



# Safeguarding & Child Protection Policy & Procedure

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## Record of Alterations

- 1.0 Original version
- 1.1 Amendments - Change of name LADO/Prevent Coordinator LA
- 1.2 Amendments - Annual update in accordance with KCSIE 2019. Updated to reflect trust's Decision Making & Accountability Framework. Additional guidance on child criminal exploitation, sexual violence, sexual harassment, serious violence and upskirting.' Teachers to follow DfE guidance when teaching pupils about online safety. References to the use of risk assessments.
- 2.0 New template policy to include annual update in accordance with Keeping Children Safe in Education 2020.

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## Part 1: Safeguarding Policy

### 1.0 Introduction

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from maltreatment;
- Preventing impairment of children's mental and physical health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care;
- Taking action to enable all children to have the best outcomes;

Children includes everyone under the age of 18.

This means that our academy is committed to safeguarding and promoting the welfare of all its pupils. We believe that:

- Our children have the right to be protected from harm, abuse and neglect
- Our children have the right to experience their optimum mental and physical health
- That every child has the right to an education and children need to be safe and to feel safe in school
- children need support that matches their individual needs, including those who may have experienced abuse
- Our children have the right to express their views, feelings and wishes and voice their own values and beliefs
- Our children should be encouraged to respect each other's values and support each other
- Our children have the right to be supported to meet their emotional, social and mental health needs as well as their educational needs. Our school will ensure clear systems and processes are in place to enable identification of these needs. Including consideration of when mental health needs may become a safeguarding need.
- Our school will contribute to the prevention of abuse, risk/involvement in serious violent crime, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk-taking behaviours.

All staff and visitors have an important role to play in safeguarding children and protecting them from abuse and considering when mental health may become a safeguarding issue.

Schools will fulfil their local and national responsibilities as laid out in the following documents:

- The most recent version of [Working Together to Safeguard Children](#) (DfE)
- The most recent version of [Keeping Children Safe in Education](#) (KCSIE-20) Statutory guidance for schools and colleges (DfE Sept 2020)
- [West Yorkshire Safeguarding Children Procedures](#)
- [The Education Act 2002 s175](#)

In our trust the following people will take the lead in these areas:

Our Director responsible for safeguarding is: Lucy Rawlinson

Our Director responsible for equalities is: Jonathan Glazzard

Our Trust Compliance Officer is: Holly Senior

In our academy the following people will take the lead in these areas:

Our academy's lead for Mental Health is:

- [Sexting in Schools & Colleges – responding to incidents and safeguarding young people \(UKCCIS\) 2016](#)
- [General Data Protection Legislation \(2018\)](#)
- [Mental Health & Behaviour in Schools](#)
- [West Yorkshire Criminal Exploitation & Gang Affiliation Procedures](#)
- [Kirklees Safeguarding Children Partnership procedures](#)
- [Kirklees Safeguarding Children Partnership Escalation Procedures and Flowchart](#)
- [Multi-agency Statutory Guidance on Female Genital Mutilation, April 2016, HM Government](#)
- [Protecting Children from Radicalisation: The Prevent Duty, 2015](#)
- [Relationships education, relationships and sex education \(RSE\) and health education](#)
- [Voyeurism offences act 2019](#)
- [Children missing education](#)

**TBC**

Our academy’s safeguarding governor is: S Bonham and K Cardwell.

**2.0 Overall aims**

This policy will contribute to the protection and safeguarding of our pupils and promote their welfare by:

- Clarifying standards of behaviour for staff and pupils;
- Contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect and shared values;
- Introducing appropriate work within the curriculum;
- Encouraging pupils and parents to participate;
- Alerting staff to the signs and indicators that all may not be well;
- Developing staff awareness of the causes of abuse;
- Developing staff awareness of the risks and vulnerabilities their pupils may face;
- Addressing concerns at the earliest possible stage;
- Reducing the potential risks pupils face of being exposed to multiple harms including violence, extremism, exploitation, discrimination or victimisation;
- Recognising risk and supporting online safety for pupils, including in the home.

This means that in our academy we will:

- Identify and protect all pupils especially those identified as vulnerable pupils
- Identify individual needs as early as possible; and
- Design plans to address those needs
- Work in partnership with pupils, parents/carers and other agencies.

Our policy extends to any establishment our school commissions to deliver education to our pupils on our behalf including alternative provision settings.

Headteachers and Principals will ensure that any commissioned agency will reflect the values, philosophy and standards of our school. Confirmation should be sought from the school that appropriate risk assessments are completed, and ongoing monitoring is undertaken.

### 3.0 Guiding Principles

We believe that the following principles support effective safeguarding practice:

- Have conversations and listen to children and their families as early as possible.
- Understand the child's lived experience.
- Work collaboratively to improve children's life experience.
- Be open, honest and transparent with families in our approach.
- Empower families by working with them.
- Work in a way that builds on the families' strengths.
- Build resilience in families to overcome difficulties.

This means that in our academies all staff will be aware of statutory guidance and procedures for providing early help for children in need.

Staff will follow the relevant guidance, described in further detail in Appendix 2.

### 4.0 Expectations

All staff and visitors will:

- Be familiar with this Safeguarding & Child Protection Policy;
- Understand their role in relation to safeguarding;
- Be alert to signs and indicators of possible abuse (see Appendix 1 for current definitions and indicators);
- Record concerns and give the record to the DSL, or deputy DSL, and;
- Deal with a disclosure of abuse from a child in line with the guidance in Appendix 2 - you must inform the DSL immediately, and provide a written account as soon as possible;
- Be involved, where appropriate, in the implementation of individual school-focused interventions, Early Help Assessments and Team Around the Family (TAF) Support Plans, Child in Need Plans and inter-agency Child Protection Plans.

This means that in our academy:

All our staff will receive annual safeguarding training and update briefings as appropriate. Key staff will undertake the more specialist safeguarding training required for their roles.

In recognition of the impact of COVID-19, additional disclosure training will be undertaken by all staff.

Our Trustees and Governors will be subjected to an enhanced DBS check and 'Section 128' check.

We will follow Safer Recruitment processes and checks for all staff.

### 5.0 The Designated Safeguarding Lead (DSL)

The DSL will be a member of the Senior Leadership Team. Whilst the activities of the DSL can be delegated to appropriately trained deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL. This responsibility should not be delegated.

- DSLs should help promote educational outcomes by working closely with their teachers about their welfare, safeguarding and child protection concerns.
- The headteacher and local governing body should ensure that the DSL role is explicit in the role-holder's job description and appropriate time is made available to the DSL and deputy DSL(s) to allow them to undertake their duties.

The DSL team in our school will be:

Lead: Lauren McCaffrey

Deputies: R Pleasant, K McConochie, S Harris.

The above-named people have been trained to an appropriate level, e.g. have completed the roles and responsibilities of the DSL course.

Any steps taken to support a child/ young person who has a safeguarding vulnerability must be reported to the lead DSL.

Staff will be informed of relevant details by the DSL only when s/he believes it will improve their ability to support an individual child and/or family. A written record will be made of what information has been shared, with whom, and when.

## 6.0 Recording, storing and sharing information

- Safeguarding and child protection information will be dealt with in a confidential manner.
- Our school will be clear as to who has parental responsibility for children on our roll, and report all identified private fostering arrangements to the Local Authority.
- Safeguarding records will be stored securely in a central place separate from academic records. Individual files will be kept for each: the school will not keep family files. Files will be kept for at least the period during which the pupil is attending the school, and beyond that in line with current data legislation and guidance.
- If a pupil moves from our school, child protection and safeguarding records will be forwarded on to the DSL at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. Direct contact between the two schools may be necessary, especially on transfer from primary to secondary schools.
- All in-year applications and transfers will also be reported to the Local Authority.
- Records relating to child safeguarding are exempt information under the Education (School Records) Regulation 1989. They can be kept on computer and are exempt from the disclosure provisions of the General Data Protection Regulation (GDPR). 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.
- Neither the parent nor the child has an automatic right of access to child safeguarding records. It is however best practice to share information written by staff unless there is a valid reason to withhold it.
- The academy will disclose records, either through the police or social services in cases of alleged abuse that result in court proceedings. Records (suitably anonymised) may also be requested for use in disciplinary proceedings.
- In all court cases, a requesting solicitor or other third party will be advised that a Witness Summons or Subpoena should be obtained. In these situations, advice from the local authority legal department will be sought.

In our trust:

We use CPOMS and store our records electronically we do not hold paper files. Access to CPOMS is controlled carefully, to ensure only the relevant staff are able to see confidential information.

**We will not disclose to a parent any information held on a child/young person if this would put the child at risk of significant harm.**

**We will share information with other agencies, such as social services, the police or NHS professionals where this is required to promote the welfare of and protect the safety of a child.**

We will record where and to whom the records have been passed and the date. This will allow the new setting to continue supporting victims of abuse and have that support in place for when the child arrives.

## 7.0 Contextual Safeguarding

“Keeping Children Safe in Education 2020” (KCSIE-20) writes about the importance of the context in which school safeguarding must be considered, including behaviours that are associated with factors outside the school which can occur between children outside of these environments i.e. where children are at risk of abuse and exploitation outside of their families.

In our academies our DSLs will consider contextual safeguarding in their early working of safeguarding processes and give due regard to the effectiveness of the school safeguarding system and the wider system in which the child operates.

This will be evidenced in:

- Informal and formal assessments of need/ risk for the child;
- Case discussions in DSL supervision sessions.

## 8.0 Mental Health

- KCSIE-20 also writes about the impact of abuse, neglect, or other potentially traumatic adverse childhood experiences on mental health, behaviour and education.

In our academy this means that:

- All staff will be made aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation;
- All staff will take immediate action and speak to a DSL if they have a mental health concern about a child that is also a safeguarding concern.

## 9.0 The Designated Teacher for Looked After and Previously Looked After Children

- The headteacher must appoint a designated teacher and should work with local authorities to promote the educational achievement of registered pupils who are looked after. The teacher should receive suitable training. In keeping with sections 4-6 of the Children and Social Work Act 2017, our designated teachers will have responsibility for promoting the educational achievement of children/young people who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales.
- Kirklees Local Authority has ongoing responsibilities to the young people who cease to be looked after and become care leavers. That includes keeping in touch with them, preparing an assessment of their needs and appointing a personal adviser who develops a pathway plan with the young person.

In our academy the Designated Teacher is: Stuart Harris

Our Designated Teacher will:

- Work with the Virtual School and other local authority agencies to provide the most appropriate support, utilising the pupil premium plus to ensure they meet the child's needs.
- Work with the virtual school head to promote the educational achievement of previously looked after children.

Our DSLs will liaise with the child's social worker and other bodies, such as the Kirklees' Virtual Academy Headteacher to guide and support the care leaver and will liaise with them as necessary regarding any issues of concern affecting the care leaver.

## 10.0 The Board of Directors and the Local Governing Body

The Board of Directors and Local Governing Bodies will ensure that there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare:

- The trust operates "Safer Recruitment" procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers (including members of the governing body);
- The Head Teacher and all other staff who work with children undertake safeguarding training on an annual basis with additional updates as necessary within a 2-year framework and a training record maintained;
- Temporary staff and volunteers are made aware of the academy's arrangements for safeguarding & child protection and their responsibilities;

In our trust this means that:

All trustees and governors must have read part 2 of "KCSIE-20"

Our nominated director for safeguarding and child protection is: Lucy Rawlinson

Our nominated academy governor for safeguarding and child protection is: Kelly Cardwell and Suzanne Bonham.

The named director and governor will receive safeguarding training relevant to the governance role and this will be updated every 2 years.

<ul style="list-style-type: none"> <li>• The trust and academy will remedy any deficiencies or weaknesses brought to its attention without delay;</li> <li>• The trust board has a written policy and procedures for dealing with allegations of abuse against members of staff, visitors, volunteers or governors that complies with all statutory guidance;</li> <li>• The Nominated Governor is responsible for liaising with the Head Teacher and DSL over all matters regarding safeguarding and child protection issues. The role is strategic rather than operational – they will not be involved in concerns about individual pupils. The Director will report to the Board and the Governor will report to the Local Governing Body.</li> </ul>	<p>The trust board will ensure this policy template and other procedures fulfil national and local requirements for effective safeguarding.</p> <p>The local governing body will ensure the policy works effectively in the academy. They will authorise reasonable adjustments where they are required.</p> <p>The trust board and governing body will review all policies/procedures that relate to safeguarding and child protection annually.</p> <p>A member of our governing body (usually the Chair) is nominated to be responsible for liaising with the trust central team and Kirklees Local Authority Designated Officer (LADO) in the event of allegations of abuse being made against the Head Teacher.</p> <p>The Nominated Director (Governor) will liaise with the Head Teacher and DSLs to produce a report at least annually for the board or local governing body and ensure the annual Section 175 safeguarding self-assessment is completed and submitted on time.</p>
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<p><b>11.0 Safer recruitment and selection</b></p> <p>The academy or trust (for some senior posts) will pay full regard to ‘Safer Recruitment’ practice including scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job.</p> <p>The academy or trust (for some senior posts) will undertake interviews and appropriate checks, including a disclosure &amp; barring check, a barred list check and a prohibition check. Evidence of these checks must be recorded on our Single Central Record.</p> <p>All recruitment materials will include reference to the trust’s commitment to safeguarding and promoting the wellbeing of pupils.</p>	<p>This means that in our academy:</p> <p>The following staff have undertaken Safer Recruitment training:</p> <ol style="list-style-type: none"> <li>1 L McCaffrey</li> <li>2 R Pleasant</li> <li>3 K McConochie</li> <li>4 S Harris</li> </ol> <p>And the following members of the Governing Body have also been trained:</p> <ol style="list-style-type: none"> <li>1 V White</li> </ol> <p>In our trust, the following staff have undertaken Safer Recruitment training:</p> <ol style="list-style-type: none"> <li>1 M Lee</li> <li>2 J McNally</li> </ol> <p>One of these will be involved in all staff recruitment processes and sit on the recruitment panel.</p>
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### 11.1 Induction

All staff, especially staff who have been redeployed in response to COVID-19, will be made aware of systems within their setting which support safeguarding, and these should be explained to them as part of staff induction.

Our staff induction process will cover:

- The Safeguarding & Child Protection policy;
- The Behaviour Policy;
- The Staff Code of Conduct Policy;
- The safeguarding response to children who go missing from education; and
- The role of the DSL (including the identity of the DSL and any deputies).

Copies of policies and a copy of part one of the KCSIE-20 document is provided to staff at induction. All staff MUST sign part one of KCSIE-20, to confirm they have read and understood it. Signed declarations must be returned to the DSL.

### 11.2 Staff support

In response to the outbreak of COVID-19 in 2020, we recognise some DSLs may need additional time, particularly in the autumn term, to support staff and children regarding new safeguarding and welfare concerns. Regular safeguarding supervision will be offered to the Lead DSL within school usually offered half termly, safeguarding supervision may need to be offered more frequently and extended to other members of staff as deemed appropriate by the school. DSLs will be supported to access training as appropriate including training in behaviour and mental health.

We recognise the importance of practice oversight and multiple perspectives in safeguarding and child protection work. We will support staff by providing opportunities for reflective practice including opportunity to talk through all aspects of safeguarding work within education with the DSL and to seek further support as appropriate. DSLs will be offered safeguarding supervision by the headteacher/principal.

### 12.0 The use of reasonable force

There are circumstances when it is appropriate for staff in school to use reasonable force to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff that involves a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a child needs to be restrained to prevent violence or injury.

'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom. Departmental advice for 'Use of Reasonable Force in Schools' is available [here](#).

This means in our academy:

We will plan positive and proactive behaviour support, to reduce the occurrence of challenging behaviour and the need to use reasonable force.

We will write individual behaviour plans for our more vulnerable child and agree them with parents and carers.

We will not have a 'no contact' policy as this could leave our staff unable to fully support and protect their pupils and students.

When using reasonable force in response to risks presented by incidents involving child including any with SEN or disabilities, or with medical conditions, our staff will consider the risks carefully.

	<p>We will record details of all cases where reasonable force has been used and contact parents.</p> <p>Staff using reasonable force must report it to the DSL and record details on CPOMS.</p>
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<p><b>13.0 The academy’s role in the prevention of abuse</b></p> <p>This Safeguarding &amp; Child Protection Policy cannot be separated from the general ethos of the academy, which should ensure that pupils are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.</p> <p>Safeguarding issues, including online safety will be addressed through all areas of the curriculum including extra familial harm (multiple harms).</p>	<p>This means that in our academy:</p> <p>All staff will be made aware of our academy’s unauthorised absence and children missing from education procedures.</p> <p>We will provide opportunities for pupils to develop skills, concepts, attitudes and knowledge that promote their safety and well-being.</p> <p>All our policies which address issues of power and potential harm, for example Anti-Bullying, Discrimination, Equal Opportunities, Handling, Positive Behaviour, will be inter-linked to ensure a whole school approach.</p> <p>We also recognise the particular vulnerability of children who have a social worker.</p>
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<p><b>14.0 What we will do when we are concerned – Early Help response</b></p> <p>Where unmet needs have been identified for a child but there is no evidence of a significant risk, the DSL will oversee the delivery of an appropriate Early Help response.</p> <p>The child/young person`s voice must remain paramount within a solution focused practice framework.</p> <p>The DSL will complete the Kirklees’ Early Support Multi-Agency Assessment and Referral Form, which can be found <a href="#">here</a>.</p> <p>Should it be felt that a more urgent response is needed, the DSL will contact the <b>Duty &amp; Assessment Team on 01484 414 960</b></p> <p>The DSL will then oversee the agreed intervention from school as part of the multiagency safeguarding response and ongoing school-focused support.</p>	<p>This means that in our academy:</p> <p>All Staff will notice and listen to children and young people, sharing their concerns with the DSL in writing.</p> <p>Safeguarding leads will assess, plan, deliver and review plans.</p> <p>Senior leaders will analyse safeguarding data and practice to inform strategic planning and staff training.</p> <p>The DSL will generally lead on liaising with other agencies and setting up the Team Around the Family (TAF) Support Plan if required. This multi-agency plan will then be reviewed regularly, and progress updated towards the goals until the unmet safeguarding needs have been addressed.</p> <p>In our academy, although any member of staff can refer a situation to Early Help, it is expected that the majority are passed through the DSL team.</p>
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## 15.0 Safeguarding pupils/students who are vulnerable to radicalisation

With effect from 1<sup>st</sup> July 2015, all schools are subject to a duty to have "due regard to the need to prevent people being drawn into terrorism" (section 26, Counter Terrorism and Security Act 2015). This is known as The Prevent Duty.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation.

Definitions of radicalisation, terrorism and extremism, and indicators of vulnerability to radicalisation are in Appendix 4.

This means that in our academy:

We value freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values. Pupils and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

## 15.1 Risk reduction

Academy governors, the Head Teacher and the DSL will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessments may include consideration of the academy's RSE curriculum; SEND pupils; approaches to the Personal, Health, Social and Emotional (PHSE) curriculum; the use of school premises by external agencies; integration of pupils by gender and SEN; the anti-bullying policy; and, other issues specific to the academy's profile, community and philosophy. Due diligence checks will be undertaken on all external speakers invited to our school.

The setting is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the DSL. The responsibilities of the SPOC are described in Appendix 5.

The school will monitor online activity within the school to ensure that inappropriate sites are not accessed by pupils or staff.

The school has a duty to cooperate with the Channel programme in the carrying out of its functions, and with the Police in providing information about an individual who is referred to Channel (Section 38, Counter Terrorism and Security Act 2015).

This means that in our academy:

We are clear that this exploitation and radicalisation must be viewed as a safeguarding concern and that protecting children from the risk of radicalisation from any group (including, but not restricted to, those linked to Islamist ideology, or to Far Right/Neo-Nazi/White Supremacist, Domestic Terrorism, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements) is part of our school's safeguarding duty.

The SPOC for our school is:  
Name: L McCaffrey

All staff within our school will be alert to changes in a child's behaviour or attitude which could indicate that they are in need of help or protection.

We will use specialist online monitoring software, which in this school is called Smoothwall.

Our school will make referrals to Channel if we are concerned that an individual might be vulnerable to radicalisation.

## 15.2 Channel

Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It aims to:

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;
  - Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and
  - Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.
- Further guidance about duties relating to the risk of radicalisation is available in the Advice for Schools on **The Prevent Duty**.

### **16.0 Safeguarding pupils/students who are vulnerable to exploitation, trafficking, or so-called 'honour-based' abuse (including female genital mutilation and forced marriage)**

With effect from October 2015, all schools are subject to a mandatory reporting requirement in respect of female genital mutilation (FGM). When a teacher suspects or discovers that an act of FGM is going to be or has been carried out on a girl aged under 18, that teacher has a statutory duty to report it to the Police.

Failure to report such cases will result in disciplinary sanctions.

The teacher will also discuss the situation with the DSL who will consult with the Kirklees Duty and Advice team before a decision is made as to whether the mandatory reporting duty applies.

This means that in our academy we ensure:

Our staff are supported to talk to families and local communities about sensitive concerns in relation to their children and to find ways to address them together wherever possible.

All staff are up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation around;

- Forced marriage
- FGM
- Honour based abuse
- Trafficking
- