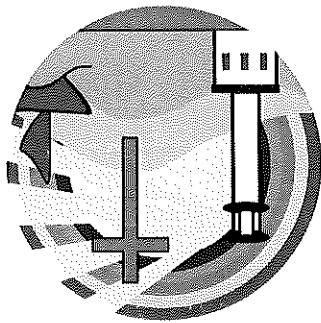


MARYPORT CHURCH OF ENGLAND PRIMARY

SCHOOL



At Maryport C of E Primary School, through our learning, we will always persevere to be the best we can be, show kindness towards everyone, be truthful and respect each other.

'Teach children to choose the right path and when they are older they will remain upon it' (Proverbs 22:6)

We aim to prepare them well to live life in all its fullness (John 10:10)


CHILD PROTECTION POLICY AND PROCEDURES

2024/25

<i>At the time of publishing the following roles were held:</i>	
Designated Safeguarding Lead	JOANNE ORMOND
Deputy Designated Safeguarding Lead(s)	TRACY BELL, EMMA PAPE, SIOBHAN ARMSTRONG
Designated Teacher for cared for or previously cared for children	JOANNE ORMOND
Designated Mental Health Lead	JOANNE ORMOND
Governor with Safeguarding responsibility	MIKE KIDD

¹This document requires approval from either the Governing Body or Proprietor
²This document must be reviewed annually

Approved by¹

Name:		MICHAEL KIDD	
Position:		Chair of GOVERNORS	
Signed:			
Date:		19/09/24	Version Number:
Review date ² :		September 2025	6

This document will be reviewed annually.

¹ This document requires approval from either the Governing Body or Proprietor
² This document must be reviewed annually

Referenced Statutory and Non-Statutory Guidance

Please note – Links below are to documents available from the KAHub or external websites and are for school use only.

Model Child Report/Concern Record (including Body Map)

Actions where there are concerns about a child (flowchart) – Extract from KCSIE

Cumbria SCP Summary of Allegations Management Procedures Flowchart

Cumbria SCP Managing allegations about adults who work or volunteer with children leaflet

The Seven golden rules for sharing information (including personal information) – Extract from DfE

advice to practitioners on Information Sharing

KAHSC Managing low-level concerns raised in relation to adults who work or volunteer with children

KAHSC Response to reports of child on child sexual violence and sexual harassment (flowchart)

POLICY STATEMENT

1.

Definitions

For the purposes of this Policy and procedures a child, young person, pupil or student is referred to as a 'child' or a 'pupil' and they are normally under 18 years of age.

Wherever the term 'parent' is used this includes any person with parental authority over the child concerned e.g. carers, legal guardians etc.

Wherever the term 'Head teacher' is used this also refers to any Manager with the equivalent responsibility for children.

We use the term 'victim' to describe a child who has been affected by some type of abuse. However, we recognise that not everyone who has been subjected to abuse considers themselves a 'victim' or would want to be described in this way and as such, we will use any term with which the individual child is most comfortable.

We use the term 'alleged perpetrator(s)' and 'perpetrator(s)' throughout the Policy and procedures but staff and others will be mindful about this terminology, especially when speaking in front of children not least because in some cases the abusive behaviour will have been harmful to the perpetrator as well. Language and terminology will be determined as appropriate on a case-by-case basis.

Child on child abuse may also be referred to as peer on peer abuse or child on child sexual violence and sexual harassment and should be taken to mean child on child abuse of any description.

Wherever the term 'school' is used this also refers to wrap around care provided such as Breakfast Clubs and After School Clubs.

2.

Introduction

All those working in education can contribute to the safeguarding and protection of the welfare of a child in need. According to the DfE, safeguarding and promoting the welfare of children is defined as:

- providing help and support to meet the needs of children as soon as problems emerge;
- protecting children from maltreatment, whether that is within or outside the home, including online;
- preventing impairment of children's mental and physical health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interest of the children; and
- taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children's Social Care National Framework.

Child protection is a part of safeguarding and promoting the welfare of children. It refers to the activity that is undertaken to protect specific children who are suspected to be suffering, or are likely to suffer, significant harm. This includes harm that occurs inside or outside the home, including online.

Effective safeguarding means practitioners should understand and be sensitive to factors, including economic and social circumstances and ethnicity, which can impact children and families' lives.

Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who has contact with children and their families and carers has a role to play in safeguarding children. To fulfil this responsibility effectively, all professionals should make sure their approach is child centred. This means that they should consider, at all times, what is in the **best interests** of the child.

The DfE statutory guidance 'Keeping Children Safe in Education' is our first point of reference for child protection and child welfare issues in the school. The guidance has been issued to, read and is followed by:

- members of the governing body;
- school/senior leadership teams.

Effective child protection is essential as part of wider work to safeguard and promote the welfare of children. However, all agencies and individuals should aim to proactively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced. This Child Protection Policy and procedures must be read in conjunction with the school **Overarching Safeguarding Statement** (where this is in place) and other school Policies and procedures (See Section 6 below).

3. Ethos

At Maryport Church of England Primary School (hereinafter referred to as 'the school') the health, safety and well-being of all our children is of paramount importance to all the adults who work or volunteer here. All our children have the right to protection, regardless of age, sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity or sexual orientation/identity (protected characteristics). They have a right to be safe in our school; this is enhanced by the adoption of the Whole School Behaviour Policy which includes our procedures for preventing and dealing with cases of bullying and a robust Code of Conduct for staff and other adults who work in school.

We are also committed to establishing a safe physical environment in which children can learn and develop both personally and academically and achieve success in the following as stated in the Children Act 2004:

- Be healthy (physically, mentally and emotionally);
- Stay Safe (protection from harm and neglect);
- Enjoy and Achieve (via education, training and recreation);
- Make a positive contribution to the school community and general society;
- Achieve social and economic well-being.

The School regards Child Protection as an essential task of **all** its staff, governors and visitors/volunteers who come into school. We are committed to protecting and safeguarding pupils in school.

There is no place for extremist views of any kind in our school, whether from internal sources – pupils, staff, visiting adults, governors etc. or external sources – school community, external agencies or individuals. Any prejudice, discrimination or extremist views, including derogatory language, displayed by pupils, staff, visitors or parents will always be challenged and, where appropriate, dealt with. Where misconduct by a teacher is proven, the matter will be referred to the Teaching Regulation Agency (TRA) (formerly NCTL) for their consideration. Misconduct by other staff will be dealt with under normal school disciplinary procedures.

We encourage pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. We ensure that partisan political views are not promoted in the teaching of any subject in the school and, where political issues are brought to the attention of the pupils, reasonably practicable steps are taken to offer a balanced presentation of opposing views.

The use of circle time and assembly help to develop appropriate attitudes in our children and makes them aware of the impact of their decisions on others.

We will ensure the content of the curriculum includes social and emotional aspects of learning and that child protection is included in the curriculum (including online) to help children stay safe, recognise when they don't feel safe and identify who they might/can talk to. We provide a curriculum that will help to equip our children with the skills they need including materials and learning experiences that will encourage them to develop essential life skills and protective behaviours. We recognise that a more personalised or contextualised approach may be required for more vulnerable children, victims of abuse and some SEND children. The PSHE (Personal, Social, Health and Economic Education) curriculum and, where relevant, Relationships Education, RSE and Health Education will include elements of how children can recognise different risks in different situations and how to behave in response. It will equip children with the skills needed to keep themselves safe and empower them to feel safe. Reference will be made to the DfE statutory guidance Relationships Education, Relationships and Sex Education (RSE) and Health Education.

- We will do these things by:
- ensuring we practice safe recruitment in checking the suitability of adults who have unsupervised contact with children and appropriately supervising others who are temporarily in school but not undertaking 'regulated activity';
 - ensuring that members of the Governing Body have read and follow the DfE statutory guidance 'Keeping Children Safe in Education';
 - ensuring all staff and regular volunteers who work directly with children are aware of, understand and follow the DfE statutory guidance 'Keeping Children Safe in Education' and in particular Part one and Annex B. Those staff who do not work directly with children are aware of and understand either Part one or Annex A (a condensed version of Part one) of 'Keeping Children Safe in Education'. It is for the Governing Body, working with the School Leadership Team (SLT) and DSL, to decide which staff/volunteers should be provided with the relevant literature appropriate to their role;
 - promoting good health and preventing the spread of infection;
 - managing behaviour and adopting safe and acceptable physical intervention techniques (refer to School Behaviour Policy and procedures for details);
 - raising awareness of child protection issues, equipping children with the skills needed to keep them safe and empowering children to feel safe;
 - being alert to any issues of concern in children's lives at home or elsewhere;
 - ensuring that mechanisms are in place to assist staff to understand and discharge their role and responsibilities as outlined in Part one (or Annex A, where appropriate) of KSIF; to recognise the signs

4.

Aims

There are three main aims to our Child Protection Policy:

- Prevention:** by creating a positive school atmosphere and providing high quality teaching and pastoral support to pupils;
- Protection:** by following agreed procedures and ensuring staff are appropriately recruited, trained and supported to respond appropriately and sensitively to Child Protection concerns;
- Support:** by providing support for pupils and school staff and for children who may have been or are being abused, exploited or neglected.

The School recognises the importance of creating and promoting a positive, supportive, neutral and secure environment where pupils can develop a sense of being valued and heard and where they feel safe, secure and respected.

We are aware that young people may be susceptible to extremist influences or prejudiced views from an early age which originate from a variety of sources and media, including via the internet, and at times pupils may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language. It is imperative that our pupils and parents see our school as a safe place where they can discuss and explore controversial issues safely and in an unbiased way and where our teachers and other adults encourage and facilitate this.

Where a pupil is placed with an alternative provision provider, we recognise that as the host school, we remain responsible for the safeguarding of that pupil and will work closely with the alternative provision provider to ensure the needs of the pupil are appropriately met. See Section 14 of procedures below.

Every effort will be made to work in partnership with other agencies and seek to establish effective working relationships with parents and other colleagues so enabling the Governing Body to fulfil their duty to have arrangements in place about safeguarding and promoting the welfare of children introduced by Section 175 of the Education Act 2002 (Maintained Schools) and the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012) in place. The school supports Operation Encompass, an initiative led by Cumbria Police, to ensure children from families where domestic abuse occurs are identified and supported by a range of agencies.

This Policy and supporting procedures apply to all who come into contact with children in the School, including: teachers, supply teachers, learning support staff, teaching assistants, mid-day supervisors, admin staff, meals supervisors, caretaker, cleaners, visiting students, parent helpers/volunteers, governors and other visitors including contractors and other external providers who use the school premises for the purposes of running activities for children.

6. Implementation

We have and implement an Equality Policy with objectives to promote equality of opportunity for children in our care, including support for children with special educational needs or disabilities, those identified as 'carers', cared for or previously cared for children and those with protected characteristics. Our Equality Policy takes account of the whole school community but specifically for children, how the individual needs of all children will be met (including how those children who are disabled, have special educational needs or other health conditions will be included, valued and supported, and how reasonable adjustments will be made for them); the name of the Special Educational Needs Co-ordinator; arrangements for recording, reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference; how we will advance equality of opportunity and foster good relations between those who share a relevant protected characteristic and those who do not; how inappropriate attitudes and practices will be challenged; and how the provision will encourage children to value and respect others.

help if their safety is threatened.

understanding which could enable prevention of abuse by learning about keeping safe and who to ask for protection and support. Each child in our school will also develop the skills appropriate to their age and another child or peer or a complete stranger. They are therefore all entitled to the same degree of home circumstances could be the victim of abuse, whether it is by a parent, an adult known to them, because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity or sexual orientation (protected characteristics). Each child in our school, regardless of their background or We also have obligations under the Equality Act 2010. We will not unlawfully discriminate against pupils depending on the nature of the conduct and the circumstances.

We accept and embrace our legal responsibilities under the Human Rights Act 1998 (HRA) which sets out the fundamental right and freedoms that everyone is entitled to. Being subjected to harassment, violence and or abuse, including that of a sexual nature may breach any or all of the rights made under the HRA

5. Entitlement

- ensuring that staff have the skills, knowledge and understanding necessary to support 'cared for and previously cared for children' and to keep them safe;
 - monitoring and supporting children and young people who have been identified as having welfare or protection concerns in accordance with his/her agreed Child Protection Plan;
 - keeping confidential records, which are stored securely and shared appropriately with other professionals;
 - ensuring all steps are taken to maintain site security and pupils' physical safety by establishing a safe environment in which children can learn and develop;
 - ensuring staffing arrangements meet the needs of all children and ensure their safety. We will ensure that children are adequately supervised and decide how to deploy staff to ensure children's needs are met; (EYFS ONLY – in relation to ratios for the Early Years and Foundation Stage, we follow the statutory guidance in the DfE revised Statutory Framework for the Early Years Foundation Stage (2017));
 - maintaining robust records, Policies and procedures.
- and symptoms of abuse and are aware of the school's procedures and lines of communication for reporting concerns/suspected or actual cases of abuse; ensuring extra care is taken to ensure that signs of abuse and neglect are identified and interpreted correctly, particularly for **vulnerable groups** such as children with communication/language difficulties or who use alternative/augmented communication systems;

This Policy should be read in conjunction with other related school Policies and procedures and any current local or national public health advice affecting the safety and welfare of children including:

- Overarching Safeguarding Statement
- Health and Safety Policy and procedures
- Online Safety Policy and procedures
- Behaviour Policy and procedures for preventing and dealing with bullying (including cyber-bullying)
- prejudice-based and discriminatory bullying and the potential for radicalisation) and racism, drug misuse, positive handling, support and physical intervention etc.
- Code of Conduct for Staff and Other Adults
- Relationships Education, Relationships and Sex Education (RSE) and Health Education Policy
- Peer on peer Abuse Policy and procedures
- Safer Recruitment, Selection and Pre-Employment Vetting Policy and procedures
- School Single Central Record (restricted access)
- Single Equality Scheme/Objects
- Accessibility Plan
- Data Protection Policy
- Supporting Pupils with Medical Conditions Policy and procedures
- Special Educational Needs Policy/Information Report
- Whistleblowing procedures
- Intimate Care procedures
- Educational Visits procedures (including procedures for assessing risks)
- First Aid and Accident procedures
- Attendance procedures
- Missing Child procedures
- First Day Calling procedures
- Emergency Plan(s) (including Lockdown procedures)
- Guidance on the Use of Photographic Images
- Procedures for protecting children when contractors are working in educational settings
- Code of Conduct for adults visiting or working on a school site (leaflet)
- Risk Assessments (incl. Fire Safety)
- Premises Management including security measures (formal inspections and Buildings Register)
- Lettings arrangements

and DfE, Ofsted and Cumbria SCP guidance as outlined in 'Referenced statutory and non-statutory guidance' below.

7.

Child protection during emergencies

During periods of uncertainty such as emergencies including local or large scale public health incidents, it is particularly important to safeguarding children who may be at an increased risk of abuse, harm and exploitation from a range of sources. The procedures which follow this Policy statement will be adhered to at all times, but we recognise that amendments or additions may be required in order to support those directly affected by an emergency. All children are vulnerable, but some may be especially so during periods where they or their households are excluded from school or work. It is equally important to safeguard families, with parents facing significant pressures to continue to protect and promote the welfare of their children. These parents may already be struggling and so with additional pressure the likelihood of harm or significant harm may increase. In all known or emerging child protection cases, staff (particularly those with safeguarding responsibilities) will be mindful of the affects an emergency situation may have on families and children.

