worker’ children (those children of workers critical to the Covid-19 response) and those classed as vulnerable, with an EHCP or have an allocated Social Worker.

There are also specific plans for welcoming back Year 10 and 12 students on a rota system as contained in KMT’s **Reopening Schools: a Hinchbrooke Guide for Students, Staff and Parents**.

The phased return has been carefully planned with reference to Department for Education guidance:

- Actions for education and childcare settings to prepare for wider opening from 1<sup>st</sup> June 2020
- Implementing Protective Measures in Education and Childcare Settings
- Covid-19 Safeguarding in Schools, Colleges and Other Providers.

This revised addendum of our Safeguarding and Child Protection Policy contains details of our individual safeguarding arrangements during this time, when schools need to close due to a lockdown, to protect all children, whether attending school or remaining at home, from harm and abuse.

Hinchbrooke School is committed to ensuring the safety and wellbeing of all its students and will ensure compliance with Keeping Children Safe in Education (KCSIE) which remains in force throughout the response to coronavirus (COVID-19). The following safeguarding principles remain unchanged:

- The best interests of children must always continue to come first;
- If anyone in a school or college has a safeguarding concern about any child they should continue to act and act immediately;
- A DSL or deputy is available at all times, either in person or remotely by phone or on line;
- It is essential that unsuitable people are not allowed to enter the children’s workforce and/or gain access to children;
- Children should continue to be protected when they are online.

## Key Contacts

Role	Name	Contact number	Email
Designated Safeguarding Lead (DSL)	Tony Heath	07595 001882	<a href="mailto:ajh@hinchbk.cambs.sch.uk">ajh@hinchbk.cambs.sch.uk</a>
Deputy Designated Safeguarding Leads (DDSL)	Alison Setchfield (AZS); Alie Winter (AW); Kathy Bradford (KB); Brad Panther (BAP); Rebecca Bierton (REB); Jo Edwards (JCE); Julie	AZS 07872 422173 JAC 07808 524621	<a href="mailto:azs@hinchbk.cambs.sch.uk">azs@hinchbk.cambs.sch.uk</a> <a href="mailto:aw@hinchbk.cambs.sch.uk">aw@hinchbk.cambs.sch.uk</a> <a href="mailto:kb@hinchbk.cambs.sch.uk">kb@hinchbk.cambs.sch.uk</a> <a href="mailto:bap@hinchbk.cambs.sch.uk">bap@hinchbk.cambs.sch.uk</a> <a href="mailto:reb@hinchbk.cambs.sch.uk">reb@hinchbk.cambs.sch.uk</a> <a href="mailto:jce@hinchbk.cambs.sch.uk">jce@hinchbk.cambs.sch.uk</a> <a href="mailto:jac@hinchbk.cambs.sch.uk">jac@hinchbk.cambs.sch.uk</a> <a href="mailto:cop@hinchbk.cambs.sch.uk">cop@hinchbk.cambs.sch.uk</a>



	Connor (JAC) and Caroline Pittock (COP)		
SENDSCO	Rebecca Berton (REB)	As above	As above
Principal	Mark Patterson		<a href="mailto:mjp@hinchbk.cambs.sch.uk">mjp@hinchbk.cambs.sch.uk</a>
MAT CEO	Andrew Goulding		<a href="mailto:ceo@acesacademies.co.uk">ceo@acesacademies.co.uk</a>
Trust Safeguarding Manager	David McMillan		<a href="mailto:drm@hinchbk.cambs.sch.uk">drm@hinchbk.cambs.sch.uk</a>
Chair of Governors	Matthew Ryder		<a href="mailto:Matthew.ryder@hinchbk.cambs.sch.uk">Matthew.ryder@hinchbk.cambs.sch.uk</a>
Safeguarding Governor / Trustee	Vicky McGregor		<a href="mailto:Victoria.mcgregor@hinchbk.cambs.sch.uk">Victoria.mcgregor@hinchbk.cambs.sch.uk</a>
Designated Teacher – Children in Care (CIC)	Tony Heath Assisted by Alison Setchfield	As above	As above

## Supporting Children In School

Hinchingbrooke is committed to ensuring the safety and wellbeing of all its students.

The Principal will ensure that appropriate staff are on site and staff to student ratio numbers are appropriate, to maximise safety.

We will refer to the Government guidance for education and childcare settings on how to implement protective measures including social distancing: [implementing protective measures in education and childcare settings](#)

The school continues to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of Covid-19.

Hinchingbrooke will continue to be a safe space for all children to attend and flourish. We recognise that for those children returning to school as vulnerable children or the children of critical workers will be challenging and staff will support children to adjust to the necessary changes to the school environment and routines. Supporting student wellbeing will be at the forefront of our approach and school staff will seek to provide reassurance to students as we manage the transition period. Staff will talk to the children about the changes to the school day in an age appropriate manner, acknowledge and listen to their anxieties and support them to understand the altered routines.

We recognise that the current circumstances may adversely affect the mental health of children and their parents. School staff have been briefed to look out for changes in behaviour or in a child's emotional state, which could range from being excessively clingy, fearful, withdrawn or aggressive as more children return to school. As always, student wellbeing is at the heart of our work, and school staff will seek to provide appropriate support for students both in school and where required from specialist services.

Hinchingbrooke recognises that for some children, home may not be a safe space, and there may be children who are relieved to return to school. School staff have been reminded of the need to respond sensitively to

students' differing experiences during the period of school closure. School staff have been asked to be particularly vigilant, as more children return to school, for signs and indicators that a child may have experienced abuse or neglect. School staff have been trained about how to handle a disclosure from a child, and understand that any safeguarding concerns, including those that relate to the period of school closure, must be referred immediately to the Designated Safeguarding Lead (DSL) or deputies (DDSL) in the usual way.

Prior to children returning to school, parents and carers will be asked to ensure that all personal details held by the school, such as emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available. At this time, parents and carers will also be asked to advise the school if there are any changes regarding the child's welfare, health and wellbeing that it would help school to be made aware of. Where the school is aware of particular circumstances affecting a child or family, such as bereavement, a relationship breakdown, an incident of domestic violence, this will be shared with staff on a need-to-know basis so that children can be best supported.

### **Supporting Children Not in School**

Hinchingbrooke is committed to ensuring the safety and wellbeing of all its children and young people.

We recognise that some children will not be eligible to return to school immediately due to the phased nature of re-opening, and that some parents/carers of children eligible to attend may choose not to send them to school at this time.

Hinchingbrooke recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of students and their parents/carers. Teachers at Hinchingbrooke need to be aware of this in setting expectations of students' work where they are at home.

Where the DSL has identified a child about whom there have been concerns but not currently open to social care, or who would normally receive pastoral-type support in school, we ensure that a robust communication plan is in place for that child or young person.

Details of this plan will be recorded and a record of all contact made.

Hinchingbrooke and its DSL will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan will be reviewed regularly and where concerns arise, the DSL will consider any referrals as appropriate.

If we are unable to contact a child about whom there have been concerns after a reasonable number of attempts, we may need to seek further advice about safe and well checks.

The school will share safeguarding messages on its website and social media pages.

### **Vulnerable Children**

All vulnerable children continue to be eligible to attend school full time during the period of phased opening. This applies regardless of whether their year group is due to return to school as part of the phased return, and regardless of whether they had chosen to access school provision prior to the phased return.

Vulnerable children include those who:

- are assessed as being in need under section 17 of the Children Act 1989, including children who have a child in need plan, a child protection plan or who are a looked-after child

- have an education, health and care (EHC) plan and it is determined, following risk assessment ([risk assessment guidance](#)), that their needs can be as safely or more safely met in the educational environment
- have been assessed as otherwise vulnerable by educational providers or local authorities (including children's social care services), and who could therefore benefit from continued attendance. This might include children and young people on the edge of receiving support from children's social care services, adopted children, those at risk of becoming NEET ('not in employment, education or training'), those living in temporary accommodation, those who are young carers and others at the school and local authority's discretion

Senior leaders, especially the Designated Safeguarding Lead (and deputies) know who our most vulnerable children are. They have the flexibility to offer a place to those about whom there have been concerns but not currently open to social care.

Eligibility for free school meals in and of itself should not be the determining factor in assessing vulnerability.

Hinchingbrooke has identified key children who, although not defined as vulnerable using the above criteria, we feel require additional checks during the school closure. These have been identified by the pastoral teams of Heads of Year, Alternative Provision (AP) , Safeguarding and Attendance and include children who for example access AP programmes, are young carers or who receive counselling. All names are kept confidentially on a welfare register.

Contact will be made at least once a week using school mobile and email. If staff have to use their own phones then they should ensure call screening is used to protect their own numbers and privacy.

If concerns are raised on students during the school closure period e.g. via My Concern, SHARP, police notifications to school of domestic abuse etc. then the names of the young people involved will be added to the welfare checks register.

Hinchingbrooke will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children's social workers and the Local Authority Virtual School Head (VSH) for looked-after (LAC) and previously looked-after children, now referred to as Children in Care (CIC). The lead person for this will be: Tony Heath as DSL and supported by the other DDSLs in school.

There is an expectation that vulnerable children who have a social worker will attend an education setting, unless the child/household is shielding or clinically vulnerable. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and Hinchingbrooke will explore the reasons for this directly with the parent/carer.

Where parents are concerned about the risk of the child contracting COVID19, Hinchingbrooke or the social worker will talk through these anxieties with the parent/carer following the advice set out by Public Health England.

Hinchingbrooke will encourage our vulnerable children and young people to attend a school, including remotely if needed.

### **Attendance Monitoring**

Hinchingbrooke will resume taking attendance registers from 1 June and continue to complete the online Educational Setting Status form which gives the Department for Education (DfE) daily updates on how many children and staff are attending: <https://www.gov.uk/government/publications/coronavirus-covid-19-attendance-recording-for-educational-settings>. Hinchingbrooke was also sending this information to the Local Authority via a local survey to inform local planning for children in Cambridgeshire and Peterborough.

The latter will however, cease as from June and only the DfE return will be completed. The LA will have access to the school's DfE return on attendance.

We will continue to follow up with any parent/carer if they were expecting the child to attend and they subsequently do not attend school. Non-attendance will be followed up in line with the school's normal attendance protocols.

Hinchingbrooke will continue to inform Children's Social Care if a child with a Social Worker does not attend school either in person or remotely.

### **Designated Safeguarding Lead Arrangements**

Hinchingbrooke has a Designated Safeguarding Lead (DSL) and Deputy DSLs.

The Designated Safeguarding Lead is: Tony Heath (AJH)

The Deputy Designated Safeguarding Lead/s are: Alison Setchfield (AZS); Alie Winter (AW); Kathy Bradford (KB); Brad Panther (BAP); Rebecca Bierton (REB); Jo Edwards (JCE); Julie Connor (JAC) and Caroline Pittock (COP)

We will endeavour to have a trained DSL (or deputy) available on site. Where this is not possible, a trained DSL (or deputy) will be available to be contacted via phone or email and through our electronic recording system, My Concern

Where a trained DSL (or deputy) is not on site, in addition to the above, a senior leader will assume responsibility for co-ordinating safeguarding on site.

It is important that all Hinchingbrooke staff and volunteers have access to a trained DSL (or deputy). On each day, the staff on site will be made aware of who that person is and how to contact them.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which are being held remotely.

Hinchingbrooke recognises that the dual challenge of maintaining contact with vulnerable children not attending school, and the potential for increased referrals as staff members raise concerns about those children now returning to school. Therefore, additional capacity has been created through an increase in non-teaching time available for the DSL (and/or deputies).

### **Reporting a Concern**

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding and Child Protection Policy. Hinchingbrooke uses an electronic recording system, My Concern, which staff can access from home.

Any concern over a child's welfare and wellbeing should be recorded via My Concern.

The school website has a series of links to offer support:

The SHARP system for students and parents/carers to make referrals, anonymous if necessary, about concerns over a young person's personal safety, safety or well-being in and out of school

The school website, using "Our School" and the "Safeguarding" links and especially the Wellbeing Support and key links for help and support and Help and Advice for Parents/Carers

<https://www.hinchingbrookeschool.net/attachments/download.asp?file=2860&type=pdf>

<https://www.hinchingbrookeschool.net/page/?title=Help+%26amp%3B+Advice+for+Parents%2FCarers&pid=713>

Staff are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children in the school, they should report the concern to the Principal in line with the Safeguarding and Child Protection Policy. If there is a requirement to make a notification to the Principal whilst away from school, this should be done verbally and followed up with an email to the Principal.

Concerns around the Principal should be directed to the CEO of ACES Academies Trust, Andrew Goulding.

### **Safeguarding Training and Induction**

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus. In the interim, Designated Safeguarding Leads continue to keep themselves up to date with safeguarding developments through updates from the LA Education Safeguarding Team, accessing the Knowledge Hub and via the Safeguarding Children Partnership Board communications and website.

For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

The Local Authority Education Safeguarding Team is providing advice and guidance, where needed, to schools through a dedicated helpline.

All existing school staff have had safeguarding training and have read Part 1 of Keeping Children Safe in Education (2019). The DSL will communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Hinchingsbrooke they will continue to be provided with a safeguarding induction.

Upon arrival, they will be given a copy of the school's Safeguarding and Child Protection Policy, guidance on local processes and confirmation of DSL arrangements. We will also ask them to complete on-line safeguarding training via Smartlog.

### **Safer Recruitment/Volunteers and Movement of Staff**

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, Hinchingsbrooke will continue to follow the relevant safer recruitment processes for our setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2020).

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

If staff are deployed from another education or children's workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:-

- the individual has been subject to an enhanced DBS and children's barred list check
- there are no known concerns about the individual's suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual

There is no requirement to obtain a new DBS check for returning staff who have continued to be employed but have not been working in regulated activity during partial school closures. If for any reason we have concerns about an individual, new checks will be obtained in the usual way.

Where Hinchingsbrooke are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 183 to 188 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Hinchingsbrooke will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 179 of KCSIE.

Hinchingsbrooke will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 143 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral.

During the COVID-19 period all referrals should be made by emailing [Misconduct.Teacher@education.gov.uk](mailto:Misconduct.Teacher@education.gov.uk)

Whilst acknowledging the challenge of the current national emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Hinchingsbrooke will continue to keep the single central record (SCR) up to date as outlined in paragraphs 164 – 171 in KCSIE.

The SCR will log everyone that will be working or volunteering in school on any given day, including any staff who may be on loan from other institutions. The SCR will log details of any risk assessments carried out on volunteers and staff on loan from elsewhere.

### **Online Safety in Schools and Colleges**

Hinchingsbrooke will continue to provide a safe environment, including online. This includes the use of an online filtering system.

Where students are using computers in school, appropriate supervision will be in place.

### **Children and Online Safety away from School and College**

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 Safeguarding and Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

School closures bring lots of challenges for both school staff and parents, and both are increasingly looking to the benefits of technology to continue delivering some form of learning experience for children.

As always, there are huge benefits to be gained from the appropriate use of technology, and accessing learning resources whilst at home is a great example of this. However, parents (and teachers) need to be aware of the potential risks that go along with this.

Hinchingsbrooke will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

The majority of on-line work set by school is via Doodle. Staff should also be cautious and vigilant to any other on-line materials and websites they recommend to students. If unsure advice should be taken from SLT and the safeguarding team.

For staff using face to face on-line communication care should be taken and staff must follow clear guidance as set out in Cambridge Music safeguarding policy.

The summary arrangements include:

- The video call should start and preferably finish with you speaking to the parent/carer as an introduction
- The lesson can continue with parents 'nearby' not necessarily in the room but in a vicinity
- Ensure no identifiable features are in the background, use a blank wall or curtain
- No other household members should be around (in the teacher and student setting)
- You and the student are appropriately dressed
- Consider recording the session, but follow the recording guidelines

### **Radicalisation**

School staff have received training about Prevent. The school has a Prevent Lead: (AJH as the DSL). All school staff are aware of the need to treat concerns about radicalisation as safeguarding concerns, and immediately share them with their Designated Safeguarding Lead (or deputies). DSLs continue to refer concerns about radicalisation to partner agencies, including Channel Panel which remains operational, in line with usual procedures.

The Department for Education has also published information here on [prevent management support for schools and colleges](#).

### **Peer on Peer Abuse**

Hinchingbrooke recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within our Safeguarding and Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded and appropriate referrals made.

### **Children moving schools**

As always, where children join our school from other settings we will seek confirmation from the forwarding school's DSL whether they have a Safeguarding File or SEN statement/EHCP. This file must be provided securely before the child begins at our school and a call made from our DSL or a deputy to the forwarding school's DSL to discuss how best to keep the child safe.

In some unusual circumstance this may not be possible. Information provided must include contact details for any appointed social worker and where relevant for the Virtual School Head.

Safeguarding information about children placed in our school will be recorded on our safeguarding system, will be securely copied to the forwarded placing school DSL and will be securely returned to the forwarding placing school on completion of the child's placement with us so there is a continuous safeguarding record for the child.

The DSL will undertake a risk assessment in respect of any new information received, considering how risks will be managed and which staff need to know about the information. This will be recorded on our safeguarding recording system.

This policy has been remotely approved by Governors on 06/06/2020 and is available on the school website at link <https://www.hinchingbrookeschool.net/page/?title=Policies+M+%2D+S&pid=46>