



## 7a - Safeguarding (Child Protection) Policy –2020/21

This Policy applies to the whole school including the Early Years Foundation Stage (EYFS). The School has a legal duty to report any concerns if it is thought that a child's welfare may be at risk.

Position	Name	Contact details
School out of hours emergency contact	Member of SLT on Senior Duty	020 8997 2022 option 5
Headteacher	Mrs S Raffray	020 8991 7518 Head@sapriory.com
Chair of Governors	Mr P D'Arcy	pdarcy@sapriory.com
Designated Safeguarding Lead	Mrs M George (Deputy Head Pastoral - Seniors)	0208 991 7505 mgeorge@sapriory.com
Deputy Designated Safeguarding Lead	Mrs K Mackay (Deputy Head Pastoral - Juniors)	020 8991 7537 kmackay@sapriory.com
Deputy Designated Safeguarding Lead / <b>EYFS</b>	Miss E Keane (Deputy Head Academic - Juniors)	0208 991 7526 lkeane@sapriory.com
Designated Safeguarding Governor (responsible for Looked After Children)	Mr James Davies	020 8991 7514 (Bursar) <a href="mailto:jdavies@sapriory.com">jdavies@sapriory.com</a>
DO - Designated Officer (Formerly LADO) Safeguarding, review and quality assurance manager, allegations against staff and volunteers, child protection conferences, MARAC, MAPPA and FGM	Paul Andrews	<a href="mailto:asv@ealing.gov.uk">asv@ealing.gov.uk</a> <a href="mailto:child.protection@ealing.cjism.net">child.protection@ealing.cjism.net</a> 020 8825 8930
Police child protection team		020 8246 1901
Child protection advisers		Child protection duty desk 020 8825 8930
Prevent Safeguarding Manager – all issues related to CHANNEL case management	Paul Smith	020 8825 7590 smithpa@ealing.gov.uk
Prevent co-ordinator	Nazia Matin	<a href="mailto:matinn@ealing.gov.uk">matinn@ealing.gov.uk</a> Tel: 020 8825 8895
Child Protection Administration (to contact CPA for advice)		Child protection duty desk Tel: 020 8825 8930
Child sexual exploitation (CSE) and missing coordinator	Christina Evers	Tel: 020 8825 5951 <a href="mailto:EversC@ealing.gov.uk">EversC@ealing.gov.uk</a>
Ealing Council children's services		Tel: 020 8825 8000 (ECIRS)
Child Abuse Investigation Team (CAIT)		Tel: 020 8246 1901
DfE dedicated telephone helpline for staff and governors		020 7340 7264 <a href="mailto:counter-extremism@education.gsi.gov.uk">counter-extremism@education.gsi.gov.uk</a>
Police Child Protection Team		0208 246 1901 FGM mandatory reporting call 101
Other useful contact details can be found in Appendix 1.		

<b>Approved by:</b>	Board of Governors
<b>Last reviewed on:</b>	06/11/2020
<b>Reviewed and updated by Head, DSL and DSLs</b>	15/06/2021
<b>Next review due by:</b>	September 2021

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## Abbreviations and School Specific Terms

CME	Children Missing Education
DBS	Disclosure and Barring Service (DBS)
DDSL	Deputy Designated Safeguarding Lead
DfE	Department for Education (previously DCSF)
DSL	Designated Safeguarding Lead
ESCP	Ealing Safeguarding Children Partnership
EYFS	Early Years Foundation Stage
LADO	Local Authority Designated Officer
LSCP	London Safeguarding Children Partnership
PSHEE	Personal, Social and Health and Economic Education
PSED	Personal, Social and Emotional Development
SEND	Special Educational Needs and Disability
TRA	Teacher Regulation Agency
Priory 6	Sixth Formers

# St Augustine's Priory Safeguarding Policy

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## Mission Statement

We are an all-through, inclusive Catholic girls' school, with boys in the nursery, committed to preparing girls for life long effectiveness and success. As part of their journey, girls will learn of intellectual risk taking and emotional strength, reflection and self-knowledge, persuasiveness and team building as well as a cultural curiosity for an enriched enjoyment of life.

In our stunning 13 acres of grounds, girls have a physical freedom unique in central London. We aim to instil in them the emotional freedom to grow intellectually and spiritually and to understand the truth about themselves, others and our complex world. We will give them the courage to be ambitious and compassionate and we will provide a secure, happy and nurturing community in which to explore all of the above.

To this end, we seek, develop and retain the best teachers who value well-being and the individual progress of each girl as much as they are relentless in their pursuit of academic excellence. Their goal is life-long success for each girl and they set the pace of energy and dynamism within which the girls flourish.

## Statement on Safeguarding

**Safeguarding is the multi-disciplinary work we do to minimise and manage risk to children and young people who may be vulnerable. It employs a framework which brings together all aspects of an investigation into an allegation of abuse against the vulnerable.**

## Aims

The school's policy aims to ensure that:

- Pupil Voice and participation in our processes is paramount
- Appropriate action is taken in a timely manner to safeguard and promote children's welfare ensuring that best practice in inclusion, equity and diversity is at the heart of all we do
- All staff are aware of their statutory responsibilities with respect to safeguarding
- Staff are properly trained in recognising and reporting safeguarding issues

## Legislation and statutory guidance

This policy has regard to the Department for Education's statutory guidance [Keeping Children Safe in Education \(2020\)](#) (KCSIE) and [Working Together to Safeguard Children \(2018\)](#) (WT) and [Prevent Duty Guidance 2015 \(Prevent\)](#) and the [Governance Handbook](#). We comply with this guidance and the arrangements agreed and published by our 3 local safeguarding partners. With guidance constantly changing due to coronavirus (COVID-19), the school will respond to all DfE guidance as circulated.

This policy also has regard to the following:

- Non-statutory interim supplements to KCSIE: Coronavirus (COVID-19): safeguarding in schools, colleges, and other providers (2020 subject to DfE updates) and Safeguarding and remote education during coronavirus (COVID-19)
- Part 3 of the schedule to the [Education \(Independent School Standards\) Regulations 2014](#), which places a duty on academies and independent schools to safeguard and promote the welfare of pupils at the school
- [Statutory guidance on the Prevent duty](#), (July 2015) which explains schools' duties under the Counterterrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism and the use of social media for on-line radicalisation. Prevent is supplemented by non-statutory advice and a briefing note.
- This policy also meets requirements relating to safeguarding and welfare in the [statutory framework for the Early Years Foundation Stage](#).

## The School's Commitment to Safeguarding:

- a) All children have a fundamental right to be protected from harm; the interests of the child are paramount, and the school is committed to acting in the best interests of the child.
- b) The Governors, Headteacher and Staff of St Augustine's Priory fully recognise their responsibilities to safeguard all children including those in the EYFS. We recognise that all staff and volunteers have a full and active part to play in protecting our pupils from harm. We recognise the particular expertise and overview shared by the Designated Safeguarding Leads across the school.
- c) All staff are committed to ensuring that our school should provide a caring, positive, safe and stimulating environment, which promotes the social, physical, emotional and moral development of the individual child.
- d) Adherence to this policy is mandatory for all staff and volunteers of St Augustine's Priory including when working with pupils off site.
- e) The school recognises that the responsibility of making decisions about referrals lies with the school's Designated Safeguarding Lead (DSL), but staff are aware that they can make direct referrals if deemed necessary. We will always refer to local guidance on thresholds and make clear the route for obtaining informal advice on borderline cases from local agencies. We work in accordance with the guidance which notes the importance of children receiving the right help at the right time to address risks and prevent issues escalating, the importance of acting on and referring the early signs of abuse and neglect, keeping clear records, listening to views of the child, reassessing concerns when situations do not improve, sharing information quickly and challenging inaction.
- f) Our policy requires that any deficiency or weakness in safeguarding arrangements is remedied without delay.
- g) The importance of Safeguarding to the school is reflected in the number of trained DSLs at St Augustine's Priory.
- h) In the case where a DSL is absent, a DDSL will cover and fulfil DSL duties. All staff will be notified by email when this is the case, making it clear who is covering and for how long.
- i) In the case where a number of staff and pupils are off school simultaneously due to the COVID-19 pandemic, all staff will be emailed daily to let them know who the DSL will be for the day.
- j) Where vulnerable children are not in school during the COVID-19 pandemic, a designated member of staff (form teacher, Head of Year, Deputy Head, DSL/DDSL) will be in regular communication with the pupil and their family. For more information, see the Annex to this policy – Safeguarding during COVID-19.

## Definitions

A child is defined as anyone who has not yet reached their 18<sup>th</sup> birthday.

**Safeguarding and promoting the welfare of children** means:

- Protecting children from maltreatment
- 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
- Taking action to enable all children to have the best outcomes

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

## Vulnerable Children, including those with SEND, and Types of Abuse

Some children are more vulnerable than others, including those who are **SEND, EAL, asylum seekers, young carers, have mental health needs** (or living with mental health needs in the family), **looked after or previously looked after children** and **those living in difficult situations such as domestic violence**.

**Abuse** is a form of maltreatment of a child and may involve inflicting harm or failing to act to prevent harm. See page 13 for detailed definitions of the different types of abuse.

**Neglect** is a form of abuse and is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. See page 14 for detailed definitions of the different types of abuse.

**Peer on peer abuse** is a form of abuse where physical, sexual, emotional and financial coercive control is exercised between children, and within children's relationships (both intimate and non-intimate), friendships and wider peer associations. See page 27 for detailed information on peer on peer abuse.

**Sexting** (also known as youth produced sexual imagery) is the sharing of sexual imagery (photos or videos) by children.

The following 3 **safeguarding partners** are identified in Keeping Children Safe in Education (and defined in the Children Act 2004, as amended by chapter 2 of the Children and Social Work Act 2017). They will make arrangements to work together to safeguard and promote the welfare of local children, including identifying and responding to their needs:

- The local authority (LA)
- A clinical commissioning group for an area within the LA
- The chief officer of police for a police area in the LA area

## Equality statement

St Augustine's Priory is committed promoting a respectful environment which has full regard to those with protected characteristics to equal treatment for all pupils regardless of an individual's race, ethnicity, sexual orientation, religion and social background including those with special educational needs and all disabilities. We aim to create a friendly, respectful, caring and protective environment in which every individual is valued. We endeavour to contribute positively towards the growing autonomy, self-esteem and safety of our pupils. Our RADIO toolkit is one of the key ways in which we promote active participation in inclusion, diversity and equity. We constantly advance ways of enhancing Pupil Voice.

Some children have an increased risk of abuse, and additional barriers can exist for some children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise children's diverse circumstances. We ensure that all children have the same protection, regardless of any barriers they may face.

We give special consideration to children who:

- Have special educational needs (SEN) or disabilities
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence
- Are at risk of FGM, sexual exploitation, forced marriage, or radicalisation
- Are asylum seekers
- Are at risk due to either their own or a family member's mental health needs
- Are looked after or previously looked after

## St Augustine's Priory aims to:

- a) regularly train and raise the awareness of both teaching and non-teaching staff and volunteers of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse and to make sure that ours is an environment where staff feel able to raise concerns and feel supported in their safeguarding role. Regular formal training for staff is supplemented with informal updates, for example, staff meetings
- b) ensure that pupils and parents are aware that St Augustine's Priory takes child safeguarding seriously and will follow the appropriate procedures for identifying and reporting abuse and for dealing with allegations of abuse against staff and volunteers
- c) develop and promote effective working relationships with other agencies, including the Police and Ealing Social Care Partnership so that pupils' individual needs are met if they are in need of additional support
- d) support the child's development in ways which will foster security, confidence and independence
- e) establish a safe environment in which children can learn and develop, feel secure and know they are listened to
- f) ensure that children know that there are adults within the school they can approach if they are worried or in difficulty
- g) equip pupils through the curriculum, in particular PSHEE, and PSED in the EYFS, with the knowledge and skills to stay safe from abuse and to know to whom to turn for help
- h) teach pupils about how to stay safe, based on a wide view of what may happen to pupils, not only in schools but beyond, including keeping safe-online (for further details see our separate 'e-safety' & PSHEE/RSE policies)
- i) provide a systematic means of monitoring children known or thought to be at risk of harm (e.g. vulnerable pupils lists)
- j) develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected cases of abuse
- k) emphasise the need for good levels of communication between all members of the School community
- l) promote an awareness that child abuse transcends class, ethnicity and culture
- m) practise safer recruitment in checking the suitability of staff and volunteers to work with children
- n) ensure that the school community follows the guidance set out in the publication "What to do if you're worried A Child is Being Abused" (see Appendix 1 – Key References and Useful Websites)
- o) ensure that any deficiencies or weaknesses in safeguarding arrangements are remedied without delay
- p) educate pupils to be aware of the risks of grooming and radicalisation and exploitation from social media and the internet, as well as use of portable technology (e.g. mobile phones and sexting)
- q) engage fully with the school and the Government's Prevent strategy

## Procedures:

St Augustine's Priory, through the Governing Body and Head teacher will ensure that:

- a) The school's Safeguarding Policy is in compliance with Keeping Children Safe in Education (2020) (KCSIE) Section 2:22, (see Appendix 1 – Key References and Useful Websites) so that it will be in line with the London Child Protection Procedures under the auspices of the Strategic Partnership from 29th September 2019, the London Safeguarding Children's Partnership (LSCP) and Ealing Safeguarding Children Partnership (ESCP).
- b) We have a Designated Safeguarding Lead (DSL) who has the status and authority to carry out the duties of the post. The DSL undertakes all required training and regularly (a minimum of one day every two years) attends training in Safeguarding, Child Protection and Inter-Agency working. DSL refresher training took place in September 2020 and will be due again in September 2022. The two-



yearly training is supplemented with informal updates, for example, e-bulletins. All Designated Safeguarding Leads at St. Augustine's Priory are members of the Senior Leadership team.