Additional issues which may need consideration or action include:

Poverty - where families are unable to meet the basic needs of children, this can, in some cases, lead to an increased likelihood of abuse, neglect, exploitation and harm.

This Policy will be reviewed annually (as a minimum) and more often should legislation or statutory guidance change and to keep up to date with safeguarding issues as they emerge and evolve, including lessons learnt from Child Safeguarding Practice Reviews both locally and nationally.

8. Review

Reduced access to support networks – resulting in children who are abused and harmed being unseen and unheard.

Accommodation - Vulnerable children and families can often face challenges with their accommodation. They may have temporary accommodation or a lack of space which is exacerbated by the fact that the whole family may be excluded from school or work, unable to leave the family home for exercise and social contact, which can lead to an increase in abuse and neglect.

Domestic abuse – A large scale public health incident or similar situation can disrupt routines and behaviours, both positively and negatively and it is important to be aware of how the tension can escalate to violence and abusive behaviours between families, parents and children.

Substance abuse - Unhealthy coping mechanisms can involve a reliance on substances that provide relief and escapism by adults and children alike. Substances alter the behaviour of parents and create a lack of safety for children and young people. It is important to understand how families manage the stresses faced during an emergency or large scale public health incident - with associated worries around employment, finances and health.

Neglect – Self or household isolation can place children at a greater risk of neglect. This is compounded by the increased economic challenges and poverty that families may be facing, and by the increased exposure of children to neglectful environments.

Children with additional needs - Children and young people with additional needs and disabilities are more likely to be abused, neglected or exploited than non-disabled children, and less likely to disclose harm due to communication and other difficulties. With localised public health incidents that affect the opening of schools or require exclusion, families may find increased time at home and additional caring responsibilities, a strain.

We will consider how to seek the voice of the child during these times, and whether online or telephone contact is enough to ensure their wellbeing and safety. This is especially important where communication difficulties make these means less effective.

Remote education – during periods where remote education is required, our communications with parents will be used to reinforce the importance of children being safe online and will provide details of the systems we use in school to filter and monitor online use. We will be clear on what their children are being asked to do online, including the sites they will be asked to access and who from the school their child is going to be interacting with.

- has provided the means to ensure that all staff in their school has read at least Part one (or Annex A, where appropriate) of Keeping Children Safe in Education and has mechanisms in place to assist staff to understand and discharge their role and responsibilities as set out in Part one (or Annex A, where appropriate) of Keeping Children Safe in Education. A proportionate risk-based approach will be given to the level of information that is provided to temporary staff, volunteers and contractors;
- has effective Policies and procedures in place for child protection and staff behaviour (part of the Behaviour Policy and procedures and the Staff Code of Conduct) and Online Safety which are provided to staff and volunteers on induction and which are transparent, clear and easy to understand;
- ensures that safeguarding training for staff, including in relation to online safety training, is integrated, aligned and considered as part of the whole school safeguarding approach and wider staff training and curriculum planning. In doing so, the Governors will have regard to the Teachers' Standards;
- has safeguarding arrangements which take account of the procedures and practice of the LA as part of the inter-agency safeguarding procedures set up by the Cumbria SCP;
- actively promotes fundamental British values as part of the school's broad and balanced curriculum to ensure pupils' spiritual, moral, social and cultural (SMSC) development;
- assesses the risk, taking local context into account, of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology;
- ensures that online safety is a running and interrelated theme whilst devising and implementing their whole school approach to safeguarding and related policies and procedures. As a result, consideration will be given as to how online safety is reflected, as required, in all relevant policies; how online safety is included in the curriculum and how to keep parents engaged in online safety;
- has appropriate online filtering and monitoring systems in place (informed by an appropriate assessment of risks), having identified a member of the SLT and a Governor to be responsible for ensuring the DfE Filtering and Monitoring standards are being met along with identification of the roles and responsibilities of staff and third parties, for example, external services providers;
- has procedures in place for monitoring online safety and regularly monitors systems and practices to ensure their school leaders are keeping children safe online. UKCS guidance 'Online safety in schools and colleges: Questions from the Governing Board' is used to ensure this;
- has carefully considered how pupils and students are being supported with regard to particular protected characteristics including disability, sex, sexual orientation, gender reassignment and race; have a culture of listening to children, taking account of their wishes and feelings, both in individual decisions and the development of services;
- ensures the child's wishes or feelings are considered when determining what action to take and what services to provide to protect individual children through ensuring there are systems in place for children to confidentially report any form of abuse, neglect or exploitation, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback;
- has a robust system of monitoring child protection concerns in place with appropriate child protection files which are appropriately maintained;
- has arrangements in place for supporting pupils with medical conditions;
- has a written Recruitment and Selection Policy and procedures in place;
- prevents people who pose a risk of harm from working with children (either paid or unpaid) by adhering to statutory responsibilities to check staff and other adults who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required; and ensuring volunteers not in 'regulated activity' are appropriately supervised;
- has at least one person on any appointment panel who has undertaken safer recruitment training
- has procedures for dealing with concerns/allegations against members of staff, supply staff, volunteers, contractors and other external providers using the school premises for the purposes of running activities for children that comply with DfE statutory guidance 'Keeping Children Safe in Education', Cumbria SCP, LA and locally agreed inter-agency procedures;
- has procedures for dealing with allegations against other children (child on child abuse). This will generally be in accordance with the school Behaviour Policy and procedures and the Child on Child Abuse Policy and procedures in the first instance;
- has appointed a designated teacher to promote the educational achievement of cared for or previously cared for children ensuring that this person has appropriate training;

During term-time the DSL and/or a deputy will always be available (during school hours) for staff in the school to discuss any safeguarding allegation, or concern (no matter how small). In exceptional circumstances this can be via phone and/or Skype or other such media). Arrangements will be made to ensure that access to the DSL or deputy will be available to staff during off-site visits or other extra-curricular activities taking place outside normal school hours.

The School has a member of the senior leadership team designated by the Governing Body as the Safeguarding Lead (DSL) who will provide support to staff members and other adults to carry out their safeguarding duties and who will liaise closely with other services such as the LA children's social care. **The DSL is Mrs Joanne Ormond.** The DSL (and any deputies) is most likely to have a complete safeguarding picture of an individual child or family background. The role of the Designated Safeguarding Lead is explicit in the role-holder's job description and includes the roles outlined in Annex C – Role of the designated safeguarding lead of Keeping Children Safe in Education.

1.3 The Role of the Designated Safeguarding Lead (DSL)

- ensure that the Policies and procedures adopted by the Governing Body are fully implemented and followed by all staff and, where appropriate, by other adults;
- ensure that all staff receive an appropriate induction to the work (paid or unpaid) they are to undertake in the school and that this induction includes a section on the procedures to follow if they are worried about a child or the management of child protection generally in the setting;
- ensure all staff and, where appropriate, volunteers attend or are given access to training in child protection procedures and strategies (including in relation to online safety and the processes involved in online filtering and monitoring) to enable them to identify children who may be at risk from all forms of abuse, exploitation or harm;
- ensure sufficient resources, authority and time is allocated to enable the Designated Safeguarding Lead (where this is not one and the same person) and other staff to discharge their responsibilities, including attending training including online safety training) at regular intervals, taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children;
- ensure that online safety is appropriately monitored and reviewed by undertaking an annual review of the school's approach to online safety, supported by an annual review of the risk assessment that considers and reflects the risks the children face. We will use appropriate tools for this purpose such as the self-review tool '360° safe' or Lgfl online safety audit.
- ensure all staff and volunteers feel able to raise concerns about poor or unsafe practice in relation to children, and such concerns are addressed sensitively and effectively in a timely manner by supporting the whistleblowing and low-level concerns procedures.

1.2 The Role of the Head teacher

It is the responsibility of the Head teacher to:

- ensures that staff have the skills, knowledge and understanding necessary to keep cared for or previously cared for children safe and have the information they need in relation to a child's 'cared for' legal status (whether they are cared for under voluntary arrangements with consent of parents or on an interim or full care order) and contact arrangements with birth parents or those with parental responsibility;
- operates a whistleblowing procedure and will remedy any deficiencies or weaknesses in relation to child protection arrangements that is brought to its attention without delay;
- has appropriate safeguarding responses to children who are absent from school, particularly on repeat occasions and/or for prolonged periods, to help identify any risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of them being absent in the future;
- ensures staff members are aware that they must not promise confidentiality to a child and must always act in the best interests of the child;
- has an annual child protection item on the Governing Body agenda;
- undertakes a full audit of the Safeguarding systems and procedures in place on an annual basis.

- There will always be cover for this role and the deputy DSL's will be trained to the same standard as the DSL. The role of the deputy DSL is explicit in the role-holder's job description. **The deputy DSLs are Mrs Tracy Bell and Miss Emma Pape, Mrs Stobhan Armstrong.**
- Whilst the activities of the DSL can be delegated to appropriately trained deputies, the ultimate **lead responsibility** for child protection (including in relation to online safety), as set out above, remains with the Designated Safeguarding Lead, this **lead responsibility** should not be delegated.
- The DSL will have knowledge and skills for recognising and acting upon Child Protection concerns, having received appropriate training. The DSL is also the 'Prevent Single Point of Contact' (SPoC).
- Liaison and Referrals: The Designated Safeguarding Lead will:**
- act as a source of support, advice and expertise for all staff;
 - act as a point of contact, liaise with and, where requested, supply information to local statutory children's services agencies and the three safeguarding partners which make up Cumbria SCP in line with Working Together to Safeguard Children;
 - discuss with Police and LA Children's Social Care colleagues the local response to sexual violence and sexual harassment between children so that they are confident as to what local specialist support is available to support all children involved (including victims and alleged perpetrators) and how to access this support when required;
 - refer to Police individual incidents or issues, where deemed necessary. The NPCC guidance 'When to call the Police' will help DSLs understand when they should consider calling the Police and what to expect when they do. This will include being aware of the requirements for children to have access to an 'appropriate adult' (both on and off-site) who can support them when the Police or other agency professional requests to see, question or search a child. In all such cases, the school remains legally responsible for the child in their care and it may be necessary to seek clarification from the agency on their reasons for the request to ensure the child is properly supported and where required, parents are informed before **any** such requests are sanctioned;
 - refer all cases of suspected abuse or allegations to the local authority Safeguarding Hub (see Section 5 for contact and referral details) in accordance with the multi-agency threshold guidance;
 - make a referral to Cumbria Safeguarding Hub immediately if, at any point, there is a risk of immediate serious harm to a child – **anybody can make a referral**;
 - where required to do so, liaise with the "Case Manager" and the Local Authority Designated Officer (LADO) in the case of a concern/allegation made against a member of staff or other adult;
 - refer to the DBS anyone who has harmed, or poses a risk of harm, to a child and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not voluntarily left the school/setting. See also Section 24 below;
 - refer concerns about pupils who may have disappeared or whose transfer has raised concerns to Children's Services Missing Education (CME) Officer;
 - ensure that an indication of further record-keeping is marked on the pupil records;
 - ensure that the most relevant trained person attends case conferences, core groups, or other multi-agency planning meetings, contributes to assessments, and provides a report which has been shared with the parents where necessary;
 - ensure that any child currently on a Child Protection Plan who is absent without explanation for two days is referred to their key worker's Social Care Team;
 - understand and support the school in relation to the requirements of the Prevent duty and provide advice and support to staff on protecting children from the risk of radicalisation;
 - be aware of the local procedures for making a 'Prevent' referral;
 - inform Ofsted of any allegations of serious harm or abuse by any person working with a child (whether the allegations relate to harm or abuse committed on the premises or elsewhere) and notify Ofsted of the action taken in respect of the allegations.
 - liaise with staff (especially pastoral support staff, school nurses, IT technicians, SENCOs and Senior Mental Health Leads) on matters of safety and safeguarding (including online and digital safety) and act as a source of support, advice and expertise within school when deciding to make a referral using the Cumbria Safeguarding Hub Single Contact on-line form;
 - liaise with the Head teacher (where this is not one and the same person) to inform him or her of issues

- especially ongoing enquiries under section 17 (children in need) and section 47 of the Children Act 1989 and Police investigations.
- Training: The Designated Safeguarding Leads will:**
- receive appropriate training, updated every two years (see Section 6 below) in order to:
- understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as Early Help Assessments (EHA);
 - have a working knowledge of how the Local Authority conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
 - ensure each member of staff has access to and understands the school's Child Protection Policy and procedures, especially new and part-time staff and volunteers/students;
 - be alert to the specific needs of children in need, including those with special educational needs, young carers and those at risk of radicalisation or child sexual exploitation;
 - understand and support staff in challenging inappropriate behaviours associated with sexual violence and sexual harassment among all children, paying particular attention to those who are or are perceived to be lesbian, gay or bisexual;
 - understand the issues relating to harmful sexual behaviour (HSB) in order to plan preventative education and implement preventative measures;
 - understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation;
 - understand their role in multi-agency working and the importance of information sharing, both within the school, and with the three safeguarding partners, other local agencies, organisations and practitioners;
 - understand the unique risks associated with online safety (including an understanding of the filtering and monitoring systems and processes in place in the school) and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school and to support other adults in doing so;
 - recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online;
 - be able to keep detailed, accurate and secure written records of all concerns, discussions and decisions made including the rationale for those decisions regardless of whether referrals were or were not made to another agency;
 - obtain access to resources and attend any relevant or refresher training courses and, where required, disseminate information learned from training to others in the setting;
 - encourage a culture among all staff and other adults of listening to children and taking account of their wishes and feelings, in any measures the school may put in place to protect them.
- Raising Awareness: The Designated Safeguarding Lead will:**
- ensure that, during the induction process, all staff and volunteers are made aware of, and understand, the setting's Child Protection Policy and procedures, the school Code of Conduct for staff and other adults and are provided with a copy of Part one (or Annex A, where appropriate) of 'Keeping Children Safe in Education - Safeguarding Information for all staff', DfE guidance 'What to do if you're worried a child is being abused' and the Cumbria SCP 'Summary of Allegations Management Procedures Flowchart' ensure that all staff are made aware of and understand the school's safeguarding response to children who are absent from education, particularly on repeat occasions and/or prolonged periods;
 - ensure that all staff and other adults are made aware of the appropriate language/terminology to use when speaking in front of or to children – see definitions of 'victim' and 'alleged perpetrator(s)' and 'perpetrator(s)' outlined on page 1 of the Policy statement;
 - ensure the school's procedures are known and followed by staff, particularly concerning referrals of cases of suspected abuse, neglect, exploitation, child on child abuse and issues relating to sexual violence and sexual harassment;

- ensure the school's Child Protection Policy is reviewed annually (more often should the need arise) and the procedures and implementation are updated and reviewed regularly, and work with the Governing Body or proprietor(s) regarding this;
- ensure the Child Protection Policy and procedures is available publicly and parents are aware that referrals about suspected abuse or neglect may be made and the role of the school in this process; link with the Cumbria safeguarding partner arrangements to make sure staff are aware of training opportunities and the latest local procedures on safeguarding;
- help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers (on a need to know basis) and school leadership staff. Their role could include ensuring that the school and its staff, know who these children are, understand their academic progress and attainment and maintain a culture of high aspirations for this cohort; supporting teaching staff to identify the challenges that children in this group might face (both online and offline) and the additional academic support and adjustments that they could make to best support these children; where children leave the school (including for in-year transfers), the DSL will ensure their child protection file is forwarded to any new school as soon as possible, and within 5 days for an in-year transfer or within the first 5 days of the start of a new term to allow the new school to have support in place for when the child arrives. The DSL should ensure secure transit and a confirmation of receipt should be obtained. The file will be transferred separately from the main pupil file. A copy of the chronology will be retained in school. Consideration will also be given to whether information should be shared with the new school significantly in advance of a child leaving the school so that the receiving school can have the appropriate support in place for when the child arrives. Further information on the child protection file is outlined in Annex C of Keeping Children Safe in Education.

1.4 The Designated Teacher for Cared for and Previously Cared for Children

The most common reason for children becoming looked after is as a result of abuse and/or neglect. A previously cared for child potentially remains vulnerable and all staff are equipped with the skills, knowledge and understanding to keep both cared for and previously cared for children safe. The Designated Teacher for Cared for and previously cared for children has lead responsibility for helping school staff understand the things which affect how cared for children learn and achieve in line with the DfE statutory guidance 'The designated teacher for cared for and previously cared for children – Statutory guidance on their roles and responsibilities'.

The Designated Teacher will:

- have received appropriate training and have the relevant qualifications and experience to take the lead in promoting the educational achievement of registered pupils who are cared for;
- liaise and work together with other agencies providing prompt action to safeguard any cared for or previously cared for child;
- promote the overall health and wellbeing of cared for and previously cared for children liaising with social workers and the Virtual School Head and ensuring they have information about the child's physical, emotional or mental health that may have an impact on his or her learning and educational progress;
- promote a culture of high expectations, educational achievement and aspirations for children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales;
- work with the virtual school head to promote the educational achievement of cared for and previously cared for children;
- make sure the young person has a voice in setting learning targets;
- be a source of advice for staff about differentiated teaching strategies appropriate for individual children making full use of Assessment for Learning;
- make sure that cared for or previously cared for children are prioritised in one-to-one tuition arrangements and that carers understand the importance of supporting learning at home;

- All staff have a responsibility to provide a safe environment in which children can learn.
- All staff have a responsibility to read and properly understand 'Keeping Children Safe in Education' information for All School and College staff' (Part one) (or Annex A, where appropriate), DfE guidance 'What to do if you're worried a child is being abused', the School Code of Conduct for staff and other adults who work with children, the School's Child Protection Policy and the procedures to follow if they have concerns about a child regardless of the presumed seriousness of the case.
- All staff should be aware of indicators of abuse and neglect understanding that children can be at risk of harm inside and outside of the school, inside and outside of home and online. Exercising professional curiosity and knowing what to look for is vital for the early identification of abuse and neglect so that staff can identify cases of children who may be in need of help or protection.
- All staff should know what to do if a child tells them he/she is being abused, exploited, neglected or otherwise at risk of harm. **Always** speak to the DSL (or deputy). If in exceptional circumstances, the DSL or deputy is not available, this should not delay appropriate action being taken. Staff should consider speaking to a member of the School Leadership Team and/or take advice from the Local Authority (LA) Children's Social Care. In these circumstances, any action taken should be shared with the DSL (or deputy) as soon as practically possible.
- All staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to issues such as drug taking and or alcohol misuse, deliberately being absent from education, serious violence (including that linked to county lines), radicalisation and consensual and non-consensual sharing of nude and/or semi-nude images and/or videos can be signs that children are at risk. Further information relating to other signs of harm are set out in Part one of Keeping Children Safe in Education.
- All staff should be aware that children can abuse other children (child on child abuse) and that it can happen both inside and outside of school and online. Staff should be clear on and understand the importance of their role in preventing and responding to it and be clear on the school Policy and procedures. See Section 11 below.
- All staff should be able to reassure victims (regardless of how long it has taken them to come forward) 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 any form of abuse and/or neglect, nor should a victim ever be made to feel ashamed for making a report.
- All staff should be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or being threatened. This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child. It is also important that staff determine how best to build trusted relationships with children and young people which facilitate communication. The language/terminology staff use in individual situations may be critical and staff should be aware of how important it is to use appropriate language and terminology on a case by case basis. See definitions on page 1 of the Policy statement.
- All staff are advised to speak to the DSL or deputy should they have a concern about the mental health of a child as this can, in some cases be an indicator that a child has suffered or is at risk of suffering abuse, neglect and/or exploitation.
- All staff should be prepared to identify children who may benefit from early help and understand their role in it. (See Section 2.1 below). This includes identifying emerging problems, providing help and support to meet the needs of children as soon as problems emerge, promoting children's welfare and preventing concerns from escalating, liaising with the DSL, sharing information with other professionals

1.6 The Role of ALL Staff (including supply staff and volunteers)

Teachers, including the Head teacher, will safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties in line with the Teacher Standards 2011 (updated 2021).

1.5 The Role of Teachers

- have lead responsibility for the development and implementation of the child's personal education plan (PEP) within the school.

2. Supporting Pupils at Risk

- to support early identification whether this is when problems are first emerging (for example, persistent school absences) or where a child is already known to Children's Social Care and, in some cases, acting as the lead professional in undertaking an early help assessment. Further guidance on effective assessment of the need for early help can be found in Working together to safeguard children.
- All staff should be aware of the process for making referrals to the LA Children's Social Care and for statutory assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might be expected to play in such assessments.
- All staff should be aware of and understand the school's safeguarding response to children who are absent from education, particularly on repeat occasions and/or prolonged periods;
- All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school and/or can occur between children outside of these environments. Staff, but especially the DSL (and deputy) should consider whether children are at risk of abuse, sexual abuse, serious youth violence, county lines or sexual/criminal exploitation in situations outside their families and should understand how to handle reports of sexual violence and harassment between children, both on and outside school premises, in line with this Policy.
- All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse and other risks online as well as face to face. In many cases abuse and other risks will take place concurrently both online and offline. Children can also abuse other children online, this can take the form of abusive, harassing, and misogynistic/misandrist messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography, to those who do not want to receive such content.
- If a staff member has any concerns about a child who is suffering, or is likely to suffer from harm, they should act on them immediately. There should be a conversation with the DSL (or deputy) to agree a course of action, although any staff member can make a referral to the LA Children's Social Care. If a referral is made by a member of staff, they should inform the DSL as soon as possible.
- If, at any point, there is a risk of immediate serious harm to a child a referral will be made to the LA Safeguarding Hub immediately – **anybody can make a referral**.

Our school recognises that children who are abused, exploited, neglected or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. School may be the only stable, secure and predictable element in the lives of the children at risk.

We will endeavour to support pupils through:

- a curriculum which encourages self-esteem and self-motivation;
 - the school ethos which promotes a positive, supportive and secure environment where everyone is valued;
 - listening to the child's views and concerns with an open mind;
 - the implementation of a shared Behaviour Policy and procedures;
 - a consistent approach which supports all children;
 - regular liaison with other professionals and agencies who support the pupils and their families;
 - the development and support of a responsive and knowledgeable staff group trained to respond appropriately in child protection situations.
- In addition to the above, as part of wider safeguarding responsibilities, school staff will be alert to:
- reports by pupils of their exposure to the extremist actions, views or materials of others outside of school, such as in their homes or community groups, especially where pupils have not actively sought these out;
 - graffiti symbols, writing or artwork promoting extremist messages or images;
 - pupils accessing extremist material on-line, including through social networking sites;
 - parental reports of changes in behaviour, friendship or actions and requests for assistance;
 - local schools, LA services and Police reports of issues affecting pupils in other schools or settings;
 - pupils voicing opinions drawn from extremist ideologies and narratives;

- use of extremist or 'hate' terms to exclude others or incite violence;
 - intolerance of difference, whether secular or religious or, in line with our Equality Scheme, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture;
 - attempts to impose extremist views or practices on others;
 - anti-western or anti-British views.
- 2.1 Children who may be particularly vulnerable and early help assessment
- Early help is support for children of all ages that improves a family's resilience and outcomes or reduces the chance of a problem getting worse. It is not an individual service, but a system of support delivered by local authorities and their partners working together and taking collective responsibility to provide the right provision in their area.
- All children are vulnerable, but some may be at increased risk of neglect and/or abuse and would especially benefit from early help assessment. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse happens, or who have a high level of tolerance in respect of neglect.
- Any child may benefit from early help assessment, but we are particularly alert to the potential need for early help for a child who:
- is disabled or has certain health conditions and has specific additional needs;
 - has special educational needs (whether or not they have a statutory Education, Health and Care Plan). See 2.4 below;
 - is suffering from mental ill health;
 - is a young carer;
 - is bereaved;
 - is showing signs of being drawn into anti-social or criminal behaviour, including being affected by gangs and county lines and organised crime groups and/or serious violence, including knife crime;
 - is frequently missing/goes missing from education, home or care;
 - is at risk of modern slavery, trafficking, sexual and/or criminal exploitation;
 - is at risk of being radicalised;
 - is viewing problematic and/or inappropriate online content (e.g. linked to violence), or developing inappropriate relationships online;
 - has a parent or carer in custody, or is affected by parental offending;
 - is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse;
 - is misusing alcohol and/or other drugs themselves;
 - has returned home to their family from care;
 - is at risk of so-called 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage;
 - is a privately fostered child. See 2.8 below;
 - is persistently absent from education, particularly on repeat occasions and/or for prolonged periods where this is either for the full, or part of, the school day or not in receipt of full-time education which can be a warning sign of abuse, neglect or exploitation;
 - has experienced multiple suspensions and is at risk of, or has been permanently excluded;
 - is at risk of fabricated or induced illness;
 - is an asylum seeker;
 - is vulnerable to being bullied, or engaging in bullying;
 - is showing early signs of abuse and/or neglect;
 - is living a transient lifestyle;
 - is living in a chaotic, neglectful and unsupported home situation;
 - is vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion or sexuality;
 - does not have English as a first language.

The Cumberland Early Help Team can be contacted on:

Telephone No: **03332401727**; or

Email: early.help@cumberland.gov.uk

In addition to the above, we will refer to Chapter 3 of the statutory guidance Working Together to Safeguard Children and guidance issued by the Cumbria SCP in relation to Early help.

Consideration will be given for specific needs, including but not exclusive to, family members who may have learning difficulties/disabilities or those whose first language is not English, are care experienced, young parents, fathers or male carers who identify as LGBT. Special consideration includes the provision of safeguarding information, resources and support services in community languages and accessible formats.

An early help assessment is not a prerequisite for a referral but where one has been undertaken, it should be used to support the referral. Any cases resulting in early help will be kept under constant review and consideration given to the LA Children's Social Care for assessment for statutory services if the child's situation does not appear to be improving or is getting worse.

2.2 Children in Need

A child in need is defined under the Children Act 1989 as a child who is unlikely to achieve or maintain a reasonable level of health or development, or whose health and development is likely to be significantly or further impaired, without the provision of services; or a child who is disabled. Children in need may be assessed under section 17 of the Children Act 1989.

Some children may need a social worker due to safeguarding or welfare needs. Children may need this help due to abuse, neglect, exploitation and/or complex family circumstances. Local authorities should share the fact a child has a social worker, and the DSL should hold and use this information so that decisions can be made in the best interest of the child's safety, welfare and educational outcomes. There are clear powers to share this information on both LAs and schools.

Where children need a social worker, this should inform decisions about safeguarding and about promoting welfare.

2.3 Children requiring mental health support

Schools have an important role to play in supporting the mental health and wellbeing of their pupils. Including those with the potential to self-harm. Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect and/or exploitation. Governing bodies should ensure they have clear systems and processes in place for identifying possible mental health problems, including routes to escalate and clear referral and accountability systems. We have an identified Mental Health Lead in school who will work closely with the DSL and other senior leaders. More information can be found in the DfE guidance 'Mental health and behaviour in schools' and, in relation to supporting pupils who may be or suspected to be self-harming, the guidance from NICE 'Self-harm: assessment, management and preventing recurrence'.

2.4 Pupils with SEN/Disabilities or physical health issues

We recognise that children with special educational needs (SEN) and disabilities or certain health conditions (whether or not they have a statutory education, health and care plan) can face additional safeguarding challenges and additional barriers can exist when recognising abuse, neglect and exploitation in this group of children. This can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration;

The Children Act 1989 introduced the concept of **significant harm** as the threshold that justifies compulsory intervention in family life in the best interests of children and gives local authorities a duty to make enquiries, or to decide whether they should take action to safeguard or promote the welfare of a child who is suffering, or likely to suffer, significant harm. This includes where there are concerns about maltreatment, including all forms of abuse and neglect, or other so-called honour-based abuse (including Female Genital Mutilation and

3. Recognising types of abuse and neglect and significant harm

Private fostering occurs when a child under the age of 16 (under 18, if disabled) is provided with care and accommodation for 28 days or more by a person who is not a parent, person with parental responsibility for them or a relative in their own home. Staff will remain alert to, and, when it comes to their attention report, to the DSL, information which suggest a child is being privately fostered. The DSL will then notify the LA to allow the LA to check the arrangement is suitable and safe for the child.

2.8 Private Fostering

Safeguarding incidents and/or behaviours can be associated with factors outside the school and/or can occur between children outside the school. All staff, but especially the DSL (and deputies) should be considering the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. Additional information on contextual safeguarding is available from ContextualSafeguarding.org - contextual safeguarding toolkits.

2.7 Contextual Safeguarding

Caution is necessary for children questioning their gender and there may be many unknowns about the impact of social transition coupled with wider vulnerabilities such as complex mental health and psychosocial needs/autism spectrum disorder and/or ADHD. We will encourage families/carers who are making decisions about support for gender questioning children to seek clinical help and advice. In addition, we will take a cautious approach and consider the broad range of their individual needs in partnership with the child's parents (unless this would constitute a significant risk of harm to the child) including any clinical advice that is available and how to address wider vulnerabilities such as the risk of bullying.

Risks can be compounded where children who are LGBT+ lack a trusted adult with whom they can be open. We will endeavour to reduce the additional barriers faced and create a culture where they can speak out or share their concerns with members of staff.

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

2.6 Children who are lesbian, gay, bisexual or gender questioning

We are aware of the DfE guidance for local authorities on Elective home education and will work with the LA and parents when a parent has expressed their intention to remove a child from school with a view to educating at home.

2.5 Elective Home Education (EHE)

The potential need for early help and extra pastoral support in this group of children is considered as a priority and will require close liaison with the DSL/DSL and the SENCO.

- these children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children;
- children with SEN, disabilities and other certain health conditions can be disproportionately impacted by things like bullying and peer group isolation – without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.
- cognitive understanding – being unable to understand the difference between fact and fiction in online content and then repeating the content/behaviours in school or the consequences of doing so.

Forced Marriage), and extra-familial harm such as exploitation by criminal and organised crime groups and individuals (such as county lines and financial exploitation), serious violence, modern slavery and trafficking, online harm, sexual exploitation, teenage relationship abuse, and the influences of extremism which could lead to radicalisation. Children of all ages can experience extra-familial harm.

Where there are concerns that more than one child may be experiencing harm in an extra-familial context, the DSL will consider the individual needs of each child as well as work with the group. The children in the group may or may not already be known to local authority children's social care. Working with the whole group enables the DSL and other practitioners to build an understanding of the dynamics between those within the group and the extra-familial context.

All school staff are made aware that abuse, neglect, exploitation and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone. In most cases, multiple issues will overlap with one another, therefore staff should always be vigilant and always raise any concerns with their DSL or a deputy.

3.1 Abuse

A form of maltreatment of a child. Somebody may abuse, neglect or exploit a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, including where they see, hear, or experience its effects. They may be abused in a family or in an institutional or extra-familial contexts by those known to them or, more rarely, by others. Children may be abused by an adult or adults or another child or children. Abuse can take place wholly online, or technology may be used to facilitate offline abuse.

3.2 Physical Abuse

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

3.3 Emotional Abuse

The persistent emotional maltreatment of a child so as to cause severe and persistent effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another – for example where there is domestic abuse, fighting or violence in the home. It may involve serious bullying (including cyberbullying), prejudiced-based and discriminatory bullying), causing children to frequently feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

For more information, see our procedures for preventing and dealing with bullying within the **School Behaviour Policy and procedures.**

3.4 Sexual abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation

for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. We have a separate Policy and procedures on child on child abuse.

3.5 Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent 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); or ensure access to appropriate medical care or treatment; or provide suitable education. It may also include neglect of, or being unresponsive to, a child's basic emotional needs.

3.6 Specific Safeguarding Issues

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example, NSPCC offers information for schools on its website <https://learning.nspcc.org.uk/>.

All staff have an awareness of specific safeguarding issues – some of which are listed below. Staff are made aware that behaviours linked to the likes of drug taking, alcohol abuse, unexplainable and/or persistent absences from education and consensual and non-consensual sharing of nude and/or semi-nude images and/or videos can be signs that children are at risk.

The Cumbria SCP Procedures Manual provides specific guidance on a range of safeguarding issues which settings may have to address.

The DfE statutory guidance 'Keeping Children Safe in Education' provides additional information at Annex B on the following:

Child Sexual Exploitation (CSE) – all suspected cases of CSE will be referred to the LA Safeguarding Hub.

CSE is a form of sexual abuse (see 3.4 above) where children are sexually exploited for money, power or status. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. CSE can affect any child (who has been coerced into engaging in sexual activities), under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex. Some children may not realise they are being exploited e.g. they believe they are in a genuine romantic relationship. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. CSE does not always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, or care and/or are absent from school repeatedly and/or for prolonged periods at some point.

Although inter-agency working and information sharing are vital in identifying and tackling all forms of abuse and exploitation, it is clear they are especially important to identify and prevent CSE.

By being aware of the warning signs of CSE school staff and other adults can help stop abuse before it develops further. Like all forms of child sex abuse, child sexual exploitation:

- can still be abuse even if the sexual activity appears consensual;
- can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity;
- can take place in person or via technology, or a combination of both;
- can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence;
- may occur without the child's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media);
- can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence, and may happen without the child's immediate knowledge e.g. through others sharing videos or images of them on social media, or a series of incidents over time, and range from opportunistic to complex organised abuse;

Serious Violence – All staff should be aware of indicators, which may signal that children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts

- a person under the age of 18 creates and shares nude and/or semi-nude images and/or videos of themselves with a child under the age of 18;
- a person under the age of 18 shares nude and/or semi-nude images and/or videos created by another person under the age of 18 with a child under the age of 18;
- a person under the age of 18 is in possession of nude and/or semi-nude images and/or videos created by another person under the age of 18.

The types of incidents which this advice covers are:

- risk assessing situations;
- safeguarding and supporting children and young people;
- handling devices and images;
- recording incidents, including the role of other agencies.
- informing parents and carers.

The UKCIS advice outlines how to respond to an incident of nudes and semi-nudes being shared including:

School Office.

responding to incidents and safeguarding children and young people. A copy of this document is held in the nudes - Advice for education settings working with children and young people' which also includes advice on (HSB). Further and more specific advice is contained within the UKCIS document 'Sharing nudes and semi-

being indicative of a wider child protection concern or as being problematic and harmful sexual behaviour pupils in this school and the sharing of nude and semi-nude images will be taken seriously as potentially that children of this age can never legally give consent to engage in sexual activity. Any situations involving from sexual abuse. The law makes it clear that sexual activity with a child under 13 is never acceptable and know it is illegal, whilst non-consensual is illegal and abusive. Children under 13 are given extra protection children of the same age, may require a different response. It might not be abusive, but children still need to age of the child involved and the context into account. Consensual image sharing, especially between older When considering appropriate action regarding the sharing of inappropriate images, the DSL will take the

an incident, will be shared with all staff as part of their Child Protection regular updated training.

publication outlined below. A summary version of this guidance in particular, how the school will respond to schools' attention the school will follow the guidance as set out in the UK Council for Internet Safety (UKCIS) When an incident involving the inappropriate sharing of images via the internet or mobile device comes to a

are the subject of sexual imagery is likely to be embarrassed and worried about the consequences. It is likely that reporting in school is a last resort and they may have already tried to resolve the issue themselves. children. Any direct report by a pupil (male or female) will be taken very seriously. A child who reports they online sexual harassment, which may be stand-alone or part of a broader pattern of abuse) between

includes advice on sexual violence and sexual harassment (such as sexual comments, remarks, jokes and sexual imagery will be responded to in line with our Child on Child Abuse Policy and procedures which **Sharing nude and semi-nude images (formerly known as sexting)** – All incidents involving youth produced

Further information is available in the DfE guidance 'Child sexual exploitation: definition and guide for practitioners' and CSCP procedures (including SCE and CCE).

- is typified by some form of power imbalance in favour of those perpetrating the abuse. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.
- may involve the exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator.

Mental Health – All staff will be made 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, exploitation and/or other potentially traumatic adverse childhood experience. Such experiences can impact on a child's mental health, behaviour, attendance and progress at school. In such cases, only appropriately trained professionals will attempt to make a diagnosis of a mental health problem. Our staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one. Where staff have a mental health concern, they have been advised to speak to the school's Mental Health Lead (Joanne Ormond), DSL or deputy DSLs. Reference will be

and vulnerable adults: county lines'.

Further advice on this issue may be found in the Home Office document 'Criminal exploitation of children

- gender, cognitive ability, physical strength, status, and access to economic or other resources.
- may be the most obvious, this power imbalance can also be due to a range of other factors including
- is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age
- can be perpetrated by individuals or groups, makes or females, and young people or adults; and
- may involve an exchange for something the victim needs or wants;
- violence or threats of violence;
- can involve force and/or enticement-based methods of compliance and is often accompanied by
- can involve the use of coercion, intimidation and weapons to ensure compliance of victims.
- can still be exploitation even if the activity appears consensual;
- can affect any child (male or female) under the age of 18 years;

Like other forms of abuse and exploitation, county lines exploitation:

to victims of county lines exploitation.

considered alongside consideration of availability of local services/third sector providers who offer support

victims do not have to consent to be referred into the NRM and a safeguarding referral should also be

(NRM) referral should be considered. This is usually undertaken by the Police or Local Authority. Child

Where a potential victim of modern slavery/human trafficking is under 18, a National Referral Mechanism

be at higher risk of sexual exploitation.

of boys. The indicators may not be the same, however, professionals should be aware that girls are at risk of

criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may

it is important to note that the experience of girls who are criminally exploited can be very different to that

Further information see 'Criminal exploitation of children and vulnerable adults: county lines' guidance.

This activity can happen locally as well as across the UK; no specified distance of travel is required. For

violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

easily become trapped by this type of exploitation as gangs create drug debts and can threaten serious

purpose of exploitation. Children are often recruited to move drugs and money between locations and can

missing episodes (both from home and school) when the victim may have been trafficked (moved) for the

and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are

drug networks or gangs groom and exploit children to carry drugs and money from urban areas to suburban

children is a geographically widespread form of harm that is a typical feature of county lines criminal activity:

Child Criminal Exploitation (CCE) including county lines and modern slavery – Criminal exploitation of

involvement'.

Further advice on this issue is provided in the Home Office document 'Preventing youth violence and gang

maltreatment and having been involved in offending, such as theft or robbery.

being male, having been frequently absent or permanently excluded from school, having experienced child

There are a number of risk factors which increase the likelihood of involvement in serious violence, such as

individuals associated with criminal networks or gangs.

or new possessions could also indicate that children have been approached by, or are involved with,

made to the DfE guidance 'Mental Health and Behaviour in Schools', and guidance and principles contained in the PHE (now UKHSA) document 'Promoting children and young people's mental health and wellbeing'.

Domestic abuse - Any one incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse who are, or have been, intimate partners or family members including teenage relationship abuse and child/adolescent to parent violence and abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside the home. The abuse can encompass, but is not limited to:

- psychological or emotional abuse (including coercive and controlling behaviour)
- physical or sexual abuse
- **violent or threatening behaviour**
- economic/financial (access to basic resources like food and clothing)

Controlling or coercive behaviour is a pattern of abuse (on two or more occasions) that involves multiple behaviours and tactics used by a perpetrator to (but not limited to) hurt, humiliate, intimidate, exploit, isolate, and dominate the victim. It is an intentional pattern of behaviour used to exert power, control, or coercion over another person. Controlling or coercive behaviour is often committed in conjunction with other forms of abuse and is often part of a wider pattern of abuse, including violent, sexual, or economic abuse. Children can be used to control or coerce the victim, for example, by frustrating child contact and/or child arrangements, telling the children to call the victim derogatory names or to hit the victim, or by threatening to abduct the children. This pattern of abuse causes fear, serious alarm and/or distress which can lead to a substantial adverse effect on a victim's day-to-day life. This can have a significant impact on children and young people. More information about controlling or coercive behaviour, including the impact on children can be found in the Controlling or coercive behaviour: statutory guidance and the Domestic Abuse Act 2021: statutory guidance.

Children can be victims of, and be adversely affected by, domestic abuse in the context of their home life where domestic abuse occurs between family members, including where those being abusive do not live with the child and where the child may see, hear or experience the effects of abuse and are related to either victim or perpetrator of the abuse, or either the victim or perpetrator of the abuse has parental responsibility for that child. Exposure to domestic abuse can have a detrimental and long-term impact on their health, wellbeing, development, and ability to learn. [Young people can also experience domestic abuse within their own intimate relationships. This form of abuse is sometimes referred to as 'teenage relationship abuse'. Depending on the age of the young people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or both parties are under 16). However, as with any child under 18, where there are concerns about safety or welfare, child protection procedures should be followed and both young victims and young perpetrators will be offered support. Our school is part of Operation Encompass. This is a police and education early intervention safeguarding partnership which supports children and young people who experience domestic abuse. Operation Encompass means that the police will share information about domestic abuse incidents with our school PRIOR to the start of the next school day when they have been called to a domestic incident. Once a Key Adult (DSL) has attended at an Operation Encompass briefing they will cascade the principles of Operation Encompass to any deputy DSL's. Our parents are fully aware that we are an Operation Encompass school. The Operation Encompass information is stored in line with all other confidential safeguarding and child protection information. The Key Adult has also led training for all school staff and Governors about Operation Encompass, the prevalence of domestic abuse and the impact of this abuse on children. We have also discussed how we can support our children following the Operation Encompass notification. We are aware that we must do nothing that puts the child/ren or the non-abusing adult at risk. The Key Adult has used the Operation Encompass Toolkit to ensure that all appropriate actions have been taken by the school.

The Operation Encompass Teachers' Helpline is available for all education staff to speak in confidence with an educational or clinical psychologist about how best to support children in their school who may be experiencing domestic abuse. The Helpline is available on 0204 513 9990 and is open from 8am to 1pm, Monday to Friday. Please note that calling the Helpline should not replace statutory safeguarding processes.

Children missing from home, care or education – A child going missing from home, care or education can act as a vital warning sign of a range of safeguarding possibilities including abuse and neglect, which may include sexual abuse or exploitation and can also be a sign of child criminal exploitation – particularly involving in county lines. It may also indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of FGM or risk of forced marriage. The School has appropriate procedures and responses to children who are absent from school, particularly on repeat occasions and/or prolonged periods to help

and/or the Safeguarding Hub.

We are aware of and understand when it is appropriate to make a referral to the Channel programme

ideologies, radicalisation and terrorism.

- provides further information for those responsible for assisting in the reduction of all forms of extremist 'educate against it'. The DfE guidance 'Managing the risk of radicalisation in your education setting' the messages of all violent extremism. This school uses resources taken from the Government website rights, community safety and community cohesion. We seek to protect children and young people against Free speech is not an unqualified privilege; it is subject to laws and policies governing equality and human leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that society's values. Both pupils and teachers have the right to speak freely and voice their opinions. However, We value freedom of speech and the expression of beliefs/ideology as fundamental rights underpinning our accessing the internet in school. Further information on this is set out in the Online Safety Policy.
- Online Safety – we will ensure that children are safe from terrorist and extremist material when be cascaded to other staff/volunteers as appropriate.
 - Staff training – we will ensure that staff have access to Prevent awareness training to equip them with the skills and knowledge to identify children at risk of being drawn into terrorism and to challenge extremist ideas. As a minimum, the DSL will receive Prevent awareness training the detail of which will
 - Working in Partnership – we will ensure that our procedures take account of the policies and procedures of Cumbria SCP.
 - Risk Assessment – we will assess the risk of children being drawn into terrorism and have clear procedures in place for protecting children at risk of radicalisation and extremist ideologies.

four general themes:

known as the Prevent duty. Statutory Prevent guidance summarises the requirements on schools in terms of have 'due regard to the need to prevent people from becoming terrorists or supporting terrorism'. This is children from other forms of harm and abuse. Since July 2015 schools have been under a statutory duty to terrorism is seen as part of this school's wider safeguarding duties and is similar in nature to protecting **Preventing Radicalisation** – Protecting children from the risks of radicalisation and extremist ideologies and

applies to non-binding, unofficial 'marriages' as well as legal marriages.

Since February 2023 it has been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats or another form of coercion are not used. This

Since October 2015, teachers (described in the legislation as those persons employed or engaged to carry out teaching work at schools and other institutions in England) have been under a mandatory duty to report personally to the Police cases where they discover than an act of FGM appears to have been carried out on a girl under 18. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the School's DSL and involve the LA Safeguarding Hub as appropriate. Reference should also be made to the HM Government Multi agency statutory guidance on female genital mutilation, July 2020.

possibility of a child being at risk of HBA, or already having suffered HBA.

Professionals in all agencies, and individuals and groups in relevant communities need to be alert to the forms of so-called HBA are abuse (regardless of motivation) and will be handled and escalated as such. All often involves a wider network of family or community pressure and can include multiple perpetrators. Forced marriage (some perpetrators use perceived cultural practices as a way to coerce a person into marriage), and practices such as breast ironing. This type of abuse in the context of preserving "honour" or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), **'Honour based' abuse (HBA)** – Honour based abuse includes crimes which have been committed to protect

All staff are required to report any concerns in writing via CPOMS. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over time and are evidenced by building up a picture of harm; it is crucial that staff record and pass on their concerns in accordance with these procedures to allow the DSL to build up a picture and access support for the child at the earliest opportunity. A reliance on memory without accurate and contemporaneous records of concern could lead to a failure to protect.

Wherever possible, there should be a conversation with the DSL (or deputy), who will help staff decide what to do next. Options will then include:

- managing any support for the child internally via the school's own pastoral support processes;
- an early help assessment; or
- a referral for statutory services.