- c) We have a Deputy Designated Safeguarding Lead (DDSL) for EYFS who has undertaken all required training (date of last Designated Person interagency Training October 2019) and who has the status and authority to carry out the duties of the post.
- d) We have a Deputy Designated Safeguarding Leads for Juniors who have undertaken all required training (date of last Designated Person Training June 2020) and who has the status and authority to carry out the duties of the post.
- e) Each DSL/DDSL can deputise for the other(s) in their absence
- f) The DSL (and in her absence the DDSLs) will liaise with local statutory children's agencies as appropriate and will also be designated responsible for Looked After Children, in conjunction with the Safeguarding Governor. The DSL, DDSLs and Headteacher will co-operate as required with their enquiries including attendance at case conferences.
- g) All members of staff, volunteers, and staff from external & supply agencies, all pupils and parents are aware of the identity of the DSL and DDSLs, responsible for child protection matters.
- h) We have a designated member of the Governing Body with responsibility for Safeguarding matters who has undertaken all required safeguarding training, local authority safeguarding training for governors and at that least one member of the Governing Body has undertaken 'Safer Recruitment in Education' training.
- i) All staff must be provided with induction training that includes: the school's Safeguarding/Child Protection policy including Prevent training; Staff Code of Conduct; Whistleblowing policy and Acceptable Use of Technologies policy; the Pupil Behaviour policy; Children Missing in Education Policy, KCSIE Part 1 and Annex A. These will be distributed electronically.
- j) All staff, including temporary, part-time, and volunteer staff, will receive training in Safeguarding and Child Protection as part of whole staff INSET, as well as specific training for new staff as part of their induction. All staff will receive training in making a referral and school procedures for this. Safeguarding training is repeated annually. All members of staff develop their understanding of, and are alert to, the signs and indicators of abuse.
- k) All members of staff know how to respond to a pupil who discloses abuse.
- l) A record is kept with the DSL of all Safeguarding, Child Protection and Inter-Agency training carried out in and on behalf of the school.
- m) All staff, including temporary staff, part-time volunteers and contractors are aware of their responsibilities and of their duty to report any concerns to a DSL (see below).
- n) Training is also required for the host families of pupils who are privately fostered. Where a pupil is hosted in a private fostering arrangement, a home visit will be undertaken by the school. The Local Authority will be informed.
- o) For Looked After Children (LAC), a designated member of staff will have responsibility for their welfare and progress and have up-to-date assessment information from the relevant local authority, the most recent care plan and contact arrangements with parents, and delegated authority to carers.
- p) All parents/carers and voluntary staff are made aware of the responsibilities of staff members with regard to safeguarding/child protection procedures and of their duty to refer any concerns to the DSL/DDSL.
- q) The DSL will keep written records of all safeguarding concerns about children. Where such records are made a note will be made on the pupil's main file. The DSL and Headteacher will ensure all Safeguarding records are kept securely, separate from the main pupil file and in a locked location.
- r) If an allegation is made against a member of staff, supply staff or a volunteer the Headteacher will make an immediate referral, no later than one working day, to the Local Authority Designated Officer (LADO). If an allegation is made against the Headteacher then the Chair of Governors will make an immediate referral to the Local Authority Designated Officer (LADO).
- s) Safer recruitment practices are followed at all times. (See Safer Recruitment section of this Policy). In the EYFS we ensure that we adhere to the guidance for 'Suitable people'.

- t) Written confirmation is sought from external agencies that all their staff have been appropriately checked with the Disclosure and Barring Service (DBS) and also that all checks have been carried out on their staff's identity, medical and physical fitness to work with children, references, right to work in the UK and their suitability to work with children. If the person is a teacher, a prohibition check will be completed. Where appropriate, an overseas check will be undertaken. As an all-through school, all staff have been requested to complete an annual Disqualification by Association self-referral. The School will undertake to confirm the identity of all agency workers and will seek independent confirmation of satisfactory DBS clearance.
- u) In the cases where the school's pupils are supervised away from school by the staff of another organisation, assurance is sought that appropriate child protection checks have been carried out
- v) Staff, parents, visitors, and older pupils will only use their personal mobile phone during non-contact time in non-pupil areas of the school, including the EYFS (see Use of Mobile, Cameras and other Digital Devices policy for EYFS Appendix 7). Sixth formers are allowed to use their personal mobile phones only in the Priory 6 Common room Staff will only use the school's electronic equipment when photographing or videoing pupils. School cameras, videos or memory cards will not be removed from the school premises (unless being used on a school outing). Staff will ensure that all images of pupils are stored securely, and pupils' images are only used when parental permission has been given to do so either via the school's Terms and Conditions or via a separate consent form for EYFS. This will also apply to remote learning (see Safeguarding during Remote Teaching and Learning policy for more guidance).
- w) We will follow the General Data Protection Regulation and Data Protection Act 2018 when taking and storing photos and recordings for use in the school.
- x) All staff will be given a copy of the Safeguarding Children policy 7a and will be required to sign a record confirming that they have received and read the policy. Copies of these records are held in individual personnel files.
- y) Two emergency contact numbers are kept for each pupil.

## Responsibilities

### The Governing Body

- a) The Governing Body will nominate a Safeguarding Governor to undertake the tasks specified below. The Governing Body will approve the Terms of Reference for the Safeguarding Committee. The Governing Body will receive a report from the Safeguarding Committee at each of its meetings. The Governing Body will undertake an annual review of the Safeguarding policy and the annual Safeguarding report.
- b) The Governing Body is aware that among other obligations, the Data Protection Act 2018 and the GDPR place duties on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure.
- c) The Chair of Governors will immediately liaise with the LADO regarding any accusation made against the Headteacher or any DSL (see section 12).
- d) All governors will read Keeping Children Safe in Education.

### Designated Governor

- a) The Designated Governor for Safeguarding has received Local Authority Training in Safeguarding and Child Protection for Governors, appropriate Safeguarding Training and will ensure that at least one member of the Governing Body has completed Safer Recruitment Training. The Designated Governor chairs the Safeguarding Committee and works closely with the Headteacher and the DSL and DDSLs to promote safeguarding.
- b) Together with the Headteacher, the Safeguarding Governor and DSL/DDSLs:
  - Undertake an annual review of the school's Safeguarding and Child Protection procedures and of the efficiency with which the related duties have been discharged to ensure that the school is safeguarding and promoting the welfare of pupils at St Augustine's Priory. The detail of this review

is sufficient to demonstrate both breadth and depth. The review is reported to the school's Governing Body on an annual basis.

- Prepare an annual review of the Safeguarding policy for review by the full Governing Body.
- Ensure that any deficiencies or weaknesses in Safeguarding and Child Protection arrangements are remedied without delay.
- Together with the Governing Body, approve amendments to Safeguarding and Child Protection arrangements in the light of changing regulations or recommended best practice at least annually.
- Monitor training and support given to the DSL.
- Ensure that the DSL and DDSLs have undertaken the requisite training for their roles, as specified in their job description and that they have sufficient time and resources to undertake their duties as specified below and are persons of recognised status of authority within the school.
- Regularly speaks to a number of staff and pupils across the school, to check their knowledge of their policies and their awareness of the DSL/DDSLS when visiting the school, and staff across the school to see if they would know who to go to in the case of suspected abuse and how they should speak to the child. The safeguarding governor will select two members of staff at random from the single central register for this. Evidence is recorded in Governors' visits records.
- Approves the DSL/DDSLS' job descriptions which includes key activities of the role.
- Reviews how children are taught about safeguarding.
- Advocate best practice in promoting good mental health and inclusion for those affected.
- Checks that the DSL/DDSLS would have the knowledge, skills and understanding necessary to keep safe children who are looked after by a local authority even if there are none on the school roll.

### **Headteacher**

- a) The Headteacher is responsible for appointing Designated Safeguarding Leads for the Seniors and Juniors & Preps/Pre-Preps (EYFS). These are listed on the front of this policy and are all members of the Senior Leadership Team.
- b) The Headteacher is responsible for liaising with the designated officer at the local authority (sometimes referred to the LADO) for child protection concerns in cases which concern a staff member or volunteer.
- c) The Headteacher will communicate this policy to parents when their child joins the school and via the school website and ensure that parents know referrals about suspected abuse or neglect may be made and the role of the organisation in this.
- d) The Headteacher will ensure that the DSL has appropriate time, funding, training and resources, and that there is always adequate cover if the DSL is absent.
- e) The Headteacher is responsible for ensuring that all staff and volunteers have received appropriate safeguarding training and that this training is up to date and a record is kept.
- f) The Headteacher together with DSL and DDSLs is responsible for appropriately supporting, in line with legislation, all children and staff when abuse occurs or allegations of abuse are made.
- g) The Headteacher is responsible for ensuring that support for DSLs is in place.
- h) The Headteacher will ensure the relevant staffing ratios are met in EYFS, where applicable.
- i) The Headteacher will make sure each child in the Early Years Foundation Stage is assigned a key person.

### **Designated Safeguarding Lead:**

The DSL is responsible for:

- a) Encouraging a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school may put in place to protect them
- b) helping to 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 and school leadership staff. Their role includes

ensuring that the school 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 and the additional academic support and adjustments that they could make to best support these children. This is also done in conjunction with the SENCO

- c) understanding the assessment process for providing early help and statutory intervention, including the local criteria for action and local authority children's social care referral arrangements. Taking the lead with referrals and establishing that the local authority has made a decision about the type of response within 24 hours or one working day. Where a colleague has made an initial referral, the DSL should follow up and support staff who have made a referral to the local authority
- d) having a working knowledge of how the local authority conducts a child protection case conference and a child protection review conference and being able to attend and contribute to these effectively when required to do so
- e) adhering to three safeguarding partners, ESCP and national guidance, London Child Protection Procedures, and school procedures with regard to referring a child if there are concerns about possible abuse
- f) ensuring that all Safeguarding and Child Protection policies and procedures are in place and are enforced and that all staff, especially new and part-time staff are aware of their need to safeguard children at all times
- g) keeping detailed and accurate written records of all safeguarding concerns about a child, including those on MyConcern
- h) ensuring that all such chronological records are kept confidentially and securely and are separate from pupil records, including those on MyConcern, and ensuring that an indication of such further record-keeping is marked on the pupil's records in accordance with ESCP procedures
- i) monitoring the attendance and development of all children lest they go missing and in particular any child who is on the Child Protection Register or is the subject of a Care Order
- j) ensuring that any pupil currently on the Child Protection Register, who is absent without explanation for two days, is referred to Family Services and the Education Welfare Service in the Borough and after ten consecutive days for others
- k) operating safer recruitment procedures (including DBS checks and compliance with Independent school Standards Regulations)
- l) maintaining an overview of safeguarding within the school, opening channels of communication with local statutory agencies and monitoring the effectiveness of policies and procedures in practice
- m) understanding the unique risks associated with online safety and being confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online and investigating Forensic Monitoring reports
- n) being able to 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
- o) advocate best practice in promoting good mental health and inclusion for those affected.
- p) ensuring that any deficiencies or weaknesses in Safeguarding and Child Protection arrangements are remedied without delay
- q) liaising with other agencies to report or consult on the wellbeing of all pupils, e.g. Channel, ESCP, ECIRS, Ealing SAFE, CAMHS and so on. Contextual information should be shared where appropriate
- r) using the resource 'NPCC- When to call the police' should help designated safeguarding leads understand when they should consider calling the police and what to expect when they do. Refer cases to the Police where a crime may have been committed as required.
- s) being available to staff during staff hours (if the DSL is off-site, staff are aware that they can talk to a Deputy DSL). The DSL is also available via the school emergency contact number outside school hours, or a Deputy DSL if the DSL is unavailable. Staff can also submit an online MyConcern referral at any time

- t) Act as a source of support, advice and expertise regarding safeguarding for all staff and volunteers
- u) ensuring she updates her knowledge and skills annually and feeds back her knowledge to the Deputy Designated Safeguarding Leads and the Safeguarding Committee. This includes annual Prevent training
- v) in addition to formal training her knowledge and skills will be refreshed (this might be via e-bulletins, meeting other designated safeguarding officers, or simply taking time to read and digest safeguarding developments) at regular intervals as required to allow her to understand and keep up with any developments relevant to the role
- w) updating staff training on safeguarding at least annually
- x) ensuring that safeguarding files have been transferred securely to the child's next school, separately from their pupil file and ensure confirmation of receipt. Best practice involves the DSL contacting the new school's DSL directly to share information where appropriate
- y) liaising with the Headteacher to inform her of issues especially any ongoing issues, and liaise with local authority case managers and designated officers for child protection concerns as appropriate. Liaise with the school's strategic safeguarding manager to inform them of issues especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations
- z) liaise with other relevant members of staff in school that have a role in children's welfare on matters of safety and safeguarding

#### **Deputy Designated Safeguarding Leads:**

The Deputy Designated Safeguarding Leads will deputise for the Designated Safeguarding Lead in her absence. They will be responsible for:

- a) Encouraging a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school may put in place to protect them
- b) helping to 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 and school leadership staff. Their role includes ensuring that the school 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 and the additional academic support and adjustments that they could make to best support these children. This is also done in conjunction with the SENCO
- c) understanding the assessment process for providing early help and statutory intervention, including the local criteria for action and local authority children's social care referral arrangements. Taking the lead with referrals and establishing that the local authority has made a decision about the type of response within 24 hours or one working day. Where a colleague has made an initial referral, the DSL should follow up and support staff who have made a referral to the local authority
- d) having a working knowledge of how the local authority conducts a child protection case conference and a child protection review conference and being able to attend and contribute to these effectively when required to do so
- e) adhering to three safeguarding partners, ESCP and national guidance, London Child Protection Procedures, and school procedures with regard to referring a child if there are concerns about possible abuse
- f) ensuring that all Safeguarding and Child Protection policies and procedures are in place and are enforced and that all staff especially new and part time staff are aware of their need to safeguard children at all times
- g) keeping detailed and accurate records of all safeguarding concerns about a child, including those on MyConcern
- h) ensuring that all such chronological records are kept confidentially and securely and are separate from pupil records, including those on MyConcern, and ensuring that an indication of such further record-keeping is marked on the pupil's records in accordance with ESCP procedures

- i) monitoring the attendance and development of all children lest they go missing and in particular any child who is on the Child Protection Register or is the subject of a Care Order
- j) ensuring that any pupil currently on the Child Protection Register, who is absent without explanation for two days, is referred to Family Services and the Education Welfare Service in the Borough and after ten consecutive days for others
- k) operating safer recruitment procedures (including DBS checks and compliance with Independent school Standards Regulations)
- l) maintaining an overview of safeguarding within the school, opening channels of communication with local statutory agencies and monitoring the effectiveness of policies and procedures in practice
- m) understanding the unique risks associated with online safety and being confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online and investigating Forensic Monitoring reports
- n) being able to 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
- o) Advocate best practice in promoting good mental health and inclusion for those affected
- p) ensuring that any deficiencies or weaknesses in Safeguarding and Child Protection arrangements are remedied without delay
- q) liaising with other agencies to report or consult on the wellbeing of all pupils, e.g. Channel, ESCP, ECIRS, Ealing SAFE, CAMHS and so on. Contextual information should be shared where appropriate
- r) using the resource 'NPCC- When to call the police' should help designated safeguarding leads understand when they should consider calling the police and what to expect when they do. Refer cases to the Police where a crime may have been committed as required.
- s) being available to staff during staff hours (if the DSL is off-site, staff are aware that they can talk to a Deputy DSL). The DSL is also available via the school emergency contact number outside school hours, or a Deputy DSL if the DSL is unavailable. Staff can also submit an online MyConcern referral at any time
- t) Act as a source of support, advice and expertise regarding safeguarding for all staff and volunteers
- u) ensuring she updates her knowledge and skills annually and feeds back her knowledge to the Deputy Designated Safeguarding Leads and the Safeguarding Committee. This includes annual Prevent training
- v) in addition to formal training her knowledge and skills will be refreshed (this might be via e-bulletins, meeting other designated safeguarding officers, or simply taking time to read and digest safeguarding developments) at regular intervals as required to allow her to understand and keep up with any developments relevant to the role
- w) updating staff training on safeguarding at least annually
- x) ensuring that safeguarding files have been transferred securely to the child's next school, separately from their pupil file and ensure confirmation of receipt. Best practice involves the DSL contacting the new school's DSL directly to share information where appropriate
- y) liaising with the keeping the Headteacher to inform her of issues especially any ongoing informed of any issues, and liaise with local authority case managers and designated officers for child protection concerns as appropriate. Liaise with the school's strategic safeguarding manager to inform them of issues especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations
- z) liaise with other relevant members of staff in school that have a role in children's welfare on matters of safety and safeguarding

## Staff Training



## Induction Training

During Induction Training, all staff and volunteers will be provided with electronic copies of the following documents:

- St Augustine's Safeguarding and Child Protection Policy
- Role of DSL and DDSLs
- Staff Code of Conduct/Behaviour Policy
- Pupil Code of Conduct/Behaviour Policy
- Whistleblowing Policy
- Acceptable Use of Technologies Policy
- Children Missing in Education Policy
- KCSIE Part 1 & Annex A
- 3b Pupils with SEND and EAL Policy
- Inclusion, diversity and equity

## On-going staff training, including formal and informal updates

All Staff and Volunteers must recognise their responsibility to be aware of:

- a) part 1 and Annex A of the Department for Education's statutory safeguarding guidance, [Keeping Children Safe in Education](#) and review this guidance at least annually
- b) the contents of this Safeguarding (Child Protection) Policy and have the opportunity to ask questions in relation to the Policy & Procedures. All staff will be required to sign to confirm that they have received and read this Safeguarding (Child Protection) Policy. All staff and volunteers will be required to sign and abide by the school's 'Staff Code of Conduct'. They will also sign an annual declaration regarding disqualification
- c) the need to support children who have been abused in accordance with the agreed Child Protection Plan
- d) the Early Help process and be prepared to identify children who may benefit
- e) the signs of possible abuse, including peer on peer abuse (see below)
- f) the need to respond appropriately to any significant changes in a child's general well-being – this includes supporting systems which place the child at the heart of our practice
- g) comments children make which give cause for concern
- h) the need to be open, accepting and ready to listen to a child. The need to take the child's worries seriously and not to interrupt if she/he is recalling a significant event; the need to avoid asking leading questions; and the fact that confidentiality cannot be promised to a pupil giving evidence
- i) the requirement to make a **handwritten** note of the discussion as soon as possible and at the latest within 24 hours to give to the DSL or a DDSL, noting time, date, place, people present and what was said. These notes may be required in a court proceeding. A MyConcern entry can be submitted as well. Handwritten notes can be scanned and added to this submission. All concerns, discussions and decisions should be recorded in writing
- j) the difference between "a concern about a child" and "immediate danger or risk of harm" – the latter being a safeguarding concern. When a child is in immediate danger or risk of harm, a referral should be reported to Children's Social Care immediately. If a member of staff has a concern about a child, this should lead to early help, inter-agency assessment and intervention using local processes, including the use of the Common Assessment Framework (CAF) and Team around the Child (TAC) approaches
- k) the need to discuss concerns with the DSL or a DDSL and decide on a course of action where a child is in immediate danger or at risk of harm, a referral should be made to children's social care and/or the police immediately
- l) understand that the DSL is best placed to make a referral but anyone can make a referral. In both cases (child in immediate danger or risk of harm), staff making a referral should inform the DSL as soon as possible. The local authority should make a decision about the type of response within 24 hours or one working day

- m) that any member of staff has a duty to make a referral to external agencies if they consider that the school response has been inadequate and to persist with such until they are satisfied with the response
- n) that parental consent is not required for referrals to statutory agencies where this might put the child(ren) at risk of harm but that otherwise parents will be informed
- o) the need to pass on to the DSL and the local authority that a child may be in a private fostering arrangement
- p) the need to maintain an appropriate level of confidentiality whilst liaising with relevant professionals
- q) the need to support/monitor any child as required
- r) the school's reporting arrangements (see Appendices 4,5 & 6)
- s) the contact details for agency involvement which are set out on page 1 of this policy
- t) the guidance for staff, to ensure that their behaviour and actions do not place pupils or themselves at risk of harm or of allegations of harm to a pupil (for example one to one tuition, conveying a pupil by car, engaging in inappropriate electronic communication with a pupil, in close one-to-one teaching, particularly in specialist performing arts and sports provision – see the Staff Code of Conduct for further guidance)
- u) that safeguarding issues can manifest themselves via peer-on-peer abuse (see below) and the procedures for dealing with peer-on-peer abuse at St. Augustine's Priory
- v) their duty to report all cases of FGM (female genital mutilation) as of 1st October 2015 to 101, the police non-emergency number. Suspected cases should also be referred to the DSL or a DDSL
- w) the Prevent duty particularly with regard to young people and vulnerable young adults; being mindful of the increased risk of radicalisation via social media and the internet. In the case of pupils identified as being at risk of radicalisation, schools will need to consider the level of risk to identify the most appropriate referral, which could include Channel or Children's Social Care
- x) Contextual factors that may put children at risk, such as the vulnerability of SEND pupils in particular

Staff will be trained formally on the above Safeguarding responsibilities during staff INSET days which occur throughout the year, as well as at whole staff meetings and through regular updates and notifications from the DSL/DDSL team. Where appropriate, external agencies will be used to supplement internal Safeguarding training e.g. MyOnStream package, Ealing Children's Safeguarding Partnership etc.

### **Specific online safety training (digital responsibility)**

All staff must read and sign the school's Acceptable Use of Technology policy and adhere to the policy at all times.

Specific training is given regularly during periods of school closure and/or when large numbers of pupils and staff are absent due to the coronavirus (COVID-19) pandemic. A separate policy called Safeguarding during Remote Teaching and Learning was created in March 2020 and is reviewed and updated regularly, according to DfE guidance.

The E-Safety committee and Digital Strategy committee also support specific online safety training needs.

## **Contextual Risk Factors**

### **Early Help**

**Any** child may benefit from early help. Help intervention may be required for pupils with the following risk factors and indicators:

- Eating disorders
- Self-harm
- Aggressive behaviour towards others
- Sudden unexplained absences from school
- Drug/alcohol or substance misuse
- Drug/alcohol or substance misuse by family members and carers
- Running away/going missing/fear of going home



- The child is unnaturally compliant to/fearful of parents/ carers.
- Behaviour or signs in parents/carers which give or may give cause for concern
- Pupil mental health concerns or needs
- Parental mental health concerns or learning difficulties
- Domestic abuse or violence at home
- The child or family resist contact with school professionals and other professionals
- The child is a young carer
- The child is privately fostered
- The child has special educational needs, whether with an EHCP or not
- The child has a disability or specific additional needs
- The child is at risk of being drawn into anti-social or criminal behaviour, or is at risk of exploitation or at risk of radicalisation
- The child shows early signs of neglect and/or abuse
- Looked after or previously looked after children (LAC)
- Family bereavement
- Family separation or divorce, which may involve attending family courts
- The child has been a victim of crime or has witnessed a crime
- Family members in prison
- Homelessness or the threat of homelessness
- LGBT children are known to be more vulnerable to peer-on-peer abuse

There are many ways in which child abuse may come to staff attention:

- the child may tell you
- a child's friend or relative may tell you
- you may notice injuries
- the child may behave in a very sexually explicit way

## Types of Abuse and Neglect

The details of the types of abuse listed below are taken from the London Child Protection Procedures (4thEd) Ch. 4.

### Neglect

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

Neglect may involve a parent or carer failing to:

Provide adequate food, clothing and shelter (including exclusion from home or abandonment);

- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers);
- Ensure access to appropriate medical care or treatment.

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

### Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. It may include FGM or other physical forms of abuse such as breast ironing – please see Honour Based Violence below.

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

### Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts.

Sexual abuse includes abuse of children through sexual exploitation.

Sexual abuse includes non-contact activities, such as involving children in looking at, or in the production of pornographic materials, watching sexual activities or encouraging children to behave in sexually inappropriate ways.

This may include online grooming, the sharing of sexual images of a young person without their consent or with their consent if under age, or cyber bullying, and sexting. The perpetrator may also be a young person.

Sexual abuse can also take place between peers, including, but not limited to, peer on peer sexual violence and peer on peer sexual harassment.

### **Emotional Abuse**

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent effects on the child's emotional development, and may involve:

- Conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person;
- Imposing age or developmentally inappropriate expectations on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction;
- Seeing or hearing the ill-treatment of another; for example, where there is domestic abuse;
- Serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children;
- Exploiting and corrupting children;
- This may include radical indoctrination by extremist families;
- This may include coercive, controlling behaviour.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

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

### **Radicalisation**

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalisation of young people.

### **Terrorism**

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

## **Honour-Based Abuse (HBA)**

So-called “Honour-Based Abuse” (HBA) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage and practices such as breast ironing. All forms are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt, staff should speak to the DSL or a DDSL. Staff need to be alert to the possibility of a child being at risk of HBA, or already having suffered HBA.

## **Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)**

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. 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. In some cases, the abuse will be in 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. The abuse can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual and it should be noted exploitation as well as being physical can be facilitated and/or take place online. More information include definitions and indicators are included in Annex A KCSIE 2020.

## **County Lines**

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of “deal line”. Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move [and store] drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, special educational needs schools, children’s homes and care homes. Children are often recruited to move drugs and money between locations and are known to be exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection. Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network. One of the ways of identifying potential involvement in county lines are missing episodes (both from home and school), when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism<sup>103</sup> should be considered. If a child is suspected to be at risk of or involved in county lines, a safeguarding referral should be considered alongside consideration of availability of local services/third sector providers who offer support to victims of county lines exploitation. Further information on the signs of a child’s involvement in county lines is available in guidance published by the Home Office.

## **Sexting (youth-produced sexual imagery)**

See sections above and below on Sexual Abuse, Child Sexual Exploitation and Peer-on-Peer Abuse. Sexting may occur in an apparently consensual manner but staff should be aware of the risks to pupils of exploitation and grooming, and legal concerns with sending illicit images. Children may feel shame about the images or messages concerned and may be highly secretive.

Sexting can be a form of peer on peer abuse which can include peer on peer sexual violence and peer on peer sexual harassment.

## **Your responsibilities when responding to an incident**

If you are made aware of an incident involving sexting (also known as ‘youth produced sexual imagery’), you must report it to the DSL immediately.

You must **not**:

- View, download or share the imagery yourself, or ask a pupil to share or download it. If you have already viewed the imagery by accident, you must report this to the DSL
- Delete the imagery or ask the pupil to delete it
- Ask the pupil(s) who are involved in the incident to disclose information regarding the imagery (this is the DSL's responsibility)
- Share information about the incident with other members of staff, the pupil(s) it involves or their, or other, parents and/or carers
- Say or do anything to blame or shame any young people involved

You should explain that you need to report the incident, and reassure the pupil(s) that they will receive support and help from the DSL.

### **Initial review meeting**

Following a report of an incident, the DSL will hold an initial review meeting with appropriate school staff. This meeting will consider the initial evidence and aim to determine:

- Whether there is an immediate risk to pupil(s)
- If a referral needs to be made to the police and/or children's social care
- If it is necessary to view the imagery in order to safeguard the young person (in most cases, imagery should not be viewed)
- What further information is required to decide on the best response
- Whether the imagery has been shared widely and via what services and/or platforms (this may be unknown)
- Whether immediate action should be taken to delete or remove images from devices or online services
- Any relevant facts about the pupils involved which would influence risk assessment
- If there is a need to contact another school, college, setting or individual
- Whether to contact parents or carers of the pupils involved (in most cases parents should be involved)

The DSL will make an immediate referral to police and/or children's social care if:

- The incident involves an adult
- There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example owing to special educational needs)
- What the DSL knows about the imagery suggests the content depicts sexual acts which are unusual for the young person's developmental stage, or are violent
- The imagery involves sexual acts and any pupil in the imagery is under 13
- The DSL has reason to believe a pupil is at immediate risk of harm owing to the sharing of the imagery (for example, the young person is presenting as suicidal or self-harming)

If none of the above apply then the DSL, in consultation with the headteacher and other members of staff as appropriate, may decide to respond to the incident without involving the police or children's social care.

### **Further review by the DSL**

If at the initial review stage, a decision has been made not to refer to police and/or children's social care, the DSL will conduct a further review.

They will hold interviews with the pupils involved (if appropriate) to establish the facts and assess the risks.

If at any point in the process there is a concern that a pupil has been harmed or is at risk of harm, a referral will be made to children's social care and/or the police immediately.

### **Informing parents**

The DSL will inform parents at an early stage and keep them involved in the process, unless there is a good reason to believe that involving them would put the pupil at risk of harm.

### **Referring to the police**

If it is necessary to refer an incident to the police, this will be done by dialling 101.

### **Recording incidents**

All sexting incidents and the decisions made in responding to them will be recorded.

### **Staff Training**

Staff will receive on-going training to help identify and manage peer on peer abuse.

### **Mental Health**

A school Mental Health policy is being developed and will be in place by September 2021.

All staff should also be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

- Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. 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 children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences, can impact on their mental health, behaviour and education.
- If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following their child protection policy and speaking to the designated safeguarding lead or a deputy.
- The department has published advice and guidance on Preventing and Tackling Bullying, and Mental Health and Behaviour in Schools (which may also be useful for colleges). In addition, Public Health England has produced a range of resources to support secondary school teachers to promote positive health, wellbeing and resilience among young people including its guidance Promoting children and young people's emotional health and wellbeing. Its resources include social media, forming positive relationships, smoking and alcohol.

### **Domestic Abuse/Domestic Violence**

All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Children who live in families where domestic abuse occurs may be affected emotionally and may also be at risk physically. They may also be experiencing neglect. Staff should be aware that, although the child may not be the direct victim of the abuse, this is a safeguarding concern. Siblings, both at the school and elsewhere, should be included when addressing these cases. Staff are aware that this abuse may be verbal or emotional, or may be a form of coercive control. It may also be financial control and coercion.

## Children Who Run Away or Go Missing

All staff should be aware that children going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect, which may include sexual abuse or exploitation and can also be a sign of child criminal exploitation including involvement in county lines. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation or risk of forced marriage. Accurate and timely attendance procedures are followed rigidly, with immediate checks by office staff for unexplained or unauthorised absences. Staff are trained to raise concerns directly with the relevant DSL or DDSL. Regular checks on registers are carried out by pastoral managers such as the Deputy Heads (Juniors and Seniors) and Heads of Year. A weekly update of registers is distributed to senior staff for further monitoring, including the Headteacher. Concerns about attendance are raised at regular meetings.

Pupils transferring to other schools at any point are kept on roll here until joining the school roll at their new school. For pupils where the new school cannot be confirmed, a referral is made to Ealing's Children Missing Education office via a CME form and a Reasonable Enquiry Form.

Please refer to the Supervision of Pupils Policy and the Missing Child Policy.

## Recognition of Abuse and Neglect

The factors described below are frequently found in cases of child abuse or neglect. Their presence is not proof that abuse has occurred, but they:

- **must** be regarded as indicators of the possibility of significant harm;
- indicate a need for careful assessment and discussion with the school's DSL or a DDSL.

The DSL/DDSL may require consultation with and/or referral to the LA children's social care and/or the police. The DSL/DDSL will always take advice about thresholds. The school has a strong practice of the DSL and DDSLs working together with Headteacher to test each other's actions in a supportive framework to ensure that no-one slips through the net.

- Staff are reminded that abuse could be by one or more pupils against another pupil (peer-on-peer abuse)
- Staff must adopt an attitude of 'it can happen here'.

When there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm the school will report its concerns to the local authority social care department and/or the police.

The absence of such indicators does not mean that abuse or neglect has not occurred. In an abusive relationship the child may:

- Appear frightened of the parent or carer;
- Act in a way that is inappropriate to their age and development.  
The parent or carer may:
  - Persistently avoid routine child health services and/or treatment when the child is ill;
  - Have unrealistic expectations of the child;
  - Frequently complain about / to the child and may fail to provide attention or praise (high criticism / low warmth environment);
  - Be absent or leave the child with inappropriate carers;
  - Have mental health problems which they do not appear to be managing;
  - Be misusing substances;
  - Persistently refuse to allow access on home visits;
  - Persistently avoid contact with services or delay the start or continuation of treatment;
  - Be involved in domestic violence;
  - Fail to ensure the child receives an appropriate education.

The table below gives examples of possible indicators of abuse and/or neglect however this list is not exhaustive and the reader is referred to the London Child Protection Procedures (4th Ed) Ch. 4 for a more information. (See Appendix 1- Key References and Useful Websites)

Neglect	<ul style="list-style-type: none"> <li>● Inadequate or inappropriate clothing</li> <li>● Appears underweight and unwell and seems constantly hungry</li> <li>● Failure to thrive physically and appears tired and listless</li> <li>● Dirty or unhygienic appearance</li> <li>● Frequent unexplained absences from school</li> <li>● Lack of parental supervision</li> <li>● Unmanaged/untreated health/medical conditions</li> <li>● Frequent absences, missing from education</li> </ul>
Physical Abuse	<ul style="list-style-type: none"> <li>● Any injury such as bruising, bite marks, burns or fractures where the explanation given is inconsistent with the injury</li> <li>● Injuries in unexpected places or that are not typical of normal childhood injuries or accidents</li> <li>● High frequency of injuries</li> <li>● Parents seems unconcerned or fail to seek adequate medical treatment</li> </ul>
Sexual Abuse	<ul style="list-style-type: none"> <li>● Sexual knowledge or behaviour that is unusually explicit or inappropriate for the child's age/stage of development</li> <li>● Sexual risk-taking behaviour including involvement in sexual exploitation/older boyfriend</li> <li>● Continual, inappropriate or excessive masturbation</li> <li>● Physical symptoms such as injuries to genital or anal area or bruising, sexually transmitted infections, pregnancy</li> <li>● Unwillingness to undress for sports</li> </ul>
Emotional Abuse	<ul style="list-style-type: none"> <li>● Developmental delay</li> <li>● Attachment difficulties with parents and others</li> <li>● Withdrawal and low self-esteem</li> <li>● Behavioural problems</li> </ul>
Radicalisation	<ul style="list-style-type: none"> <li>● Spending excessive amounts of time unsupervised using computers/the internet</li> <li>● Secretive behaviour</li> <li>● Expression of radical or harmful political views</li> <li>● Desensitised to violent, anti-social, extremist imagery</li> <li>● Isolated from others or sudden changes in friendship groups</li> <li>● Changes of religious views and/or commitment/devotion to religious cause (see Prevent Section of this policy )</li> </ul>
Child Sexual Exploitation (CSE)	<ul style="list-style-type: none"> <li>● Children who appear with unexplained gifts or new possessions;</li> <li>● Children who associate with other young people involved in exploitation;</li> <li>● Children who have older boyfriends or girlfriends;</li> <li>● Children who suffer from sexually transmitted infections and become pregnant;</li> <li>● Children who suffer from changes in emotional well-being;</li> </ul>

	<ul style="list-style-type: none"> <li>• Children who misuse drugs and alcohol;</li> <li>• Children who go missing for periods of time or regularly come home late; and</li> <li>• Children who regularly miss school or education or do not take part in education</li> </ul>
Child Criminal Exploitation (CCE)	<ul style="list-style-type: none"> <li>• children who appear with unexplained gifts or new possessions;</li> <li>• children who associate with other young people involved in exploitation;</li> <li>• children who suffer from changes in emotional well-being;</li> <li>• children who misuse drugs and alcohol;</li> <li>• children who go missing for periods of time or regularly come home late; and</li> <li>• children who regularly miss school or education or do not take part in education</li> </ul>
“Honour-Based” Abuse (FGM)	<ul style="list-style-type: none"> <li>• a female child is born to a woman who has undergone FGM;</li> <li>• a female child has an older sibling or cousin who has undergone FGM;</li> <li>• a girl or woman asks for help;</li> <li>• a girl or woman confides in a professional that FGM has taken place;</li> <li>• a mother/family member discloses that female child has had FGM;</li> <li>• a family/child is already known to social services in relation to other safeguarding issues;</li> <li>• a girl or woman has difficulty walking, sitting or standing or looks uncomfortable;</li> <li>• a girl or woman finds it hard to sit still for long periods of time, and this was not a problem previously;</li> <li>• a girl or woman spends longer than normal in the bathroom or toilet due to difficulties urinating;</li> <li>• a girl spends long periods of time away from a classroom during the day with bladder or menstrual problems;</li> <li>• a girl or woman has frequent urinary, menstrual or stomach problems;</li> <li>• a girl avoids physical exercise or requires to be excused from physical education (PE) lessons without a GP’s letter;</li> <li>• there are prolonged or repeated absences from school or college (see 2015 guidance on Children Missing Education);</li> <li>• increased emotional and psychological needs, for example withdrawal or depression, or significant change in behaviour;</li> <li>• a girl or woman is reluctant to undergo any medical examinations; · a girl or woman asks for help, but is not be explicit about the problem; and/or</li> <li>• girl talks about pain or discomfort between her legs.</li> </ul>
“Honour-Based” Abuse (Forced Marriage)	<ul style="list-style-type: none"> <li>• Persistent absence from school</li> <li>• Request for extended leave of absence or failure to return from visits to country of origin</li> </ul>



	<ul style="list-style-type: none"> <li>● Fear about forthcoming school holiday</li> <li>● Surveillance by siblings or cousins at school</li> <li>● Decline in behaviour, engagement, performance or punctuality</li> <li>● Poor exam results</li> <li>● Pupil withdrawn from school by those with parental responsibility</li> <li>● Removal from a day centre of a person with a physical or learning disability</li> <li>● Pupil not allowed to attend extra-curricular activities</li> <li>● Sudden announcement of engagement to a stranger</li> <li>● Pupil prevented from going to higher/further education</li> </ul>
“Honour-Based” Abuse (Breast ironing)	<ul style="list-style-type: none"> <li>● A practice used to keep girls looking pre-pubescent by flattening breast buds in puberty, with the aim of reducing the risk of child marriage or sexual violence. Common in Cameroon with some evidence of up to 1000 cases in the UK.</li> <li>● Use of heat, extreme heat, blunt force – can cause permanent and extreme harm</li> </ul>
“Honour-Based” Abuse (Hazing type violence and rituals)	<ul style="list-style-type: none"> <li>● Initiation ceremonies which involve activities that humiliate, degrade, abuse or endanger the person joining the group, regardless of a person’s willingness to participate</li> </ul>
Domestic Abuse	<ul style="list-style-type: none"> <li>● See relevant paragraph above</li> </ul>
Peer on Peer Abuse	<ul style="list-style-type: none"> <li>● Any form of physical, sexual, emotional and financial abuse, and coercive control exercised between children, and within children’s relationships (both intimate and non-intimate), friendships and wider peer associations</li> <li>● It may include, but is not limited to, sexual violence and sexual harassment</li> </ul>
Sexting	<ul style="list-style-type: none"> <li>● See relevant paragraph above</li> </ul>
Serious Violent Crime	<ul style="list-style-type: none"> <li>● See relevant paragraph below</li> </ul>
Upskirting	<ul style="list-style-type: none"> <li>● The act of taking a sexually intrusive image up another person’s skirt or under their clothing without their knowledge, with the intention of viewing their genitals or buttocks (with or without underwear)</li> </ul>

### Identifying cases of female genital mutilation (FGM)

The Department for Education’s Keeping Children Safe in Education explains that FGM comprises “all procedures involving partial or total removal of the external female genitalia, or other injury to the female genital organs”.

FGM is illegal in the UK and a form of child abuse with long-lasting, harmful consequences. It is also known as ‘female genital cutting’, ‘circumcision’ or ‘initiation’.

Possible indicators that a pupil has already been subjected to FGM, and factors that suggest a pupil may be at risk, are set out in the table above.

**Any teacher** who discovers (either through disclosure by the victim or visual evidence) that an act of FGM appears to have been carried out on a **pupil under 18** must immediately report this to the police, personally. This is a statutory duty, and teachers will face disciplinary sanctions for failing to meet it.

Unless they have been specifically told not to disclose, they should also discuss the case with the DSL and involve children's social care as appropriate.

**Any other member of staff** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** must speak to the DSL and follow our local safeguarding procedures.

The duty for teachers mentioned above does not apply in cases where a pupil is *at risk* of FGM or FGM is suspected but is not known to have been carried out. Staff should not examine pupils.

**Any member of staff** who suspects a pupil is *at risk* of FGM or suspects that FGM has been carried out or discovers that a pupil **aged 18 or over** appears to have been a victim of FGM must speak to the DSL and follow our local safeguarding procedures.

They should use the non-emergency police number, 101, within 48 hours.

There are many different types of abuse but there are some that staff may be initially less aware of. Female genital mutilation (FGM) is a surprisingly common form of abuse in the UK, and the school does have measures in place to safeguard against this type of abuse. Any indications that FGM is a risk, is imminent, or has already taken place will be dealt with under the child protection procedures outlined in this policy. In support of this provision, the school will do everything that it can to ensure that:

- the school is an 'open environment', where students feel able to discuss issues that they may be facing;
- the Designated Safeguarding Lead (DSL) is aware of the issues surrounding FGM;
- materials explaining FGM and the issues that surround it are available for staff and students;
- advice and signposts are available for accessing additional help, e.g. the NSPCC's helpline, ChildLine services, and appropriate black and ethnic minority women's groups;
- girls have access to a private telephone, should they wish to use it;
- training about FGM is incorporated in the school's safeguarding training. Training will include:
  - an overview of FGM
  - the socio-cultural context
  - facts and figures
  - UK FGM and child protection law
  - FGM complications
  - examination of this policy – and what staff should do if they suspect FGM
  - the roles of different professionals

If there is a disclosure of abuse of this kind, or staff are concerned for any other reason, they are advised:

- not to reveal to anyone other than the DSL that their enquires might be related to FGM, as this could increase risk to the pupil.
- not to engage initially with the pupil's parents or family, or others within the community;
- to alert the school's DSL to their concerns. The member of staff making the referral will then relay concerns directly to the police, which was made mandatory from October 2015. If a pupil has disclosed that they are at risk in this way, the case will still be referred to social care even if it is against the pupil's wishes.

### **Peer-on-Peer/Child-on-Child Abuse**

Peer-on-peer/child-on-child abuse is recognised by the school as a form of abuse and is as serious as any other form of abuse. Staff should recognise that children are capable of abusing their peers, both within

the school and outside it. It should never be tolerated or passed off as “banter”, “having a laugh” or “part of growing up”. (See also the sexting section above). It is not an inevitable part of growing up. Different forms of peer-on-peer/child-on-child abuse include, but are not limited to: bullying, cyberbullying, sexual violence, sexual harassment, physical abuse, financial abuse, gender related violence and sexting (youth-produced sexual imagery). It can include hitting, kicking, biting, hair-pulling or shaking. This may also include online or live grooming of pupils and sexual harassment (see part 5, KCSIE 2020). This could include being sexually touched/assaulted. Involvement in gangs or contact with gangs may also lead to various forms of peer-on-peer/child-on-child ranging from hazing and intimidation to violence, sexual abuse and exploitation, and coercion into criminal activity.

It can also take place within intimate partner relationships.

A new law makes particular acts of voyeurism, commonly known as ‘up skirting’, a criminal offence.

Anyone of any age or gender may be a victim. KCSIE (2020) refers to up skirting as a specific example of abuse of a child by another child (peer-on-peer abuse).

We recognise the gendered nature of peer-on-peer/child-on-child abuse. However, all peer-on-peer/child-on-child abuse is unacceptable and will be taken seriously.

We know it is likely to be complex and will require careful responses.

We will minimise the risk of peer-on-peer/child-on-child abuse by:

- Embedding our RADIO toolkit which empowers all learners in establishing respectful relationships
- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images
- Being vigilant to issues that particularly affect different genders
- Ensuring our curriculum helps to educate pupils and encourage their use of their own voice about appropriate behaviour and consent through PSED, PSHEE, RSE, assemblies and workshops
- Ensuring pupils know they can talk to staff by using the lines of communication in the pastoral team; training pupils in using our RADIO toolkit as a means of embedding Pupil Voice
- Ensuring pupils understand that staff realise, and will be sensitive to the fact, that disclosing can be embarrassing, worrying and pupils may be fearful of the consequences.
- Ensuring staff are trained to understand that a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy
- Ensuring staff are trained to recognise that a child might be about to make a disclosure.

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

This ‘can occur between children of any age and sex’. Staff are trained to be aware of what the signs of sexual harassment might appear to be and what the impact may be on a child. Staff are aware that violence or harassment between children, even where one or more parties does not attend the school, is to be treated seriously and never dismissed as a private or trivial matter. The procedures to be followed in the most serious of cases must follow the new guidelines ‘Sexual Violence and Sexual Harassment between Children in Schools and Colleges’ 2018. It may be necessary to put structures in place to safeguard pupils who have made allegations against another pupil in school, as well as the pupil who is the subject of the allegation. The DSL, DDSLs and Headteacher will refer matters to the police when necessary and will also consult with the local authority and relevant agencies for support. Pupils are safeguarding against such experiences through the PSHE and PSED programmes in school, as well as on-going pastoral support.

### **Bullying and E-Safety -digital responsibility**

Our policy on bullying is set out in a separate Policy (Anti-Bullying) and it acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. Bullying that leads to a

child being at risk from harm is a safeguarding matter. Anti-bullying PSHEE lessons, assemblies and form periods take place each year and school council are involved.

The school seeks to minimise the risk of cyber bullying and online abuse by using forensic monitoring of pupils' use of school computers using firewalls and through the work of the e-safety committee. The school provides regular digital responsibility (e-safety) training for pupils, staff and parents at least once per year as part of the PSHEE programme and a regular digital responsibility (e-safety) talk for new parents at the start of each academic year.

All pupils and staff are required to read and sign our Acceptable Use Policy before they are allowed to access the school's computers. Pupils are required to lock away their phones and mobile devices during the school day. Priory 6 pupils are allowed to look at their phones at lunch time only, in the Priory 6 Common Room. Pupils in both the Junior and Senior phases of the school will be required to lock their personal computers/laptops away in lockers or the classroom when not in use, at the instruction of their form teachers. The school regularly advises parents to limit the amount of screen time their children have to two hours per night and to monitor their use of devices and the internet at home. See the Online Safety section for further information. Our Promoting good Behaviour Policy refers to searches and confiscation of devices if a disclosure includes an online element.

All of the above is designed to help children develop healthy relationships with technology, understand principles for managing digital risk and security, and build awareness about their duty to be responsible developers and consumers of technology.

#### **Procedures for dealing with Peer-on-peer/Child-on-child abuse**

Most cases of pupils hurting other pupils will be dealt with under our school's behaviour policy and following guidance in KCSIE, but this child protection and safeguarding policy will apply to any allegations that raise safeguarding concerns. This might include where the alleged behaviour:

- Is serious, and potentially a criminal offence
- Could put pupils in the school at risk
- Is violent
- Involves pupils being forced to use drugs or alcohol
- Involves sexual exploitation, sexual abuse, or sexual harassment, such as indecent exposure, sexual assault, up skirting or sexually inappropriate pictures or videos (including sexting)

Procedures for dealing with peer-on-peer/child-on-child abuse are the same as for other types of abuse and staff who become aware of peer-on-peer abuse should immediately refer the matter to the relevant DSL/DDSL who will decide the best course of action. Depending on the nature and the severity of the abuse, staff may refer the matter directly to the police and/or Local Children's Services. In that case they should then discuss the matter with the DSL/DDSL.

- a) Listen to the child and ascertain the seriousness of the situation. The Form Teacher or Head of Year will refer the matter to the DSL/DDSL. Do not be judgemental, listen carefully, only record the facts as the child presents them.
- b) Bullying can be very subtle and staff should be aware of problems that can arise with older pupils misusing their power over younger pupils, as well as pupils of the same age and pupils with a dominant character. Please refer to the Policy - Anti-Bullying but all serious cases of bullying must be referred to the Headteacher.
- c) Staff are made aware that bullying can be a safeguarding concern when a child is at risk as a consequence.

#### **Important considerations:**

- The wishes of the victim.

- The nature of the alleged incident(s), including: whether a crime may have been committed and consideration of harmful sexual behaviour;
  - The ages of the children involved;
  - The developmental stages of the children involved; ➤ Any power imbalance between the children.
  - If the alleged incident is a one-off or a sustained pattern of abuse;
  - Are there ongoing risks to the victim, other children, adult students or school or college staff; and
  - Other related issues and wider context (contextual safeguarding)
- The DSL will contact the local authority children's social care team and follow its advice, as well as the police if the allegation involves a potential criminal offence.
  - The DSL will put an immediate risk and needs assessment and support plan into place for all children involved (including the victim(s), the child(ren) against whom the allegation has been made and all other children or adults affected) with a named person they can talk to if needed and any other actions that are appropriate to protect them
  - The DSL will contact the children and adolescent mental health services (CAMHS), if appropriate.

## Prevent:

The national Prevent Strategy aims to stop people becoming terrorists or supporting terrorism. St Augustine's Priory, seeks to play a key role in ensuring that the children and young people who attend the school are safe from the threat of terrorism. Prevent is part of the school's wider responsibility for Safeguarding and this policy is therefore linked to the school's Policy for Safeguarding and Child Protection.

The Prevent strategy identifies that young people are more likely to be vulnerable to violent extremist or terrorist narratives, including non-violent extremism which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. The Government's Prevent Strategy defines extremism as 'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces.'

We believe that St Augustine's Priory should be a safe place where children and young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of the terrorist ideology, and learn how to challenge such ideas.

In order to fulfil our Prevent Duty, we undertake to do the following:

- Actively promote Fundamental British Values, including mutual respect, tolerance and democratic participation, as part of our wider SMSC/ PSHEE programmes as well as within other subject areas and assemblies;
- Seek support and resources from the [Educate Against Hate](#) website.
- Respect learner and staff diversity, encouraging freedom and openness;
- Assess the risk of children in our schools/ settings/ activities being drawn in to terrorism;
- Maintain robust safeguarding policies which take in to account the policies and procedures set out by Ealing Safeguarding Children Partnership and identify extremism/ radicalisation as issues to be reported promptly to the Staff lead;
- Identify a nominated Staff Lead, usually the DSL (Deputy Head Seniors Pastoral);
- Train staff so that they have the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism; and to ensure that the DSL has had higher level training in Ealing Safeguarding Children Partnership's Prevent Strategy;

- Safer Recruitment procedures are followed with a regard to this duty and policy;
- Conduct due diligence checks on groups/ individuals seeking to hire or use school premises;
- Conduct due diligence checks on visitors to school, particularly visiting speakers and clergy, whether invited by children or staff;
- Visiting speakers may be required to provide a resume of their talk in advance and are required to sign our Visitors Safeguarding information and form on arrival, to wear a visitor's red lanyard and are to be accompanied at all times on the school site unless they have completed a DBS check for St Augustine's Priory school;
- Conduct due diligence checks on contractors working on the school sites who might have access to pupils;
- Ensure children are safe from terrorist and extremist material when accessing the internet in school;
- Review our policies annually;
- Directly challenge unacceptable views and ideologies when they are manifested in a timely and appropriate manner;
- Refer relevant individuals to Ealing Safeguarding Children Partnership and Ealing Channel services where necessary and appropriate;
- Seek advice about such referrals from Ealing's Prevent Officer.

### **Possible Indicators of Risk**

- Racist graffiti/ symbols/ comments made in school;
- Speaking out or writing in favour of extremist ideas in school work or lessons or any school organised event;
- Extreme comments shared on social media;
- Distribution of extreme or terrorist propaganda among other pupils;
- Vulnerable students being influenced by others (although we are aware of a need to avoid over-simplified assessments of who might be 'vulnerable'), because of the existence of one or more factors, which may include:
  - An identity crisis, involving an individual's distance from their cultural/ religious heritage, including peer / family/ faith group rejection;
  - A personal crisis, including family tension/ social isolation/ friendship issues;
  - Personal circumstances, such as migration, experience of racism;
  - Unmet aspirations;
  - Criminality;
  - Experience of poverty, disadvantage, discrimination or social exclusion;
- Association with those known to be involved in extremism (including via the internet);
- A significant shift in the child/ young person's behaviour or outward appearance, particularly involving conflict with his/her family and/or faith group;
- Travel for extended periods of time to international locations known to be associated with extremism;
- Disguising of a child's identity, e.g. in documentation;
- A simplistic or flawed understanding of religious/ political/ global issues;
- A significant adult or other in the child/ young person's life who has extremist views or sympathies particularly family members;
- Critical risk factors, being:
  - Contact with extremist recruiters;
  - Articulation of support for extremist causes/ leaders;
  - The possession of extremist literature;
  - Using extremist narratives and a global ideology to explain personal disadvantage;
  - Justifying the use of violence to solve societal issues;
  - Membership of extremist organisations.



## Supportive Interventions

- Channel is the multi-agency approach to protect people at risk from radicalisation and aims to: identify individuals at risk of being drawn into terrorism; assess the nature and extent of that risk; develop the most appropriate support plan for the individuals concerned.
- Staff should inform the DSL as soon as possible if they make a referral to local authority children's social care about any extremism concerns.
- Should concerns require support from other agencies, the following are ways in which terrorism and extremism can be reported:
  - Anti-terrorist hotline: 0800 789 321
  - Crime stoppers: 0800 555 111
  - Relevant police force: 101
  - [www.gov.uk/report-suspicious-activity-to-mi5](http://www.gov.uk/report-suspicious-activity-to-mi5)
  - Channel DfE Helpline 020 7340 7264
- To report any online terrorist-related material: [www.gov.uk/report-terrorism](http://www.gov.uk/report-terrorism)

## Serious Violent Crime

All staff need to be alert to indicators that may signal that children are at risk from, or involved with, serious violent crime:

- 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
- Signs of assault or unexplained injuries
- Unexplained gifts or new possessions

## Online Safety, including digital responsibility

The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm. An effective approach to online safety empowers a school to protect and educate the whole school community in their use of technology and establishes mechanisms to identify, intervene in, and escalate any incident where appropriate.

The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:

- content: being exposed to illegal, inappropriate, or harmful material; for example, pornography, fake news, racist or radical and extremist views;
- contact: being subjected to harmful online interaction with other users; for example, commercial advertising as well as adults posing as children or young adults; and
- conduct: personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending, and receiving explicit images, or online bullying.

Resources that could support schools include:

- Be Internet Legends developed by Parent Zone and Google is a free internet safety curriculum with PSHE accredited lesson plans and teaching resources for Key Stage 2 pupils
- Disrespectnobody is Home Office advice and includes resources on healthy relationships, including sexting and pornography
- Education for a connected world framework from the UK Council for Internet Safety supports the development of the curriculum and is of particular relevance to RSHE education and Computing. It is designed, however, to be usable across the curriculum and beyond (covering early years through to age 18) and to be central to a whole school or college approach to safeguarding and online safety.

- PSHE association provides guidance to schools on developing their PSHE curriculum
- Teaching online safety in school is departmental guidance outlining how schools can ensure their pupils understand how to stay safe and behave online as part of existing curriculum requirements
- Thinkuknow is the National Crime Agency/CEOPs education programme with age specific resources [www.thinkuknow.org.uk](http://www.thinkuknow.org.uk)
- UK Safer Internet Centre developed guidance and resources that can help with the teaching of the online safety component of the Computing Curriculum.

### **COVID-19 and devices**

- With the ever-changing social distancing requirements as we move forward and the impact this has on rooming amongst other things, some pupils will be required to bring their own device into school. Pupils from Lower I (year 3) to Upper VI (year 13) will need access to a Chromebook or a laptop. The device must have an attached keyboard so iPads and tablets are not advised for the new academic year. Juniors will need their devices on specific days and Seniors and Priory 6 will need their devices in school every day. This approach ensures that our pupils maintain the IT skills they have developed in the last few months as well as providing the flexibility for running the ambitious programme we have already established. We will continue to offer appropriate training for our pupils.

### **Protecting children through Forensic Monitoring and the Acceptable Use Policy**

At St Augustine's Priory we are doing all that we reasonably can to limit children's exposure to online risks from the school's IT system, especially with more pupils using devices more regularly. As part of this process, we have appropriate filters and monitoring systems in place. Whilst filtering and monitoring is an important part of the online safety picture for schools and colleges to consider, it is only one part. We have a clear policy on the use of mobile technology in the school, in the form of our Acceptable Use Policy.

### **Education at Home**

Where children are being asked to learn online at home due to Covid-19 related school closures, we have developed a Safeguarding during Remote Teaching and Learning Policy and have updated the pupil Code of Conduct to reflect how to keep safe while being educated at home.

### **Opportunities to teach safeguarding**

- Governing bodies and proprietors should ensure that children are taught about safeguarding, including online safety so that they become digitally responsible learners for the 4<sup>th</sup> Industrial Revolution. We consider this as part of providing a broad and balanced curriculum.
- This includes covering relevant issues through Relationships Education (for all primary pupils) and Relationships and Sex Education (for all secondary pupils) and Health Education (for all pupils in state-funded schools) which is compulsory from September 2020.

The following statutory guidance is referred to in our RSE Policy:

Statutory guidance: relationships education relationships and sex education (RSE) and health education.

The following resources may help schools:

- DfE advice for schools: teaching online safety in schools
- UK Council for Internet Safety (UKCIS)27 guidance: Education for a connected world
- National Crime Agency's CEOP education programme: [www.thinkuknow.org.uk](http://www.thinkuknow.org.uk)
- Public Health England: Rise Above 95.

We are careful that "over blocking" does not lead to unreasonable restrictions as to what children can be taught with regard to online teaching and safeguarding. To that end we use regular training from Forensic Monitors to maintain emerging best practice and trends.



## The Management of Historical Abuse

The School will inform the Police about any allegations of historical abuse at the earliest opportunity. Historical abuse (also known as non-recent abuse) is an allegation of negligence, physical, sexual or emotional abuse made by or on behalf of someone who is now 18 years or over, relating to an incident which took place when the alleged victim was under 18 years of age,

Any records concerning allegations of abuse must be preserved for the term of the Independent inquiry into Child Sexual Abuse and at least until the accused has reached normal pension age or for 10 years from the date of the allegation if it is longer.

### When a child makes a disclosure:

#### Do the following:

- Listen carefully
- Make accurate handwritten notes using direct quotation of the child's own words
- Tell the DSL/DDSL
- Tell the child they have done the right thing by telling you

#### Do not:

- Ask leading questions
- Use your own words to describe events
- Investigate
- Promise secrecy or confidentiality
- Discuss with anyone other than the relevant DSL/DDSL

### Process and Participation:

The school acknowledges the requirement to differentiate between safeguarding children who have suffered or are likely to suffer significant harm and those who are in need of additional support from one or more agencies. The former will be reported to Children's Social Care immediately; the latter will lead to multi-agency assessment using local processes. At all times we work hard to ensure the participation of all stakeholders. We are always learning.

If a member of staff has concerns about a child:

- a) They should immediately consult the DSL/DDSL **and** complete an Incident Reporting Log (Appendix 6) or MyConcern entry.
- b) The DSL/DDSL will assemble all that is known about the child from school records and other staff, and will check the MyConcern/safeguarding chronology for this child where appropriate. We know that chronologies save lives and will be careful in making sure we triangulate our knowledge of what it is like to be that child.
- c) The DSL/DDSL will report to Ealing Social Care on 0208 825 8000 (or the child's home Local Authority Social Care.)
- d) The procedures to be followed are shown in Appendix 3 which are in accordance with the Ealing Safeguarding Children Guidance 2014, Policy & Procedures and include procedures for dealing with abuse by one or more pupils against another pupil where there is 'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm'. Any such abuse will be referred to local agencies.

When deciding whether to make a referral, the DSL/DDSLs will discuss the matter with Social Services where it is not clear whether the thresholds have been met. This may be done without giving names in the first instance. Staff should be aware that an allegation of child abuse or neglect may lead to a criminal investigation, thus the school should not do anything that may jeopardise a police investigation, such as asking a child leading questions or attempting to investigate the allegation of abuse. The DSL/DDSLs will

ensure that the procedures recognise the difference between those who have suffered or who are at risk of suffering serious harm and those who need additional support from one or more agencies.

### **Partnership with Children**

- a) The DSL/DDSs will take the lead in all early help strategies and any processes that follow.
- b) Children are supported by strong pastoral systems and monitoring. These structures include fortnightly Head of Year Committee meetings and weekly Junior team meetings. Form teachers are trained annually at INSET and in the Seniors meet with their Head of Year fortnightly. Junior Form Teachers and Teaching Assistants have extensive pastoral contact through teaching their pupils. Form teachers meet with pupils twice a day in the Seniors.
- c) Central monitoring documents are maintained, reviewed and shared. The DSLs monitor vulnerable pupils lists and liaise closely with the SENDCO and the Learning Support staff.
- d) The school has a School Counsellor for two days a week. Pupils can attend drop in sessions at lunchtimes (typically Senior pupils). Children can be referred by the link member of staff, the Deputy Head Pastoral (Seniors) via their form teachers. The School Counsellor meets once per half term with the Deputy Head (Pastoral) or more frequently if a case requires this.
- e) The School Nurse offers advice and support to pupils across the school and liaises closely with the DSL/DDSs. The school's pastoral Assistant acts as a mentor in particular for inclusion, diversity and Equity matters.
- f) There is very strong culture of shared support and advice for parents through workshops, parents' meetings, SEN and EAL review meetings and ad hoc meetings when concerns arise.
- g) All staff, both teaching and support staff, are proactive with sharing information and concerns about pupils and demonstrating care for these pupils.
- h) Where necessary, Wellness Plans are agreed between children, their families and the school to offer support and guidance.

### **Partnerships with Pupils once a referral has been made**

- a) We recognise that a child who is abused or witnesses violence may find it difficult to develop and maintain a sense of self-worth. We recognise that a child in these circumstances may feel helpless and humiliated. We recognise that a child may feel self-blame.
- b) We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.
- c) Children will be told as far as possible what is happening because we understand the impact a disclosure can have on a whole family.
- d) We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to behaviour which could be regarded as aggressive or withdrawn.
- e) Our school will support all pupils by:
  - Providing many means of acting on Pupil Voice;
  - encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying;
  - promoting a caring, safe and positive environment within the school; this includes clear guidance for those engaged in specialist music or sports provision and arrangements for changing from nursery through to Sixth Form;
  - liaising and working together with all other support services and those agencies involved in the safeguarding of children;
  - notifying Social Services as soon as there is a concern; within 24 hours of a disclosure or suspicion of abuse;
  - following up with a written referral within 48 hours;

- providing continuing support to a pupil about whom there have been concerns who leaves the school by ensuring that appropriate information is forwarded under confidential cover to the pupil's new school.
- f) If staff have concerns that the DSL/DDSL has not responded to safeguarding concerns they may make a referral themselves. In such cases they are asked to inform the DSL and Headteacher that they have done so.
- g) If there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm' any such abuse will be referred to local agencies. It is an expectation that in the event of disclosures about pupil on pupil abuse that all children involved, whether perpetrator or victim, are treated as being "at risk".

### **Pupils with a social worker**

Pupils may need a social worker due to safeguarding or welfare needs. We recognise that a child's experiences of adversity and trauma can leave them vulnerable to further harm as well as potentially creating barriers to attendance, learning, behaviour and mental health.

The DSL and all members of staff will work with and support social workers to help protect vulnerable children.

Where we are aware that a pupil has a social worker, the DSL will always consider this fact to ensure any decisions are made in the best interests of the pupil's safety, welfare and educational outcomes. For example, it will inform decisions about:

- Responding to unauthorised absence or missing education where there are known safeguarding risks
- The provision of pastoral and/or academic support

### **Partnership with looked-after and previously looked-after children**

We will ensure that staff have the skills, knowledge and understanding to keep looked-after children and previously looked-after children safe. In particular, we will ensure that:

- Appropriate staff have relevant information about children's looked after legal status, contact arrangements with birth parents or those with parental responsibility, and care arrangements
- The DSL has details of children's social workers and relevant virtual school heads

We have appointed an appropriately trained governor, James Davies, to take the lead on promoting the educational achievement of looked-after and previously looked-after children.

As part of their role, they will:

- Work closely with the DSL to ensure that any safeguarding concerns regarding looked-after and previously looked-after children are quickly and effectively responded to
- Work with virtual school heads to promote the educational achievement of looked-after and previously looked-after children

### **Partnership with Staff**

- a) We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting.
- b) We will support such staff by providing an opportunity to talk through their anxieties with the Headteacher and/or the DSL/DDSLs, and to seek further support as appropriate.
- c) The DSL/DDSL will be given sufficient time, funding, supervision and support to fulfil his/her child welfare and safeguarding responsibilities effectively.

### **Partnership with Parents**

- a) Where appropriate the DSL/DDSL will work transparently with parents about a referral.

- b) Where appropriate the DSL/DDSs will be able to recommend sources of specialist support to parents, e.g. Ealing SAFE, parenting classes, DV support teams, substance misuse support clinics, and referrals to family psychotherapists.
- c) Workshops for parents on a variety of pertinent issues are held each year e.g. drug abuse, parent conversations, e-safety, and so on.

## Confidentiality

- a) We recognise that all matters relating to Child Protection are confidential.
- b) The Designated Safeguarding Lead (or Headteacher in her absence) will disclose any information about a pupil to other members of staff on a need to know basis only.
- c) All staff must be aware that they have a professional responsibility to share information in a timely and appropriate manner with other agencies in order to safeguard children.
- d) All staff must be aware that they cannot promise a child to keep secrets as this may not be in the child's best interests.
- e) Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety, of children.
- f) The Data Protection Act (DPA) 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe.
- g) If staff need to share 'special category personal data', the DPA 2018 contains 'safeguarding of children and individuals at risk' as a processing condition that allows practitioners to share information without consent if it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.
- h) The government's [information sharing advice for safeguarding practitioners](#) includes 7 'golden rules' for sharing information, and will support staff who have to make decisions about sharing information.
- i) If staff are in any doubt about sharing information, they should speak to the designated safeguarding lead (or deputy).

## Record-keeping and retention

We will hold records in line with our records retention schedule.

All safeguarding concerns, discussions, decisions made and the reasons for those decisions, must be recorded in writing. If you are in any doubt about whether to record something, discuss it with the DSL.

Non-confidential records will be easily accessible and available. All safeguarding records are compiled and labelled carefully. Confidential information and records will be held securely in locked filing cabinets (paper records) or password protected (electronic records) and only available to those who have a right or professional need to see them.

Safeguarding records relating to individual children will be retained until the child reaches 25 years old (seven years after they reach the school leaving age.)

If a child for whom the school has, or has had, safeguarding concerns moves to another school, the DSL will ensure that their child protection file is forwarded promptly and securely, and separately from the main pupil file. In addition, if the concerns are significant or complex, and/or social services are involved, the DSL will speak to the DSL of the receiving school and provide information to enable them to have time to make any necessary preparations to ensure the safety of the child. The school keeps a photocopy of each transferred file and retains this until the child reaches 25 years old (seven years after they reach the school leaving age). We hold a copy of safeguarding records of all pupils, regardless of which year group they are in when they leave the school.

Any records concerning allegations of historical abuse must be preserved for the term of the Independent inquiry into Child Sexual Abuse and at least until the accused has reached normal pension age or for 10 years from the date of the allegation if it is longer.

When the retention period finishes, confidential records will be shredded in the presence of the DSL (or DDSL in her absence) and all electronic versions of the record must be purged.

## **Allegations and Safeguarding Concerns against Staff, including Supply Staff, DSL/DDSLS, Headteacher & Volunteers**

This guidance should be followed where it is alleged that anyone working in the school or college that provides education for children under 18 years of age, including supply teachers and volunteers has:

- behaved in a way that has harmed a child, or may have harmed a child;
  - possibly committed a criminal offence against or related to a child;
  - behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or
  - behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- a) We understand that a pupil may make an allegation or have a safeguarding concern against a member of staff, the Headteacher, a DSL/DDSL, supply staff or a volunteer. The school will ensure there is a follow up for children and families who have made an allegation of abuse against staff.
  - b) If any allegation is made against a member of staff, the Headteacher, a DSL/DDSL, supply staff or a volunteer, the LSCP procedures will be followed and we shall have regard to the guidelines on practice and procedures given in Part 4 of Keeping Children Safe in Education 2020 (KCSIE) (see Appendix 1- Key References and Useful Websites). Where the allegation is made against supply staff, allegations must be dealt with using the LSCP procedures. The school cannot simply cease to use the supply staff.
  - c) A clear priority of the school will be to enable a quick and confidential resolution of the allegation to the benefit of all concerned. We will balance our duty of care to staff with our duty of care to pupils, and all parties will be carefully supported during and after the allegation.
  - d) If such an allegation is made, the member of staff (including supply staff) or volunteer receiving the allegation will immediately inform the Headteacher, or in her absence, the allegation should be reported to the Chair of Governors. The school will not conduct its own investigation without consulting the designated officer/LADO.
  - e) If the allegation made to a member of staff concerns the Headteacher, the person receiving the allegation will immediately inform the Chair of Governors, without telling the Headteacher. The Chair of Governors will immediately consult with the Local Authority Designated Officer (LADO) or their deputy, within one working day.
  - f) The Headteacher or Chair of Governors on all such occasions will immediately (within one working day) discuss the content of the allegation with the Local Authority Designated Officer (LADO) or their deputy. In an emergency the police should also be called. In borderline cases, discussions with the LADO will be held informally and without naming the school or individual. GDPR cannot stand in the way of safeguarding children.
  - g) The Headteacher or Chair of Governors ('the case manager') will record in writing any information about dates, times, location and potential witnesses and the date and time of contact with the LADO. The nature, context and content of the allegation will be considered, with reference to whether the person may pose a risk of harm. A course of action will be agreed with the LADO about communication with the individual subject to the allegation, and communication with the parents (see Part 4 KCSIE 2020). Where a strategy discussion is required or when the police or children's social care are involved, the individual subject to the allegation may not be informed by the case manager until those agencies have been consulted.

- h) An individual will only be suspended if there is no reasonable alternative. If suspension is deemed appropriate, the reasons and justification will be recorded by the school and the individual and the parents of the child/children as agreed. The school will consider carefully whether the circumstances of the case warrant suspension or whether alternative arrangements should be put in place. The school will give due weight to the views of the LADO, *KCSIE*, *WT* and to the policy when making a decision about suspension.
- i) A named contact will be provided for colleagues who have been suspended, appointed by the case manager. Staff should be given access to counselling advice and advised to contact their trade union or a colleague for a support. Further guidelines about contact with colleagues and support are in Part 4 of *KCSIE 2020*.
- j) If, following discussion, the LADO determines that the allegation does not reach the threshold for referral to Social Services then the Headteacher or the Chair of Governors will follow all necessary internal procedures and complete a record which will be retained and refer back to LADO if any further concerns.
- k) If an accusation is made against a member of staff living on school premises (e.g. the Headteacher, the Estates Manager), alternative accommodation may need to be found in the event that an investigation takes place and for the duration of the investigation.
- l) If, following discussion, the LADO determines that the allegation reaches the threshold for referral then investigations will involve:
  - a. Social Services
  - b. Police
- m) In cases of serious harm or risk, the police should be informed from the outset.
- n) The police should also be contacted in cases of historical allegations of abuse.
- o) If the person against whom the allegation has been made has left, the police should be contacted.
- p) Investigations should use the definitions outlined in Part 4 of *KCSIE 2020* when determining the outcome; i.e.: substantiated, malicious, false, unsubstantiated or unfounded.
- q) If abuse is reported, in addition to investigating the allegation, a social services inspection will decide:
  - a. to what degree the school did or did not safeguard and promote the welfare of the child
  - b. decide whether the school acted appropriately according to Child Protection Procedures
  - c. decide what lessons may be learned from the experience.
- r) A referral will be made to the DBS if an allegation is substantiated and it is thought that the individual has or may have engaged in conduct that has harmed or is likely to harm a child, or that they might pose a risk of harm to a child.
- s) A referral will also be made to the TRA (Teachers Regulation Authority) – see below for more information.
- t) If an allegation is not substantiated and the person returns to work, the school will support the person.
- u) The Headteacher will keep a written record of all allegations. Details of allegations that are found to have been malicious should be removed from personnel records. Records concerning allegations of abuse must be preserved for the term of the Independent inquiry into Child Sexual Abuse and at least until the accused has reached the normal pension age or for 10 years from the date of the allegation if it is longer.
- v) Pupils that are found to have made malicious allegations are likely to have breached school behaviour policies. The school should therefore consider whether to apply an appropriate sanction (as well as referral to the police if there are grounds for believing a criminal offence may have been committed).
- w) As the school takes children aged three and above, it is not a registered provider for EYFS so there is no requirement to inform Ofsted of allegations or investigations.
- x) The procedure to be followed is shown in Appendix 5 which is in accordance with the Ealing Child Protection Policy & Procedures 2014.



- y) The school will make every effort to act in a timely manner, to maintain confidentiality and to guard against unwanted publicity.

## Referral to the DBS & TRA

If anyone who is employed, contracted, a volunteer or a member of staff or student working in the school is deemed unsuitable to work with children, and thus their services are no longer required, the Headteacher will report to the Disclosure and Barring Service (DBS) within one month of that person leaving the school and inform the Chair of Governors. Any such report will include evidence about the circumstances as far as possible. If the referral relates to the Headteacher, the Chair of Governors is responsible for making this referral. The contact address is DBS, PO Box 181, Darlington DL1 9FA (tel 0300 123 1111). The school is aware that failure to make a report constitutes an offence, leading to its possible removal from the Department for Education register of Independent Schools. "Compromise agreements" cannot apply in this connection. It is an offence not to refer to the DBS details of anyone who is removed from regulated activity, or who leaves while under investigation for allegedly causing harm or posing a risk of harm.

Referrals to the DBS will be made by the school, as a legal duty, for anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult according to the terms set out in para 53 of KCSIE 2020.

The school will consider referring to the Teacher Regulation Agency (TRA) where a teacher has been dismissed (or would have been dismissed had he/she not resigned) and a prohibition order may be appropriate and should make reference to this in their policies. The reason such an order would be considered are: "unacceptable professional conduct", "conduct that may bring the profession into disrepute" or a "conviction at any time, for a relevant offence".

Ceasing to use a person's services includes: dismissal; non-renewal of a fixed-term contract; no longer engaging/refusing to engage a supply teacher provided by an employment agency; terminating the placement of a student teacher or other trainee; no longer using staff employed by contractors; no longer using volunteers; resignation; and voluntary withdrawal from supply teaching, contract working, a course of initial teacher training, or volunteering.

## Safer Recruitment and Employment Practices

St Augustine's Priory follows the Government's recommendations for Keeping Children Safe in Education 2020 (KCSIE). (See Appendix 1- Key References and Useful Websites)

All members of teaching and non-teaching staff, governors, including part time staff, temporary and supply staff and visiting staff such as music teachers and volunteers are subjected to a Disclosure and Barring Service (DBS) check and all other required suitability checks before starting work, to ensure their suitability to work with children. Additional checks are carried out on staff/people who have lived or worked outside the UK using the TRA Teacher Services Systems.

Each person that is appointed will need to sign a self-declaration regarding Disqualification by Association, before the appointment is confirmed.

Confirmation of DBS status from supply agencies and external organisations is received prior to commencing work. Further identification checks are carried out on arrival at school.

The Headteacher, the DSL, the DDSLs and at least one member of the Governing Body have completed the NSPCC online training in Safer Recruitment or local authority training as a minimum.

At least one person trained in Safer Recruitment will be on every interview panel.

All recruitment will be planned to ensure that candidates know that St Augustine's Priory is fully committed to safeguarding the children in our care. Interview questions will ensure that a candidate has secure safeguarding knowledge and realises the centrality of safeguarding at the school. This will deter

unsuitable people from applying to work in our School. The school conducts checks to ensure that no member of staff carries out work at school, or intends to do so, in contravention of a prohibition order, or any direction made under section 128 of the 2008 Act that they may not take part in the management of an independent school (paragraph 18920(b))

Further information can be obtained in the school's 'Statement of Policy and Practice: Recruitment'.

### **The Single Central Register**

- a) The Headteacher, all members of staff, peripatetic staff, and governors are subject to enhanced DBS clearance and all other required suitability checks. Identity checks include sight of passport, qualifications, utility bill, bank statement and driving licence. Records of identity are kept in the individual's personnel file in a locked cabinet in the Bursar's office.
- b) DBS checklists are housed centrally and securely in the Bursar's office.
- c) There is a single central register of all staff, supply staff and includes Governors and other volunteers. This is maintained on a day to day basis by the HR manager and is retained in the Bursary. The overall responsibility for ensuring that it is maintained correctly lies with the Headteacher who will, with the Chair of Governors, review the SCR at the beginning of each term and each month with a DSL/DDSL. The Headteacher meets weekly with those involved in recruitment to ensure that constant monitoring is in place.

### **Whistleblowing (protected disclosure)**

- a) We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- b) All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues. (See separate Whistleblowing Policy).
- c) All staff should be aware of the duty to persist with a concern until they are satisfied that the safeguarding needs of the child are being met. This duty may require reporting directly to other agencies such as the Ealing Safeguarding Children Partnership.

### **Physical Intervention**

- a) Corporal punishment of any kind is not allowed in the school. Our policy on physical intervention by staff is set out in a separate policy (See separate Policy - Promoting Good Behaviour) and acknowledges that staff must only ever use physical intervention as a last resort, and that at all times, it must be the minimum force reasonably necessary to prevent injury to another person.
- b) We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures. (See separate Policy - Promoting Good Behaviour).
- c) It may be necessary to draw up particular behaviour plans to anticipate and avoid as much as possible the need for reasonable force when managing pupils with particular medical, SEND or physical needs.

### **Health & Safety**

Our Health & Safety Policy reflects the consideration we give to the Safeguarding and protection of our children both within the school environment and when away from the school when undertaking school trips and visits. (Health and Safety Policy and Risk Assessment).



## APPENDIX 1: Key References and Useful Websites

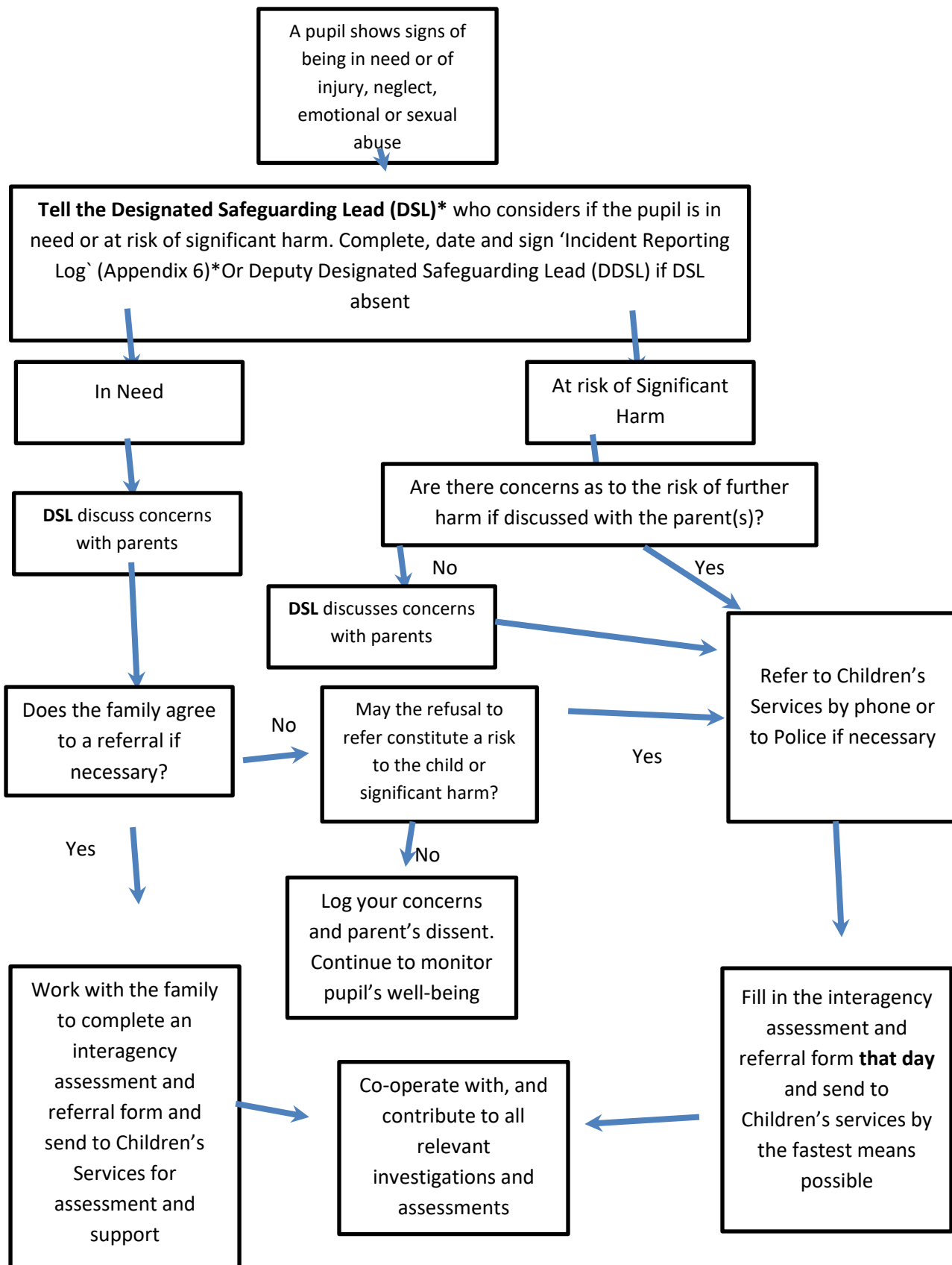
- Prevent Duty Guidance: for England and Wales (July 2015) (*Prevent*), incorporating The Prevent Duty: Departmental Advice for Schools and Childminders (June 2015), and The Use of Social Media for On-line Radicalisation (July 2015).
- The Education Act 2002 <http://www.legislation.gov.uk/ukpga/2002/32/contents>
- Education (Independent School Standards) (England) Regulations 2014 [www.legislation.gov.uk/uksi/2010/1997](http://www.legislation.gov.uk/uksi/2010/1997)
- Safeguarding Vulnerable Groups Act 2006 <http://www.legislation.gov.uk/ukpga/2006/47/contents>
- The Children Act 2004 <http://www.legislation.gov.uk/ukpga/2004/31/contents>
- What to do if you are worried a Child is being Abused (March 2015)
- [http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH\\_4010283](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4010283)
- Working together to Safeguard Children DfE (September 2018 – updated in 2019 but without changing the date on the published version) (a Guide to Interagency working to safeguard and promote the welfare of Children). <https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00030-2013>
- Keeping Children Safe in Education (September 2020) (KCSIE) which also incorporates Disqualification Under the Childcare Act 2006 (Feb 2015), <https://www.gov.uk/government/publications/keeping-children-safe-in-education>
- CEOPS Think You Know [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- The use of social media for on-line radicalisation (DfE)
- Promoting the Education of looked after and previously looked after children
- SEND Code of Practice 0-25 years (2015)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/398815/SEND\\_Code\\_of\\_Practice\\_January\\_2015.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/398815/SEND_Code_of_Practice_January_2015.pdf)
- Mental Health and behaviour in schools (November 2018)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/755135/Mental\\_health\\_and\\_behaviour\\_in\\_schools\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/755135/Mental_health_and_behaviour_in_schools_.pdf)
- Counselling in schools: a blueprint for the future (February 2016)  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/497825/Counselling\\_in\\_schools.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/497825/Counselling_in_schools.pdf)
- UK Safer Internet Centre: appropriate filtering and monitoring
- UK Council for Internet Safety
- The use of social media for on-line radicalisation (DfE)
- Sexting in Schools – UK Council for Child Internet Safety (UKCCIS):Sexting in schools and colleges
- Searching, screening and confiscation – DfE (January 2018)
- Information sharing: Guidance for Practitioners and Managers 2008  
<https://www.education.gov.uk/publications/eOrderingDownload/00807-2008BKT-EN-March09.pdf>
- DBS Referral Guidance <https://www.gov.uk/disclosure-and-barring-service-criminal-record-checks-referrals>
- Statutory Framework for the Early Years Foundation Stage  
[http://www.primaryict.org.uk/book\\_resources/ch3/Statutory\\_framework\\_for\\_the\\_early\\_years.pdf](http://www.primaryict.org.uk/book_resources/ch3/Statutory_framework_for_the_early_years.pdf)
- London Child Protection Procedures (LSCP) 5th Ed 2017 <http://www.londonscb.gov.uk/procedures/>
- Multi-agency statutory guidance on FGM (April 2016)  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/512906/Multi\\_Agency\\_Statutory\\_Guidance\\_on\\_FGM\\_-\\_FINAL.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/512906/Multi_Agency_Statutory_Guidance_on_FGM_-_FINAL.pdf)
- Multi-agency guidelines: Handling cases of Forced Marriage (June 2014)  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322307/HMG\\_MULTI\\_AGENCY\\_PRACTICE\\_GUIDELINES\\_v1\\_180614\\_FINAL.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322307/HMG_MULTI_AGENCY_PRACTICE_GUIDELINES_v1_180614_FINAL.pdf)
- Preventing and Tackling Bullying – Advice for Headteachers, staff and governing bodies. DfE July 2017
- Children and Social Work Act 2017
- Sexual violence and sexual harassment between children in schools and colleges (May 2018)
- Educate Against Hate

## APPENDIX 2: Associated Policies and Procedures

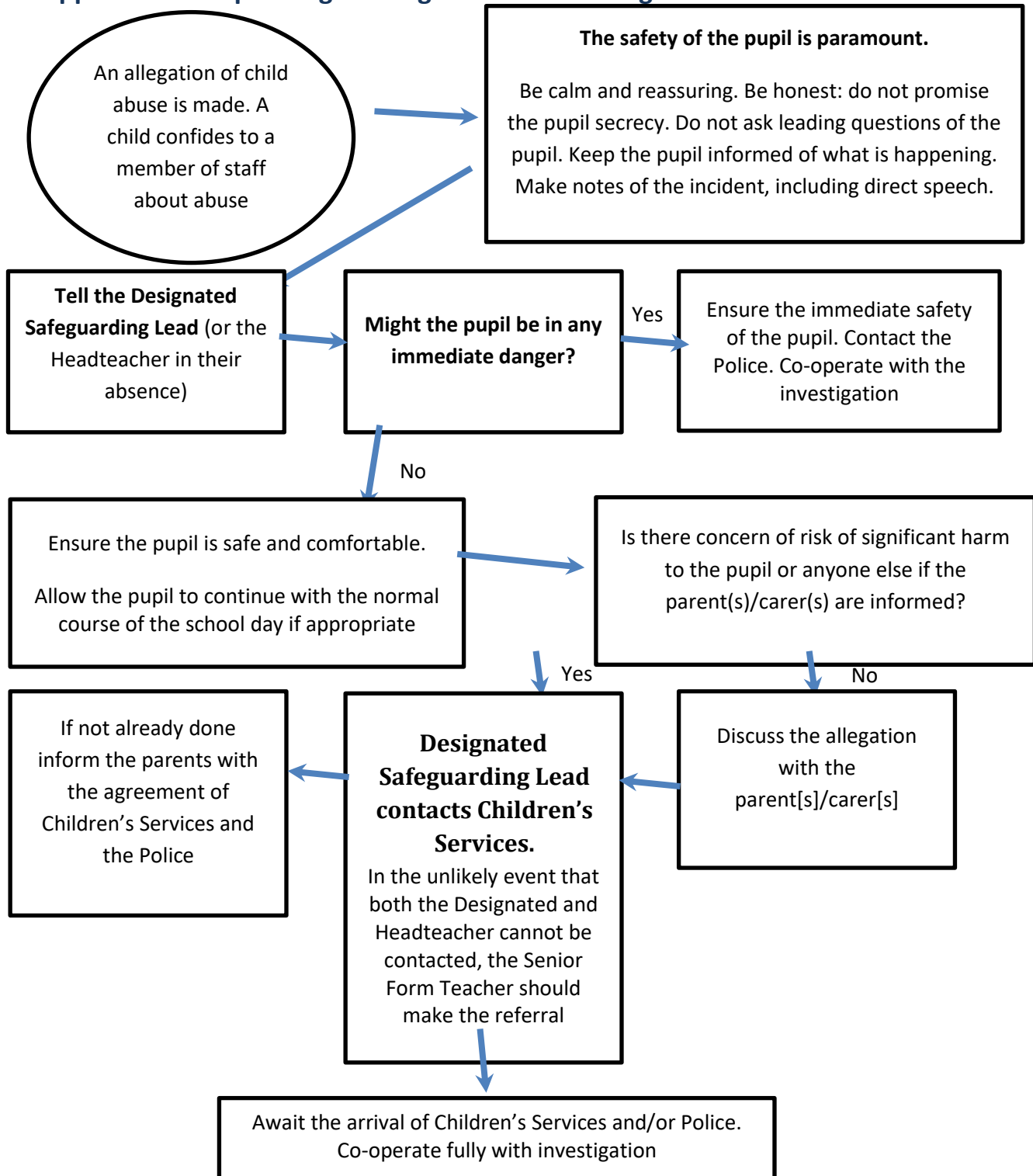
This is a list of some of the related policies and procedures, it is not exhaustive.

- Annex 1 and 2 to existing Safeguarding policy dealing with Covid-19
- Safeguarding during Remote Teaching and Learning Policy
- Promoting Good Behaviour Policy (including rewards, sanctions, physical restraint, dealing with bullying)
- Code of Conduct
- Anti-Bullying Policy
- Drugs Education Policy
- Whistleblowing (protected disclosure) see Employment Manual
- Health & Safety Policy
- Risk Assessment
- Missing Child Policy (includes EYFS)
- EYFS Uncollected Child Policy
- EYFS Outings Policy
- EYFS Personal Care Policy
- EYFS Behaviour Policy
- EYFS Camera, Mobile Phone and other Digital Devices Policy (see Appendix 7)
- Guidance for Staff in Safeguarding
- Pupils with Special Education Needs and Disabilities Policy
- Safer Recruitment procedures in Recruitment Policy
- Employment Manual
- ICT - Acceptable Use Policy
- First Aid Policy
- Administration of Medicines Policy
- E-Safety Policy
- PSHEE Policy
- Supervision of Pupils Policy
- Visiting Speaker Policy

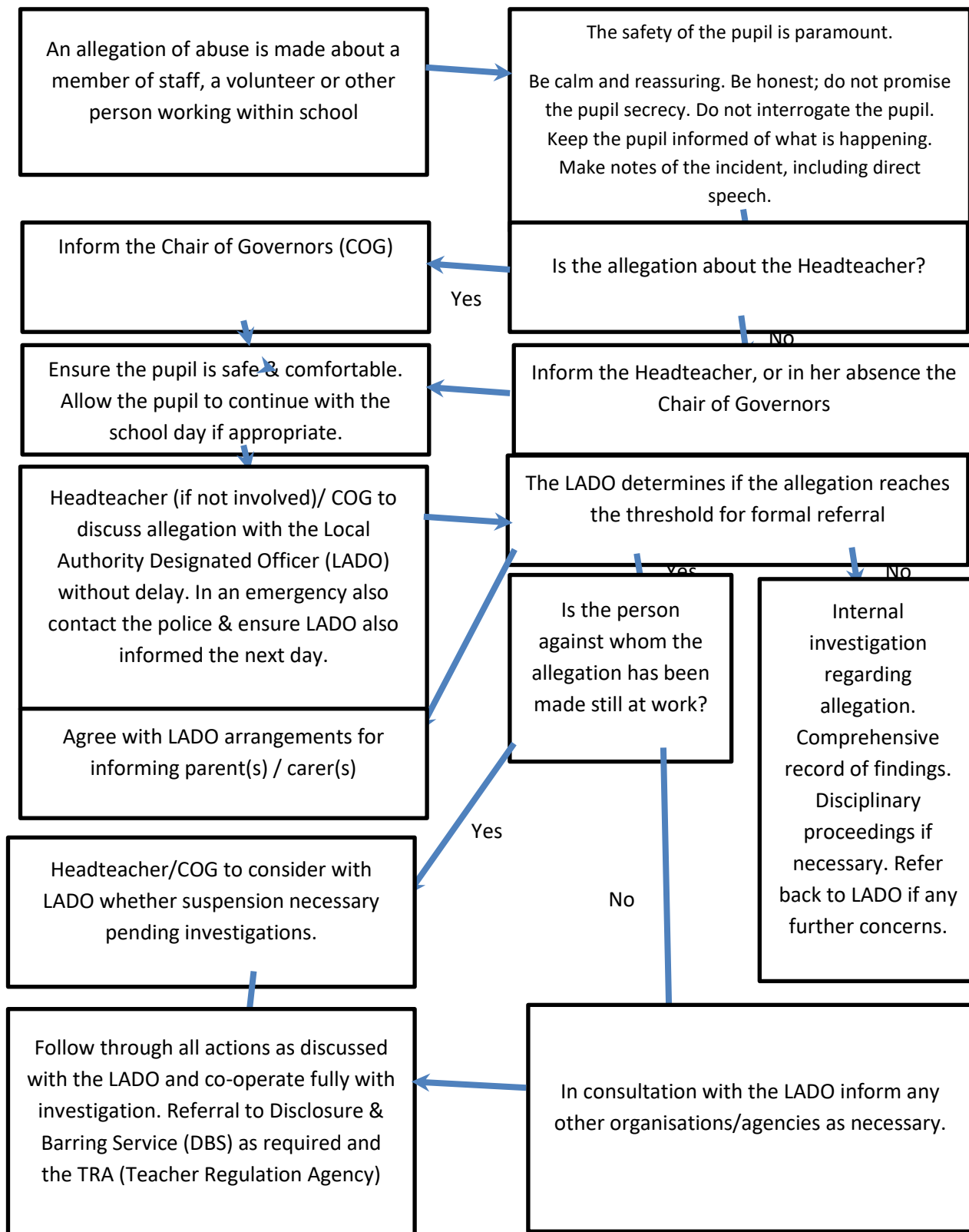
### Appendix 3. Responding to a Pupil in Need and to Signs of Abuse



## Appendix 4. Responding to Allegations of Abuse against Someone outside the School



## Appendix 5. Dealing with an Allegation of Child Abuse against an Employee, Volunteer or any other Person Working in the School



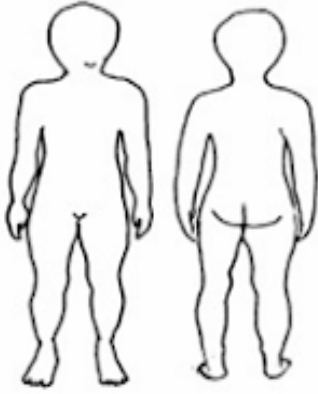
## Appendix 6. Child Protection Incident Reporting Log

### SAFEGUARDING/CHILD PROTECTION RECORD OF CONCERN

If you have a child protection / safeguarding concern about a child,

- **Please find the DSL in person immediately if you believe a child is at serious risk of harm.**
- see the Designated Safeguarding Lead AND
- complete this form or complete an online referral on MyConcern. Complete this form even if you were unable to contact the DSL.

You may be required to complete more detail following discussion

Child's Name :	
Child's DOB :	
Are you reporting your own concerns or responding to concerns raised by someone else?	
<input type="checkbox"/> Responding to my own concerns  <input type="checkbox"/> Responding to concerns raised by someone else	If responding to concerns raised by someone else, please provide their name and position within the organisation:
Please provide details of the incident or concerns you have including times, dates or other relevant information (Such as a description of any injuries whether you are recording fact, opinion or hearsay):  	
Day, date and time of concern :	
Your account of the concern: (what was said, observed, reported and by whom) Use direct quotations where possible.	
The Child/Young person's account, if it can be given, of what has happened and how:	

Please provide details of the person alleged to have caused the incident / injury including where possible their name, address and date of birth (or approximate age):

Please provide details of any witnesses to the incident(s):

Additional information:

(your opinion, context of concern/disclosure)

Your response:

(what did you do/say following the concern)

Your name:

Your signature:

Your position in school:

Day, date and time of this recording:

Action and response of DSL/Headteacher

Name: \_\_\_\_\_ Date: \_\_\_\_\_



Once signed this sheet must be given to the Designated Safeguarding Lead

I declare that I have read, understood, and will abide by St Augustine's Priory Safeguarding (Child Protection) Children Policy when completing this <b>SAFEGUARDING/CHILD PROTECTION RECORD OF CONCERN</b>	
Name in full IN BLOCK CAPITALS	
Date	
Signature	

## Appendix 7. Use of Mobiles, Cameras and other Digital Devices in the EYFS

This policy applies to all Staff, Supply Staff and Visitors to the Early Years Foundation Stage (EYFS).

- i. Staff should only use photographic equipment, including cameras, iPad and mobile phones as guided by these criteria.
- ii. Any school device e.g. iPad that is used for assessment purposes and to store photographs and taken off site, must be security locked by a password. Passwords must be confidential.
- iii. Staff mobile phones are to be kept out of sight of children and used at times when the member of staff is not responsible for children.
- iv. Photographic equipment will be designated for work related purposes only. The use of personal photographic equipment is to be avoided. Should it be considered that such use is not to be precluded for a given reason, explicit authorisation must be obtained from the Designated Safeguarding Lead.
- v. Images of children and young people must only be taken when they are in suitable dress. In no circumstances are images to be taken of children or young people in any state of undress. Should children and young people be participating in sporting activities, careful consideration must be taken to the appropriateness of taking such images, in particular the angle of which shots may be taken. In no circumstances are photos to be taken in the cloakroom area. Published photos of pupils swimming are only to show above the waist.
- vi. The DSL must reserve the right to view any images taken and/or to withdraw or modify an individual's authorisation to take or make images at any time. Staff must ensure that all images are available for scrutiny and to be able to justify any images in their possession.
- vii. On admission to the school all parents complete a parent contract, stating whether their child can or cannot be included in photographs.
- viii. Staff must not use their mobile phones during working hours, and these must be stored securely in staff bags out of sight. They must not receive or make calls on their mobile phones during lessons.