What School Staff should do if they have concerns about a Child or an allegation is

made about a staff member

If staff members have concerns about a child they should raise these with the DSL or deputy. This also includes situations of abuse which may involve staff members (including supply staff, volunteers or contractors), and other external providers using the school premises for the purposes of running activities for children), refer to allegations guidance at Section 9 and Whistleblowing at Section 12.

Other issues covered by Annex B – Keeping Children Safe in Education – in addition to issues outlined above, Annex B of Keeping Children Safe in Education also includes further detail on the following:

- Child abduction and community safety incidents
- Children and the court system
- Children with family members in prison
- Modern slavery and the National Referral Mechanism

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

Homelessness – Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The DSL (and any deputies) are aware of contact details and referral routes in to the Local Housing Authority so they can raise/progress concerns at the earliest opportunity. Cumberland Council have a list of contacts for housing support.

In line with current best practice, we will request from parents at least 2 emergency contacts for each pupil which will allow us to contact a responsible adult in the event of a child being absent from school.

It is our legal duty to inform the Local Authority of any pupil who is removed from the school roll or who fails to attend school regularly or has been absent without the school's permission for a continuous period of 10 school days or more.

School staff are aware of the school's unauthorised absence and children missing from education procedures.

Education.

Schools – Children who go Missing throughout the school day and DfE statutory guidance Children Missing adhere to Cumbria SCP guidance and procedures on Children Missing from Care or Home, Procedures for identify the risk of abuse and neglect and to help prevent the risk of them being absent in future. These procedures are shared with all staff and other relevant adults, and new starters on induction. We follow and

All adults in school have a shared responsibility to safeguard and promote the welfare of all children.

Within one working day of a referral being received, local authority children's social care should acknowledge receipt to the referrer and a social work qualified practice supervisor or manager should decide next steps and the type of response required. The DSL will follow up on a referral should that information not be forthcoming. If, after a referral, the child's situation does not appear to be improving the DSL will press for re-consideration using the Cumbria SCP Escalation Policy and procedures to ensure their concerns have been addressed and, most importantly, that the child's situation improves.

If a referral needs to be made, or consultation with any other agency is deemed necessary, then we recognise that it is good practice to inform parents and child of actions to be taken unless this puts the child at further risk of harm.

but must be followed up via the on-line reporting system within 48 hours.
 Cumbria and Lancashire Safeguarding Hub Single Contact on-line form
 The DSL can make a telephone referral to the LA Safeguarding Hub (see below) and confirm in writing via the initial contact will be made with the LA Safeguarding Hub where necessary (see below).
 Inform the Designated Safeguarding Lead (DSL), who will evaluate the assessment and concern record.

Protection filing cabinet which is located in the headteachers office.
 of the system, keeping their password secure at all times. Any paper records must be locked in the Child and kept safe. This must be reported via CPOMs and include the day of the week, date, time and place of the report. All records must be held securely on CPOMs and staff are responsible for ensuring they log out exactly, in the child's words, what has been said, noting any action taken in cases of possible abuse. It is essential that all children are reassured that they are being taken seriously and that they will be supported other adult working in school/s/he should write a record of the conversation as soon as possible, stating ask leading questions, or put words in a child's mouth. If a child makes a report to a member of staff or put forward if there are subsequent proceedings, and it is important that staff do not jump to conclusions, The way in which a member of staff talks to a child who discloses abuse could influence the evidence that is

4. Dealing with a report from a child

Refer to the 'Action' flowchart on page 24 of 'Keeping Children Safe in Education'.
 effective action. Poor 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, sharing information too slowly and a lack of challenge to those who appear not to be taking action.
 It is important for children to receive the right help at the right time to address risks and prevent issues escalating. Research and Serious Case Reviews have repeatedly shown the dangers of failing to take

point.
 Safeguarding Hub immediately. If the child's situation does not appear to be improving the staff member If, at any point, there is a risk of immediate serious harm to a child a referral should be made to the LA

General Practitioner (GP), family support worker, and/or health visitor.
 be undertaken by a lead professional who could be a teacher, special educational needs co-ordinator, would be needed via a statutory assessment under the Children Act 1989. The Early Help Assessment should identify what help the child and family require to prevent needs escalating to a point where intervention education, health, housing, police) there will be an inter-agency assessment. These assessments should Where a child and family would benefit from co-ordinated support from more than one agency (for example

another organisation. Call 0800 028 0285 or email: help@nspcc.org.uk.
 professionals who have concerns over how child protection issues are being handled in either their or where a staff member feels that their genuine concerns are not being addressed, they may refer their concerns to the Safeguarding Hub directly. Alternatively, the NSPCC have a whistleblowing advice line for The DSL will decide whether to make a referral to the LA Safeguarding Hub, but it is important to note that

The service enables callers to outline their concerns and the LA Safeguarding Hub will give advice and, if necessary, undertake assessments of need. KCSIE provides a flowchart of actions to be taken by the school and other agencies where there are concerns about a child, a copy of which is available in the staff room.

This service is available any time of day or night

Staff must be aware that:

- it is not the responsibility of teachers, other staff or volunteers to investigate suspected cases of abuse;
- they should not take any action beyond that agreed in the procedures established by the setting and the Cumbria Safeguarding Children Partnership (SCP);
- they cannot promise a child complete confidentiality - instead they must explain that they may need to pass information to other professionals to help keep the child or other children safe.

Listening to Children

Experience and consultation with children show that a child will talk about their concerns and problems to people they feel they can trust and they feel comfortable with. This will not necessarily be a teacher. It is therefore essential that all staff and volunteers in a school or establishment know how to respond sensitively to a child's concerns, who to approach for advice about them, and the importance of not guaranteeing complete confidentiality.

Working Together to Safeguard Children (July 2018) describes what children have said that they need:

- **Vigilance:** to have adults notice when things are troubling them
- **Understanding and action:** to understand what is happening; to be heard and understood; and to have that understanding acted upon
- **Stability:** to be able to develop an on-going stable relationship of trust with those helping them
- **Respect:** to be treated with the expectation that they are competent rather than not
- **Information and engagement:** to be informed about and involved in procedures, decisions, concerns and plans
- **Explanation:** to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response
- **Support:** to be provided with support in their own right as well as a member of their family
- **Advocacy:** to be provided with advocacy to assist them in putting forward their views
- **Protection:** to be protected against all forms of abuse, exploitation and discrimination and the right to special protection and help if a refugee

Children want to be respected, their views to be heard, to have stable relationships with professionals built on trust and to have consistent support provided for their individual needs. School will seek to demonstrate to children that it provides them with a safe environment where it is okay to talk. Further information is available in the DfE statutory guidance 'Listening to and involving children and young people'

Any member of staff or volunteer who is approached by a child wanting to talk will listen positively and reassure the child. School staff will work with the child and their families collaboratively when deciding how to support the child's needs. Special provision will be put in place to support dialogue with children who have communication difficulties, unaccompanied children, refugees and those children who are victims of modern slavery and/or trafficking and those who do not speak English or for whom English is not their first language. Staff will record the discussion with the pupil as soon as possible and take action in accordance with the school's child protection procedures.

If a child chooses to disclose/report, the member of staff or other adult in the school **WILL:**

- significant changes in a child's behaviour;
 - deterioration in a child's general well-being;
 - unexplained bruising, marks or signs of possible abuse or neglect;
 - a child's comments which give cause for concern;
 - any reasons to suspect neglect or abuse outside the setting, for example in the child's home;
 - recognising inappropriate behaviour displayed by other members of staff, or any other person working with the children, for example, inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images;
 - internal school procedures, roles and responsibilities;
 - dealing with a report of abuse, neglect or exploitation from a child;
 - Whistleblowing procedures as they refer specifically to Child Protection;
 - the school Equality Information/Objectives; and
 - general health, safety and welfare issues.
- Appropriate training and regular updates will enable staff to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way including:
- All school-based staff including the Head teacher (where he/she is not the DSL) are required to undertake an appropriate level of safeguarding and child protection training at induction. This will include training in online safety which, amongst other things, will include an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring (see school Online Safety Policy and procedures for more information). This training, which will be in line with advice from the safeguarding partners, will be updated regularly. We will train all staff and volunteers (where appropriate) to understand the Overarching Safeguarding Statement and this Child Protection Policy and procedures and ensure that all adults have up to date knowledge of safeguarding issues. In addition, all staff members will receive regular safeguarding and child protection updates (including online safety) (for example, via email, e-bulletins, staff meetings/briefings etc.), as required, but at least annually, to continue to provide them with relevant skills and knowledge to safeguard children effectively.

5. Induction and Training

Vulnerable Groups: For children with communication/language difficulties or who use alternative/augmented communication systems, staff and other adults may need to take extra care to ensure that signs of abuse and neglect are identified and interpreted correctly, but concerns should be reported in exactly the same manner as for other children. In some cases, it may be appropriate to seek the services of a professional interpreter.

- take photographs or examine an injury;
- investigate or probe aiming to prove or disprove possible abuse – never ask leading questions;
- make promises to children about confidentiality or keeping 'secrets';
- assume that someone else will take the necessary action;
- jump to conclusions or react with shock, anger or horror;
- speculate or accuse anybody;
- confront another person (adult or child) allegedly involved;
- offer opinions about what is being said or about the person/s allegedly involved;
- forget to record what has been said;
- fail to pass the information on to the correct person;
- ask a child to sign a written copy of the report.

Staff or other adults will **NEVER**:

- be accessible and receptive;
- listen carefully and uncritically at the child's pace;
- take what is said seriously;
- reassure the child that they are right to tell;
- tell the child that this information must be passed on;
- make a careful record of what was said.

A record will be made of all incidents where pupils have expressed racist, homophobic, extremist or radical views which will be monitored at a senior level.

- a clear and comprehensive summary of the concern;
- details of how the concern was followed up and resolved;
- a note of any action taken, decisions reached and the outcome.

Records will include:

Staff will record any welfare concern that they have about a child on CPOMS, with a body map (where injuries have been observed) to be passed to the DSL. Records must be completed as soon as possible after the incident/event and must be dated. It is good practice to also note the day of the week. Staff must be aware that their records might have to be used as evidence in court and must therefore be mindful of the need to distinguish fact from opinion. However, staff must not attempt to investigate a situation themselves.

7. Record Keeping

We will ensure that staff have sufficient understanding and use of English to ensure the well-being of children in our care. We will ensure we are able to keep records in English, to liaise with other agencies in English, to summon emergency help, and to understand instructions such as those for the safety of medicines.

6. Communication

Training is organised by the DSL in line with Cumbria SCP guidance.

All staff have undertaken whole school Safeguarding training which will be refreshed every three years and updated on a regular basis, at least annually, by the DSL or other external source.

All staff and regular volunteers working in 'Regulated Activity' and directly with children are provided with a copy of Part one of 'Keeping Children Safe in Education – Safeguarding information for all staff; DfE guidance 'What to do if you're worried a child is being abused'; the Cumbria SCP Summary of Allegations Management Procedures Flow Chart; the school's Child Protection Policy and procedures, the School Code of Conduct for staff and other adults and the procedures to follow should a child go missing from school, home or care.

We will ensure that regular staff appraisals are carried out to identify any training needs, and secure opportunities for continued professional development for staff. We will support our staff to improve their qualification levels wherever possible.

The nominated Governor will receive safeguarding training from a strategic perspective which will be updated regularly, to be disseminated to the rest of the Governing Body.

The school leadership team will ensure the DSL and the Deputy DSL attend the required safeguarding training when they first take up the role which will provide them with the knowledge and skills required to carry out the role effectively. The training will be updated every two years. In addition to formal training, as set out above, their knowledge and skills will be updated, (for example via e-bulletins, meeting other DSL's, or taking time to read and digest safeguarding developments) at regular intervals, but at least annually, to keep up with any developments relevant to their role.

Both the DSL and the Deputy have attended the required level of training as stated by the Cumbria SCP and this will be updated in line with recommended good practice.

The DSL will ensure that all new staff, volunteers and other adults are appropriately inducted as regards the school's internal safeguarding procedures, including those for Child Protection, communication lines and whistleblowing. This will also be a regular agenda item at staff meetings.

The DSL and Head Teacher (if not one and the same) will provide an annual report to the Governing Body detailing safeguarding training undertaken by all staff and will maintain up to date registers of who has been trained and to what level. This, along with Induction Training and other safeguarding training including health and safety related training will be included in the school staff Training Plan.

- Child protection records are kept centrally and securely by the DSL and are shared on a 'need to know' basis only. They will be held separate from the child's curriculum file. A chronology must be recorded in the file with the final entry being the date the child left the school or the date the file was transferred to a receiving school.
- When forwarding files to a receiving school, a chronology of the information, a record of the date of transfer and date of confirmation of receipt by the next school will be kept.
- All child protection records will be forwarded to a child's subsequent school under confidential and separate cover to the new DSL or Head Teacher. Confidential files that must be posted (e.g. for out of County moves) should be marked private and confidential and sent via the 'Special Delivery' postage route where its whereabouts at any time can be tracked.
- 8. Safeguarding Concerns or allegations against adults working with children**
- Sometimes allegations of inappropriate treatment of children are made against members of staff employed by the school including supply staff, volunteers and contractors rather than members of the child's family or other adults known to the child. If staff have safeguarding concerns or an allegation is made about another member of staff (including supply staff, volunteers, and contractors) **posing a risk of harm to children** then this should be referred to the Head teacher or Principal. Allegations are those which relate to members of staff, supply staff, volunteers and contractors who are currently working in any school or college regardless of whether the school or college is where the alleged abuse took place. Allegations against a teacher or who is no longer teaching will be referred to the Police. Historical allegations of abuse will also be referred to the Police. Such allegations are dealt with in accordance with specific procedures published on the Cumbria SCP website – Allegations against staff or volunteers and Part four of 'Keeping Children Safe in Education' – Allegations made against/Concerns raised in relation to teachers, including supply teachers, other staff, volunteers and contractors.
- If staff have a safeguarding concern or an allegation about another adult that **does not** meet the harm threshold, then this should be shared in accordance with the school low-level concerns procedures (see section 10 below) and the school staff Code of Conduct.
- If an allegation is made against a governor, the school will follow their own local procedures. Where an allegation is substantiated, we will follow the procedures to consider removing them from office.
- Cumbria SCP has produced a Summary of Allegations Management Procedures Flowchart. A copy of this flowchart is provided to all individuals working in school and to new starters as part of their induction.
- The member of staff to whom the concern/allegation is reported will:
- treat the matter seriously;
 - ensure that, where necessary, the child receives appropriate medical attention;
 - make a written record of the information using the child's/parent's own words, including when the alleged incident took place, who was present; and what happened;
 - sign and date the written record;
 - report the matter immediately to the Head teacher or deputy in his/her absence. Where the Head teacher is the subject of a concern/allegation, or in a situation where there is a conflict of interest in reporting the matter to the Head teacher, the concern/allegation will be reported to the Chair of Governors. In all instances, the most senior person (Head teacher or Chair of Governors) will be the allocated the role of 'Case Manager'. Confidentiality must be maintained at all times.
- There are two aspects to consider when an allegation is made:
- **Looking after the welfare of the child** - the DSL (or deputy) is responsible for ensuring that the child is not at risk and referring cases of suspected abuse to the LA Children's Social Care.
 - **Investigating and supporting the person subject to the allegation** - the Case Manager will discuss with the LADO, the nature, content and context of the allegation, and agree a course of action.
- When dealing with allegations, we will:
- apply common sense and judgement;

Initial Action by the Case Manager

Before contacting the Local Authority appointed Designated Officer (LADO) the Case Manager or other senior leader will conduct basic enquiries in line with local procedures to establish the facts and to help them determine whether there is any foundation to the allegation, being careful not to jeopardise any future Police investigation.

Following the completion of basic enquiries, the Case Manager will discuss the concern/allegation with the LADO and within **1 working day**. The purpose of an initial discussion is for the LADO and the Case Manager to consider the nature, content and context of the concern/allegation and agree a course of action. To inform the initial course of action, the following may be required:

- written details of the concern/allegation - signed and dated by the person receiving the initial concern/allegation report;
- any other information and names of any potential witnesses, CCTV etc.;
- a chronology of significant events;
- information already known about those involved, including previous history, other concerns/allegations made by the child or family and the individual's current contact with children;
- checks on any historic incident(s) or logbooks.

There may be situations when the Case Manager will want to involve the Police immediately, for example if the person is deemed to be an immediate risk to children or there is evidence of a possible criminal offence. Where there is no such evidence, the Case Manager should discuss the concerns/allegations with the LADO to help determine whether Police involvement is necessary.

To report a concern in writing to the LADO, the notification form (available from the Cumbria SCP website) must be used. The form can also be accessed by the following link: [LADO - 'Position of Trust' Referral Form](#).

Completed forms must be sent to the LADO, Cumbria Safeguarding Hub, using any of the following methods:

(Please note: if sending by e-mail the document must be password protected)

- Cumbria LADO (lado@cumberland.gov.uk)
- Post: LADO, Safeguarding Hub, Skirsgill Depot, Penrith, Cumbria, CA10 2BQ (applies to both Councils)

Please note if you are worried that a child is at risk of immediate harm, please contact the LA Safeguarding

Hub on **0333 240 1727 (Cumberland Council)**

To speak to a LADO for advice:

Phone: **0300 303 3892 (Cumberland Council)**

Or you can email: lado@cumberland.gov.uk

Allegations are managed in accordance with [Cumbria SCP Procedures Manual](#).

The Case Manager will contact the LADO if an allegation is made against a member of staff or another adult (including supply staff, volunteers and contractors or an individual or organisation using the school premises) for the purposes of running activities for children e.g. community groups, sports associations or providers that run extra-curricular activities) where their actions may have met the 'harm threshold' and the individual is alleged to have:

- behaved in a way that has harmed a child, or may have harmed a child, and/or
- possibly committed a criminal offence against or related to a child, and/or
- behaved towards a child or children in a way that indicates s/he may pose a risk of harm to children, and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

The advice of the LADO can also be sought if there is uncertainty as to whether a referral should be made or for example there are concerns about the staff member's conduct outside work which may raise concerns about their suitability to work with children, this is known as transferrable risk.

When to inform the individual of the allegation will be considered carefully on a case-by-case basis with guidance as required from the LADO, and if appropriate LA Children's Social Care and the Police. The Case

Suspension will never be an automatic step for staff subject to allegations; each case will be dealt with on its merits taking into consideration factors such as the seriousness of the allegation, the potential risks to children and whether it is possible to investigate the allegation whilst the person is still at work. The strategy meeting will make a recommendation to the setting if one is required but the ultimate decision rests with the Case Manager. The decision to suspend will be taken on a case-by-case basis having undertaken a risk

Suspension

The LADO's role is not to investigate the allegation, but to ensure that an appropriate investigation is carried out, whether that is by the Police, LA Children's Social Care, the school or a combination of these. of the school's procedures for discipline and conduct.

Case Manager on the subsequent management of the case to a satisfactory conclusion within the framework use in the employer's disciplinary process. If only the last criterion is met the LADO will provide advice to the will ask the Police to obtain consent from the individuals involved to share their statements and evidence for Children's Services Social Care and the Police. Where the Police are involved, wherever possible the school the LADO will contact the LA Children's Social Care to ensure a formal 'strategy meeting' is set up involving If agreement is reached that the criteria for action by the Police or Children's Services has been established,

- a Police investigation because a crime has or may have been committed;
- enquiries and assessment by social care to determine if services or emergency actions are required;
- consideration by the employer of disciplinary action in respect of the individual.

part of this process and the discussion will centre upon whether there is a need for:
Cumbria SCP procedures and may require further investigation. There may be up to 3 strands considered as

The LADO will establish, in discussion with the Case Manager that the allegation is within the scope of the supports the person who is the subject of the allegation.

Schools, as employers have a duty of care to their employees. Where the school is not the employer of an individual, they still have a responsibility to ensure concerns/allegations are dealt with appropriately and quickly, in a fair and consistent way that provides effective protection for the child and, at the same time that they liaise with relevant parties. It is essential that any allegation of abuse in a school is dealt with very

Initial consideration by the Case Manager and LA appointed Designated Officer (LADO)

Parents will also be made aware of the requirement to maintain confidentiality about any concerns/allegations made against teachers or other staff whilst investigations are ongoing. Where parents wish to apply to the court to have reporting restrictions removed, they will be advised to seek legal advice.

Parents of a child or children involved will be told about the concern/allegation as soon as possible if they do not already know of it. However, where a strategy discussion is required, or Police or the LA Children's Social Care services need to be involved, the Case Manager will not do so until those agencies have been consulted and have agreed what information can be disclosed to the parents. Parents will also be kept informed about the progress of the case, only in relation to their child – no information can be shared regarding the staff member and informed of the outcome where there is not a criminal prosecution, including the outcome (in confidence) of any disciplinary process.

The welfare of a child is paramount, and this is the prime concern in terms of investigating an allegation against a person in a position of trust. However, when an allegation or safeguarding concern is being investigated it is likely to be a very stressful experience for the adult subject of the investigation, and potentially for their family members. We will offer appropriate welfare support at such a time and recognise the sensitivity of the situation. Information is confidential and will not ordinarily be shared with other staff or with children or parents who are not directly involved in the investigation.

the individual.

The Case Manager will appoint a named representative to keep the person who is the subject of the concern/allegation informed of the progress of the case and consider what other support is appropriate for

and have agreed what information can be disclosed to the accused.
services need to be involved, the Case Manager will not do that until those agencies have been consulted with the LADO. However, where a strategy discussion is needed, or Police or the LA Children's Social Care Manager will inform the accused person about the concern/allegation as soon as possible after consulting

Record keeping

If the accused person resigns, or ceases to provide their services, this will not prevent an allegation being followed up in accordance with Part four of the DfE guidance Keeping Children Safe in Education. 'Settlement or compromise agreements' will not be used in cases of refusal to cooperate or resign before the person's notice period expires. Such an agreement will not prevent a thorough police investigation where that is deemed appropriate.

Resignations and settlement agreements

All staff will be made aware that it is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk. When in doubt – consult.

response to any future request for a reference, where appropriate.

Details of allegations that are found to have been malicious will be removed from personnel records and those allegations which were proved to be false, unsubstantiated or malicious will not be included in an employer reference. However, for all other allegations we will hold a clear and comprehensive summary of the allegation and how it was followed up and resolved. This will enable accurate information to be given in response to any future request for a reference, where appropriate.

The school will also consider whether a referral to the Teaching Regulation Authority (TRA) is appropriate where we dismiss or cease to use the services of a teacher because of serious misconduct or might have dismissed them or ceased to use their services had they not left first.

A referral must also be made to the Disclosure and Barring Service (DBS) when concerns are raised that a person has caused harm or poses a future risk of harm to children/vulnerable adults – See Section 24 for further details. If a member of staff or a volunteer is removed or dismissed because they have harmed a child or vulnerable adult, or the school would have done so if the individual had not left, the Disclosure and Barring Service must be informed. How to refer to the DBS.

- **Substantiated:** there is sufficient evidence to prove the allegation;
- **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation;
- **False:** there is sufficient evidence to disprove the allegation;
- **Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence; or
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made.

The following definitions will be used when determining the outcome of allegation investigations:

The detailed procedures that need to follow this initial consideration are available on the Cumbria SCP website. The Case Manager is expected to keep the LADO advised of progress especially where it has been agreed that the matter should be dealt with within the framework of the school's disciplinary process (see above).

Subsequent actions

Additional information on suspension or those subject to a Secretary of State interim Prohibition Order is available in Part four of 'Keeping Children Safe in Education'. If the Case Manager is concerned about the welfare of other children in the community or the individual's family, those concerns will be reported to the LADO, LA Children's Social Care or the Police as required.

The decision on suspension/transfer to alternative duties of the staff member subject to the allegation is the responsibility of the Case Manager having consulted with their HR adviser and the LADO. School leaders will ensure that they provide effective support for anyone facing an allegation and provide them with a named contact if they are suspended.

assessment about whether the person poses a risk of harm to children. All options to avoid suspension will be considered prior to taking that step.

We have an obligation to preserve records which contain information about concerns or allegations of sexual abuse. Such records will be retained at least until the accused has reached normal pension age or for a period of 10 years from the date of the concern or allegation report if that is longer.

Details of allegations following investigation that are found to have been malicious or false will be removed from personnel records unless the individual gives their consent for retention of the information. For all other allegations i.e. substantiated, unfounded and unsubstantiated, the following information will be kept on the file of the person accused:

- a clear and comprehensive summary of the allegation;
- details of how the allegation was followed up and resolved;
- a note of any action taken, and decisions reached, and the outcome i.e. substantiated, unfounded or unsubstantiated;
- a copy provided to the person concerned, where agreed by the LA Children's Social Care or the Police; and,
- a declaration on whether the information will be referred to in any future reference.

For more detailed guidance on how to respond to allegations against staff, supply staff, volunteers, contractors, or other external providers using the school premises for the purposes of running activities for children, please refer to the Cumbria SCP guidance – Whistleblowing, Section 12 below and Part four of Keeping Children Safe in Education.

8.1 Supply teachers and all contracted staff

Whilst this school is not the employer of supply teachers or other contracted staff, we will ensure that concerns/allegations (no matter how small) are dealt with properly. In no circumstances will we decide to cease to use supply/contracted staff due to safeguarding concerns or allegations, without finding out the facts and liaising with the Designated Officer appointed by the Local Authority (LADO) to determine a suitable outcome. Where the individual about whom the concern/allegation has been made is employed by an Agency or Agencies where the supply teacher is working across a number of schools, the Governing body will discuss with the Agency/ies whether it is appropriate to suspend the supply teacher. The Agency will be fully involved in the process which will usually be led by the school and the LADO since the individual, whilst not employed by the school is under the supervision, direction and control of the Governing Body when working in the school. The allegations management meeting which is often arranged by the LADO should address issues such as information sharing, to ensure that any previous concerns or allegations known to the agency or agencies are considered by the school during the investigation.

We will inform any supply agency of our process for managing allegations, taking account of the agency's Policies and their duty to refer to the DBS as personnel suppliers.

8.2 Non-recent allegations

Where an adult makes an allegation to a school that they were abused as a child, the individual will be advised to report the allegation to the Police. Non-recent allegations made by a child, will be reported to the LADO in line with the local authority's procedures for dealing with non-recent allegations. The LADO will coordinate with the LA Children's Social Care and the Police. Abuse can be reported no matter how long ago it happened.

9. Concerns and/or allegations that do not meet the harm threshold (low-level concerns)

As part of our whole school approach to safeguarding we aim to promote an open and transparent culture in which all concerns about all adults working in or on behalf of the school (including supply teachers, volunteers, contractors and external providers using the school premises for the purposes of running activities for children) are dealt with promptly and appropriately.

We believe that creating a culture in which all concerns about adults (including allegations that do not meet the harm threshold (see Page 22 above) are shared responsibly and with the right person, recorded and dealt with appropriately, is critical. If implemented correctly, this will encourage an open and transparent

culture; enable us to identify inappropriate, problematic or concerning behaviour early; minimise the risk of abuse; and ensure that adults working in or on behalf of the school or college are clear about professional boundaries and act within these boundaries, and in accordance with our ethos and values.

A low-level concern does not mean that it is insignificant. It is any concern – no matter how small, and even if no more than causing a sense of unease or a ‘nagging doubt’ - that an adult working in or on behalf of the school may have acted in a way that:

- is inconsistent with the Staff Code of Conduct, including inappropriate conduct outside of work, and does not meet the harm threshold (see page 22 above) or is otherwise not considered serious enough to consider a referral to the LADO.

All low-level concerns about adults working in the school regardless of how insignificant they may be perceived to be, should be reported initially to the DSL/Head teacher¹ Where the concern relates to the Head teacher or in a situation where there is a conflict of interest in reporting the matter to the Head teacher, the concern should be referred to the Chair of the Governors.

Further information on low-level concerns, examples and record keeping can be found in the school Staff Code of Conduct.

9.1 Responding to low-level concerns

If the concern has been raised via a third party, the Head teacher will collect as much evidence as possible by speaking directly to the person who raised the concern (unless it has been raised anonymously) and to the individual involved and any witnesses.

Any information collected will help to categorise the type of behaviour and determine what further action may need to be taken. The rationale for the action taken and the decisions which led to the action will be recorded. A flowchart outlining the possible response to managing low-level concerns is available via the KAHub.

Low-level concerns which are shared about supply staff, contractors and other external providers using the school premises for the purposes of running activities for children will, where relevant, be notified to their employers/National Governing Body, so that any potential patterns of inappropriate behaviour can be identified.

10. Managing Allegations against other Pupils (child on child/peer on peer abuse)

We believe that all children have a right to attend the School and learn in a safe environment. Children should be free from harm by adults in the school and other pupils. We recognise that some pupils will sometimes negatively affect the learning and wellbeing of others and their behaviour will generally be dealt with under the school’s Behaviour Policy and procedures. It is not enough to respond to incidents as they arise and we strive to create an environment that actively discourages abuse and challenges the attitudes which underlie it.

All staff are made aware that safeguarding issues can manifest themselves via child on child abuse and will be trained in the procedures to follow if there are incidents of sexual violence or sexual harassment between pupils. This is most likely to include, but not limited to:

- bullying (including cyber bullying, prejudiced-based and discriminatory bullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include and online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence, such as rape, assault by penetration and sexual assault (this may include and online element which facilitates, threatens and/or encourages physical abuse);

¹ Where the school determines that low-level concerns should be shared initially with the DSL, then the DSL must inform the Head teacher of the concern in a timely fashion according to the nature of each particular low-level concern

We recognise that children can abuse other children, and it can happen both inside and outside of school and online. There are different forms of child abuse, but we recognise that abuse is abuse and will never be tolerated or passed off as "banter", "just having a laugh", "boys being boys" or "part of growing up", which essentially downplays certain behaviours and can lead to a culture of unacceptable behaviours, an unsafe environment for children and possibly a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. Staff understand the importance of challenging inappropriate behaviours between children that are abusive in nature. We will not dismiss abusive behaviour between children as 'normal' and our thresholds for investigating claims and concerns/allegations are the same as for any other child. We will not dismiss abusive behaviour between children that are abusive in nature. We will not dismiss abusive behaviour between children as 'normal' and our thresholds for investigating claims and concerns/allegations are the same as for any other child.

10.1 Safeguarding concerns/allegations

- the wishes of the victim;
- the nature of the incident – might a crime have been committed?
- the ages of the children involved;
- any power imbalance between the children for example, if one child is much older;
- whether it was a one-off incident or a pattern of behaviour by the alleged perpetrator.

Decisions about what to do should a case of peer on peer abuse become evident will be made on a case-by-case basis, taking into consideration:

We have a zero tolerance approach to sexual violence and sexual harassment. It is never acceptable and will not be tolerated. All staff have been made aware that even if there are no reports in our school, it does not mean it is not happening – it may be the case that it is just not being reported. It is essential that all victims are reassured and that they are being taken seriously and that they will be supported and kept safe. If staff have any concerns regarding any form of child abuse, they must speak to the DSL (or deputy). All concerns, discussions, decisions and reasons for decisions relating to child on child abuse and/or sexual violence and sexual harassment between children will be recorded (written or electronic).

We recognise that children can abuse other children, and that it can happen both inside and outside of school and online. There are different forms of child abuse, but we recognise that abuse is abuse and will never be tolerated or passed off as "banter", "just having a laugh", "boys being boys" or "part of growing up". Failure to do so can lead to a culture of unacceptable behaviour, and unsafe environment and in worst case scenarios a culture that normalises abuse, leading to children accepting it as normal and not coming forward to report it. Staff understand the importance of challenging inappropriate behaviours between children that are abusive in nature. We will not dismiss abusive behaviour between children as 'normal' and our thresholds for investigating claims and concerns/allegations are the same as for any other child. We will not dismiss abusive behaviour between children that are abusive in nature. We will not dismiss abusive behaviour between children as 'normal' and our thresholds for investigating claims and concerns/allegations are the same as for any other child.

Children Safe in Education.

As well as complying with Keeping Children Safe in Education Part five: Child on child sexual violence and sexual harassment, the school has a separate Policy and procedures on child on child abuse which include sexual violence and sexual harassment between children to which reference will be made when dealing with any form of child on child abuse. Additional information on this issue is also available in Annex B of Keeping Children Safe in Education.

- sexual physical harassment such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras, lifting up skirts,
- sexual comments, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- upskirting;
- consensual and non-consensual sharing of nude or semi-nude images and/or videos;
- 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).

On occasion, some pupils may present a safeguarding risk to other pupils. The school may well be informed by the relevant agency (either Police or Social Care) that the young person raises safeguarding concerns. These pupils will need an Individual Behaviour (or risk) Management Plan to ensure that other pupils are kept safe and they themselves are not laid open to malicious allegations.

Pupils are encouraged to report child on child abuse and sexual violence and sexual harassment, and the issue is discussed as part of RSH curriculum to the extent that all children are made aware of what behaviour is unacceptable and to enable all children to have the confidence to report issues which may be worrying or concerning to them and to whom those reports should be made.

It is essential that all victims are reassured that they are being taken seriously (regardless of how long it has taken them to come forward) 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 any form of abuse and/or neglect. Nor should a victim ever be made to feel ashamed for making a report. We will explain to children in a way that avoids alarming or distressing them that the law is in place to protect children and young people rather than criminalise them.

A flowchart providing guidance on how to respond to a report of sexual violence or sexual harassment is available from the KAHub.

10.4 Possible actions in response to a concern/allegation against a pupil

We will ensure that systems are put in place, promoted, easily understood and easily accessible) for children to confidently report abuse, knowing their concerns will be treated seriously. Ultimately, any decisions or actions will be taken on a case-by-case basis, with the DSL taking a lead role and using their professional judgement, supported by other agencies. Reference may be made to the Farer & Co guidance 'Addressing child-on-child abuse: a resource for schools and colleges'.

Immediate consideration will be given as to how best to support and protect the victim and the alleged perpetrator(s) and any other children involved/impacted including siblings.

Consideration will also be given to the wishes of the victim in terms of how they want to proceed. This is especially important in the context of sexual violence and sexual harassment. Victims will be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support that they will be offered. This will, however, be balanced with the school's duty and responsibilities to protect other children.

We will do all we reasonably can to protect the anonymity of any children involved in any report of sexual violence or sexual harassment, carefully considering, based on the nature of the report, which staff should know about the report and any support that will be put in place for the children involved. We will also consider the potential impact of social media in facilitating the spreading of rumours and exposing victims' identities.

- Staff who observe or suspect any form of child on child abuse (including sexual violence or sexual harassment) must inform the DSL as soon as possible so that further investigations can take place. It is important to understand that children may not find it easy to tell staff about their abuse verbally and that additional barriers such as the child's vulnerability, disability, sex, ethnicity and/or sexual orientation may be a factor.

- Staff, and this could be anyone in the school who the child trusts, must not promise confidentiality at the initial stage as it is very likely a concern will have to be shared with the DSL to discuss next steps. Information must only be shared with those people who are necessary in order to progress the report and the child should be informed what the next steps will be and who the report will be passed to.
- When an allegation is made by a pupil against another pupil, members of staff should consider whether the complaint raises a child protection concern. If there is a child protection concern the DSL must be informed as soon as possible.

- Reports that include an online element will be carefully managed in line with the DfE advice for schools on searching screening and confiscation. Staff will not view or forward illegal images of a child but will discuss with the DSL whether it may be more appropriate to confiscate any devices to preserve any evidence and hand them to the Police for inspection.

If a report is determined to be unsubstantiated, unfounded, false or malicious, the DSL should consider whether the child and/or the person who has made the allegation is in need of help or may have been

10.6 Unsubstantiated, unfounded, false or malicious reports

by other agencies will be required.

Risk assessments must be recorded (paper or electronic) and kept under review. At all times, the school should be actively considering the risks posed to all their pupils and put adequate measures in place to protect them and keep them safe. In relation to sexual violence, it is likely that professional risk assessments

- the time and location of the incident, and any action required to make the location safer.
- that are appropriate to protect them from the alleged perpetrator(s), or from future harms; and,
- all the other children, (and, if appropriate, adult students and staff) at the school, especially any actions the alleged perpetrator(s);
- whether there may have been other victims;
- the victim, especially their protection and support;

should consider:

When there has been a report of sexual violence, the DSL (or a deputy) should make an immediate risk and needs assessment. Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis. The risk and needs assessment for a report of sexual violence

10.5 Risk assessment

- The plan should be monitored, and a date set for a follow-up evaluation with everyone concerned.
- prepared along with a preventative, supervision plan.
- in situations where the school considers a child protection risk is present, a risk assessment should be investigation should take place into the matter using the school's usual disciplinary procedures.
- Where neither the Safeguarding Hub nor the Police accept the complaint, a thorough school involved/affected will be assessed and, where necessary appropriate plans and strategies put in place.
- Both the immediate and future needs of the victim, the alleged perpetrator and any other children victim will be considered.
- reasonable and fair. In any action we take, the nature of the conviction or caution and wishes of the permanent exclusion. If the perpetrator is to be excluded, the decision to do so will be lawful, additional sanctions in light of our Behaviour Policy and procedures including consideration of
- Where a criminal investigation into sexual assault leads to a conviction or caution, we will consider any movement
- and Permanent Exclusion from maintained schools, academies and PRUs in England, including pupil school's Behaviour Policy and procedures which take account of the DfE statutory guidance 'Suspension
- It may be appropriate to exclude the pupil being complained about for a period of time according to the perceived to be a judgement on the guilt of the alleged perpetrator.
- classes that they share with the victim. This is in the best interests of both children and should not be school. While the facts are being investigated, the alleged perpetrator should be removed from any reasonable distance apart while on school premises and, where relevant, on transport to and from
- The school will consider how best to keep victims and alleged perpetrators of sexual violence a guidance.
- the pupil being complained about and the alleged victim). See 'When to call the Police' for further perpetrator(s), the Police must be contacted at the earliest opportunity and parents informed (of both penetration, sexual assault, sexual violence or sexual harassment) (regardless of the age of the alleged
- If the concern/allegation indicates a potential criminal offence has taken place e.g. rape, assault by keep a copy in the files of both/all pupils.
- The DSL will make a written or electronic record of the concern, the discussion and any outcome and involved where appropriate.
- will follow through the outcomes of the discussion and make a referral of either one or all of the pupils that Safeguarding Hub is already aware of child protection concerns around this young person. The DSL
- The DSL should contact the LA Safeguarding Hub (see details above) to discuss the case. It is possible stage should be made to investigate the circumstances.
- A factual written or electronic record will be made of the concern/allegation, but no attempt at this

- Voice concerns, suspicions or uneasiness as soon as possible. The earlier a concern is expressed the easier and sooner action can be taken.
- Try to pinpoint exactly what practice is causing concern and why.
- Approach the Head teacher.
- If the concern is related to the Head teacher, the Chair of Governors should be contacted or, if it is felt that the issue needs to be reported to someone outside the school, contact the LA Safeguarding Hub.
- Staff should ensure they get a satisfactory response - don't let matters rest. If a staff member feels their genuine concerns are not being addressed, the issue should be referred to the LA Safeguarding Hub.

How to raise a concern:

- Fear of starting a chain of events which spirals out of control.
- Fear of disrupting the work or project.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

What stops people from whistleblowing?

- Everyone has a responsibility for raising concerns about unacceptable practice or behaviour.
- To prevent the problem worsening or widening.
- To protect or reduce risks to others.
- To prevent becoming implicated yourself.

Reasons for whistleblowing:

DON'T THINK WHAT IF I'M WRONG - THINK WHAT IF I'M RIGHT!

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

Adults working in the school may be the first to recognise that something is wrong but may not feel able to express their concerns out of a feeling that this would be disloyal to colleagues or for fear of harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Staff must remember that it is often the most vulnerable child who is targeted. These children need adults they can trust to safeguard their welfare.

11. Whistleblowing

10.7 Working with parents and carers

The school will, in most instances, engage with both the victim's and the alleged perpetrator's parents when there has been a report of sexual violence (this might not be necessary or proportionate in the case of sexual harassment and should be considered on a case-by-case basis). The exception to this rule is if there is a reason to believe informing a parent or carer will put a child at additional risk. We will carefully consider what information we provide to the respective parents about the other child involved and when they do so. In some cases, the LA Children's Social Care and/or the Police will have a very clear view and as such we will take advice from the relevant agencies to ensure a consistent approach is taken to information sharing. Wherever necessary, we will meet with both the victim's and the alleged perpetrator's parents to discuss any support required and any arrangements put in place that impact either party. Other agencies may be asked to attend but this will be determined on a case-by-case basis.

If a report is shown to be deliberately invented or malicious, the school or college, should consider whether any disciplinary action is appropriate against the individual who made it as per their own behaviour policy.

children's social care may be appropriate.

abused by someone else and this is a cry for help. In such circumstances, a referral to local authority

We have, and implement, a Policy and procedures on Supporting Pupils with Medical Conditions. This includes systems for obtaining information about a child's medical needs and for keeping this information up-to-date. Training is provided for staff where the administration of medicine requires medical or technical knowledge. Medicines will not usually be administered unless they have been prescribed for a child by a GP, dentist, nurse or pharmacist (medicines containing aspirin will only be given if prescribed by a GP). Medicine (both prescription and non-prescription) will only be administered to a child where written permission for that particular medicine has been obtained from the child's parent. We keep a written record each time a medicine is administered to a child, and, in the case of emergency pain-relief, where prior consent has been obtained, inform the child's parents on the same day, or as soon as reasonably practicable.

12.2 Supporting Pupils with Medical Conditions

Persons working with children must not be under the influence of alcohol or any other substance which may affect their ability to care for them. Medical advice will be sought if there are likely to be side effects which will impair the individual's ability to work safely with children. Staff medicine on the premises will be securely stored, and kept out of reach of children, at all times.

12.1 Staff Taking Medicines/Other Substances

12. Medicines

The school has Whistleblowing procedures, a copy of which can be found in the school office.

"Absolutely without fail - challenge poor practice or performance. If you ignore or collude with poor practice it makes it harder to sound the alarm when things go wrong" (reproduced with acknowledgement to "Sounding the Alarm" – Barnardos).

It is recognised that whistleblowing can be difficult and stressful. Advice and support is available from senior managers, HR provider and/or your professional or trade union.

Further advice and support:

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

Self-reporting:

- There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.
- The employer has a responsibility to protect individual members of staff from harassment or victimisation.
- No action will be taken against an individual if the concern proves to be unsubstantiated, unfounded or false and was raised in good faith.
- Malicious allegations may be considered as a disciplinary offence. The LADO and case manager should consider whether the child and/or the person who made the allegation is in need of help or may have been abused by someone else.
- The individual reporting the concerns will be given information on the nature and progress of any enquires.
- The employer has a responsibility to protect individual members of staff from harassment or victimisation.
- No action will be taken against an individual if the concern proves to be unsubstantiated, unfounded or false and was raised in good faith.
- Malicious allegations may be considered as a disciplinary offence. The LADO and case manager should consider whether the child and/or the person who made the allegation is in need of help or may have been abused by someone else.

What happens next?

- Ideally, concerns should be put in writing, outlining the background and history, giving names, dates and places wherever possible.
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

13. Alternative Provision

Where the school places a pupil with an alternative provision provider, we continue to be responsible for the safeguarding of that pupil and will seek to ensure that the provider meets the needs of the pupil. We will obtain written confirmation from the alternative provider that appropriate safeguarding checks have been carried out on individuals working at the establishment i.e. those checks that the school would otherwise perform in respect of its own staff.

14. Working with other Agencies

The School recognises and is committed to its responsibility to work with other professionals and agencies both to ensure children's needs are met and to protect them from harm. We will endeavour to identify those children and families who may benefit from the intervention and support of external professionals and will seek to enable referrals (in discussion with parents) as appropriate. Information on the Early Help Assessment process is available via the Cumbria SCP website.

Schools are not the investigating agency when there are child protection concerns and thus, the school will pass all relevant cases to the statutory agencies, which we will support in undertaking their roles. Staff should understand that alongside this, the school may have a crucial role in supporting the child whilst investigations and assessments take place.

The School recognises the importance of multi-agency working and will ensure that staff are enabled to attend relevant safeguarding meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings and Early Help/Team around the Family or Team around the Child meetings.

We will also work with local partners, families and communities in our efforts to ensure our school understands and embraces our local context and values in challenging extremist views and to assist in the broadening of our pupils' experiences and horizons. We will help support pupils who may be vulnerable to such influences as part of our wider safeguarding responsibilities offering support and assistance from external agencies where required.

The School Leadership Team and DSL will work to establish strong and co-operative relationships with relevant professionals in other agencies.

15. Partnership with Parents

The school shares a purpose with parents to educate, keep children safe from harm and to have their welfare promoted. We are committed to working with parents positively, openly and honestly.

We ensure that all parents are treated with empathy, respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have consent or it is necessary to do so to protect a child.

While collaborative relationships between the school and parents are important, the wishes and feelings of the child and what is in their best interest remain central to decision-making. The school will, in most circumstances, endeavour to discuss all concerns about their children with parents. There may, however, be exceptional circumstances when the school will discuss concerns with the LA Children's Social Care and/or the Police without parental knowledge. The school will, of course, always aim to maintain a positive relationship with all parents and will take account of the families' background, ethnicity, religion, financial situation, ability, education, sex, ages and sexual orientation, and potential barriers these create in seeking and accessing help and support. As well as being available to view on the school website, this Child Protection Policy and procedures is available on request.

Where appropriate, material provided to children, parents and families will be made accessible and translated into their first language if necessary.

The school and other practitioners will empower parents to participate in decision-making to help, support and protect children by:

All staff are made aware that they cannot keep 'secrets' and absolute confidentiality with children, and that if a child reports abuse or gives information that suggests they may be at risk, this MUST be passed on to the DSL as soon as possible. The child should be told who their report will be shared with and what will happen

anonymity of the child whilst initial consultation takes place. appropriate for the detail to be discussed, although the staff member may choose to maintain the purposes of keeping a child safe (specifically with the Children's Services Safeguarding Team), it is If a member of staff needs to seek advice about a safeguarding situation for a child independently for the would place a child at risk.

Under the DPA 2018 and the UK GDPR, schools are permitted to withhold pupils' personal data where, for example, a child is in a refuge or other form of emergency accommodation and to provide the information technical safeguards will be in place and we will fully record the rationale for any decisions made.

professionals must maintain focus on the child. As with all data sharing, appropriate organisational and information is made; when there is disparity between parents' views and those of their children, permission to share information staff must consider if a child is at risk of harm, before a decision to not share practitioner gains consent; and, if to gain consent would place a child at risk. When parents do not give safeguarding of a child but it is not possible to gain consent; it cannot be reasonably expected that a

without consent where there is good reason to do so, and where the sharing of information will enhance the schools, LA Children's Social Care and other agencies is essential. It would be legitimate to share information personal will be treated as 'special category personal data'. Legal and secure information sharing between withholding, or information for the purposes of keeping children safe. Information which is sensitive and information we hold safe and secure. Neither the DPA nor UK GDPR prevent, or limit, the sharing, or on organisations and individuals to process personal information fairly and lawfully and to keep the

We are aware that among other obligations, the Data Protection Act (DPA) and the UK GDPR places duties authority into another, due to the risk that knowledge pertinent to keeping a child safe could be lost. We will be particularly alert to the importance of sharing information when a child moves from one local

child's safety or welfare, is also critical. children. Sharing information about any adults with whom that child has contact, which may impact the reviews and child safeguarding practice reviews have highlighted that missed opportunities to record, stand in the way of the need to safeguard and promote the welfare and protect the safety of children. Rapid

might be critical to keep a child or children safe. Fears about sharing information **must not** be allowed to Staff should not assume a colleague, or another professional will take action and share information that

safeguarding services for children, young people, parents and carers'. on Information Sharing can be found in the DfE document 'Data protection: a toolkit for schools (Sharing Personal Data) and the DfE non-statutory advice 'Information Sharing – Advice for Practitioners providing it is safe to do so. If in any doubt, the DSL can seek advice from the LA Safeguarding Hub. Further guidance as transparent as possible by telling families what information we are sharing and with whom, provided that whom, how and when, and whether consent needs to be gained for this process. School staff will aim to be

Safeguarding and child protection information is confidential and personal. Other than the agreed communication lines in school, it is for the DSL(s) to decide what information needs to be shared, with Safeguarding and child protection information is confidential and personal. Other than the agreed

16. Professional Confidentiality and Information Sharing

- creating a culture of "no surprises", for example, making parents and carers aware of who will attend meetings and discussions, if the child will be invited to participate and the format of the meeting or discussion;
- explaining that parents can bring a family member, a friend or supporter to meetings;
- giving parents adequate preparation at every stage, relevant information, a safe and appropriate environment for participation and suitable access arrangements;
- signposting parents to sources of help and support available locally or through the local authority;
- helping parents to understand what the issues are and how these impact on the child, what decisions could be made, what changes need to be made, why and how, timescales and possible outcomes.

In order to achieve the above, we will work closely with our IT providers to meet the needs of the school. Further guidance and information on how the school are meeting the DfE Filtering and monitoring standards

in a timely manner.

appropriately trained; follow policies, processes and procedures and act on reports and concerns in a timely manner. SLT are also responsible for ensuring that all staff understand their role; are decisions on what is blocked or allowed and why; reviewing the effectiveness of the provision and the school, particularly SLT are responsible for procuring filtering and monitoring systems, documenting monitoring and a role in ensuring that the DfE filtering and monitoring standards are being met. Others in work, including when online. The Governors have an overall strategic responsibility for filtering and We recognise that we are in a position to provide a safe environment for children and others to learn and

20.1 Managing online filtering and monitoring

school Policy on Online Safety which is available on request.

In relation to pupils and their use of mobile technology on the school site, reference should be made to the

relation to the production, sharing, distribution and publication of those images.

digital/video images to support educational aims but must follow the school Policy and procedures in publishing their own images on the internet e.g. on social networking sites. Staff are permitted to take use, sharing, publication and distribution of images. Pupils will be taught to recognise the risks attached to When using digital images, staff will inform and educate pupils about the risks associated with the taking,

Online Safety Acceptable Use Agreement.

professional expectations outlined in the school Code of Conduct for staff and other adults and the school's (email; mobile phones; texting; social network sites) and must familiarise themselves with advice and

Staff are particularly aware of the professional risks associated with the use of electronic communication

or other purposes, we will report our concerns to the appropriate agency.

posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial interaction with other users, peer pressure, commercial advertising such as online gambling and adults

Where it is suspected that a child is at risk from internet abuse e.g. being subjected to harmful online

systems will, in part, be informed by the risk assessment required by the 'Prevent Duty'.

that we have appropriate and reasonable security filters and monitoring systems in place. These filters and internet, mobile phones and social networking sites. To minimise the risks to our children we will ensure

Children and young people can be exploited and suffer bullying through their use of technology e.g. the

procedures.

commerce. Detailed information on these risk areas can be found in the school's Online Safety Policy and considerable and ever evolving but can be categorised into four areas of risk: **content; contact; conduct and**

DfE advice Teaching online safety in schools. The breadth of issues classified within online safety is (staff) to become aware and alert to the needs of keeping children safe online. Reference will be made to the

The School will ensure a comprehensive curriculum response to enable all pupils to learn about and manage the associated risks effectively and will support parents and the school community (including all members of

facilitates harm.

radicalisation; sexual predation; online hoaxes and challenges – technology often provides the platform that technology has become a significant component of many safeguarding issues. Child sexual exploitation;

The use of new technologies presents challenges and risks to children both inside and outside of school and

20. Online safety

child is endangering him/herself or others and such events will be recorded and signed by a witness. Staff and other adults in the school are aware of the School Behaviour Policy, and any physical interventions must be in line with that agreed policy and procedure in which appropriate training will be provided. Information about how to support children with SEND and mental health difficulties who are at risk of restrictive intervention can be found in 'Reducing the need for restraint and restrictive intervention'.

22.1 Childcare Act 2006/Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendments) Regulations 2018

In line with the School Staffing (England) Regulations 2009 the Governing Body will ensure that at least one person on any appointment panel has undertaken safer recruitment training and that the training is updated as necessary.

We will ensure that we have processes in place for continuous vigilance, maintaining an environment that deters and prevents abuse and challenges inappropriate behaviour so that staff feel comfortable to discuss matters both within and outside of the workplace which may have implications for the safeguarding of children. We will also ensure that staff understand the process and procedures to follow if they have a safeguarding concern about another staff member.

The Governing Body/Proprietor and School Leadership Team are responsible for ensuring that the school follows safe recruitment processes outlined within the DfE document 'Keeping Children Safe in Education', September 2020 and in the school Safer Recruitment, Selection and Pre-Employment Vetting Policy and procedures, including accurate maintenance of the Single Central Record; and an application, vetting and recruitment process safeguarding at its centre, regardless of employee or voluntary role.

The School aims to create a culture of safe recruitment and, as part of that, adopt recruitment procedures that help deter, reject or identify people who might abuse or be a risk to the safety or welfare of children. The Governing body / proprietor will act reasonably in making decisions about the suitability of prospective employees, supply staff, volunteers, contractors and external providers using the school premises for the purposes of running activities for children based on checks and evidence including: criminal record checks (DBS checks), barred list checks and, in the case of teaching staff, prohibition checks and staff suitability declaration (where relevant) together with references and interview information.

22. Safer Recruitment, Selection and Pre-employment Vetting and ongoing vigilance

The school has a Complaints Procedure available to parents, pupils and staff who wish to report concerns. This is published on the school website.

All reported complaints/concerns will be taken seriously and considered within the relevant and appropriate process. Anything that constitutes a concern or allegation against staff, supply staff, volunteers, contractors and external providers using the school premises for the purposes of running activities for children. See Section 9.

21. Complaints

The school has a cyber security and resilience strategy in place along with a cyber-response plan in order to ensure that procedures and processes are in place to, at the outset, reduce the risk of a cyber-attack on the school's IT system and to manage any adverse breaches of the schools IT system. A copy of this strategy and plan are available from the school on request.

20.2 Cyber crime

Children and young people can be exploited and suffer bullying through their use of technology e.g. the internet, mobile phones and social networking sites. To minimise the risks to our children we will ensure that, as outlined above, we have appropriate and reasonable security filters and monitoring systems in place. These filters and systems will, in part, be informed by our 'Prevent' risk assessment and a further assessment of risks, which will consider the number of and age range of the pupils, those who are potentially at greater risk of harm and how often they access the IT system along with the proportionality of costs versus safeguarding risks.

can be found in the school Online Safety Policy and Procedures, a copy of which is available on request from the school office.

28. Monitoring and Review

Safeguarding including child protection is to be a regular agenda item at full Governors meetings; Sub-Committee Meetings and staff meetings giving the Designated Safeguarding Lead the opportunity to update on staff/governor training and any other relevant issues or changes.

27. Summary

All staff will follow the procedures set out by Cumbria Safeguarding Children Partnership (SCP) – Cumbria's Multi-agency Thresholds Guidance and take account of guidance issued by the Department for Education to promote the well-being and safeguarding of our pupils. These procedures and guidance have been revised to take account of the statutory guidance "Working Together to Safeguard Children" July 2018.

The school will not accept the behaviour of any individual (parent or other) that threatens school security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the school site. Please refer to the DfE (now DfE) document 'A Legal Toolkit for Schools' [Click here to access](#) and DfE non-statutory guidance 'Advice on school security: Access to, and barring of individuals from school premises – December 2012.

We will only release children into the care of individuals who have been notified to us by the parent and will ensure that children do not leave the premises unsupervised. We will take all reasonable steps to prevent unauthorised persons entering the premises and have an agreed procedure for checking the identity of visitors. Visitors are expected to sign in and out via the office visitors log and to display a visitor badge whilst on school site. Any individual who is not known or identifiable should be challenged for clarification and reassurance.

All staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light. We operate within a whole school community ethos and welcome comments from pupils, parents and others about areas that may need improvement as well as what we are doing well.

taken to remove, minimise and manage those risks and hazards. The assessment includes consideration of adult to child ratios. We consider what additional measures are necessary when children stay overnight. Vehicles in which children are being transported, and the driver of those vehicles, are adequately insured. Refer to the school **Educational Visits Procedures** for further details.

REFERENCED STATUTORY AND NON-STATUTORY GUIDANCE

The following statutory and non-statutory guidance was referenced in formulating this Child Protection Policy and procedures:

- Charity Commission guidance: Safeguarding and protecting people for charities and trustees
- Cumbria Safeguarding Children Partnership (CSCP)
- Cumbria Multi-agency Threshold Guidance
- Cumbria SCP Core Procedures – Allegations against Staff or Volunteers
- Cumbria SCP Practice Guidance - Fabricated or Induced Illness/Perplexing Presentations
- Cumbria SCP Practice Guidance – Children who go missing from care or home
- Cumbria SCP Practice Guidance – Children who go missing throughout the school day
- Cumbria SCP Practice Guidance – Child with a Disability or Complex Health Needs
- Cumbria SCP Practice Guidance – Child Exploitation (including child sexual exploitation and child criminal exploitation
- Cumbria SCP Practice Guidance – Children from abroad, including victims of modern slavery, trafficking and exploitation
- Cumbria SCP Practice Guidance – Domestic abuse
- Cumbria SCP Practice Guidance – Working Together to Safeguard Children
- Cumbria SCP Practice Guidance – Keeping Children Safe in Education
- DFE What to do if you're worried a child is being abused – Advice for Practitioners
- DFE Maintained schools governance guide
- DFE Academy trust governance guide
- DFE Statutory Framework for group and school-based providers
- DFE Behaviour and discipline in schools: guide for governing bodies
- DFE Behaviour in schools: advice for Head teachers and school staff
- DFE Child sexual exploitation: definition and guide for practitioners
- DFE Use of reasonable force – Advice for Head teachers, staff and governing bodies
- DFE Preventing and tackling bullying - Advice for Head teachers, staff and governing bodies
- DFE The Prevent Duty: an introduction for those in education with safeguarding responsibilities
- DFE Understanding and identifying radicalisation risk in your education setting
- DFE Managing the risk of radicalisation in your education setting
- DFE Mandatory reporting of female genital mutilation: procedural information
- DFE Promoting fundamental British values as part of SMSC in schools – Advice for maintained schools
- DFE Counselling in schools: a blueprint for the future
- DFE Relationships and sex education (RSE) and health education
- DFE Teachers' Standards 2011
- DFE Teaching online safety in schools
- DFE Safeguarding and remote education
- DFE Safeguarding children who may have been trafficked: practice guidance
- DFE Mental health and behaviour in schools
- DFE The designated teacher for looked-after and previously looked-after children
- DFE Statutory guidance on children who run away or go missing from home or care
- DFE Supporting pupils with medical conditions at school
- DFE Controlling access to school premises
- DFE Disqualification under the Childcare Act 2006 - Statutory guidance for schools
- DFE Information sharing: Advice for practitioners providing safeguarding services for children, young people, parents and carers
- DFE Promoting the education of children with a social worker and children in kinship care arrangements
- Farrer and Co.: Addressing child-on-child abuse: a resource for schools and colleges
- Guidance for Safer Working Practice for those working with Children and Young People in Education Settings / Code of Conduct for Staff
- Home Office Controlling or coercive behaviour: statutory guidance framework

- Home Office Domestic Abuse Act: statutory guidance
- Home Office Advice to schools and colleges on gangs and youth violence
- Home Office Criminal exploitation of children and vulnerable adults: county lines
- Home Office Prevent duty guidance: for England and Wales
- HM Government Multi-agency statutory guidance on female genital mutilation
- Lucy Faithfull Foundation HSB Toolkit
- National Institute for Health and Care Excellence (NICE) guidelines (NG76) – Child abuse and neglect
- National Institute for Health and Care Excellence (NICE) guidelines (NG205) – Looked-after children and young people
- National Police Chiefs Council (NPCC) When to call the police – Guidance for schools and colleges promoting the health and wellbeing of looked-after children – Statutory guidance for LAS, clinical commissioning groups and NHS England
- National Institute for Health and Care Excellence (NICE) guidelines (NG225) - Self-harm: assessment, management and preventing recurrence
- NSPCC Safeguarding children with SEND
- NSPCC Safeguarding d/deaf and disabled children and young people
- Ofsted's inspecting safeguarding in schools
- UKHSA/DFE Promoting children and young people's emotional health and wellbeing: A whole school and college approach
- UK Council for Internet Safety (UKCIS) Online safety in schools and colleges: Questions from the governing board
- UK Council for Internet Safety (UKCIS) - Sharing nudes and semi-nudes - Advice for education settings working with children and young people (including responding to an incident)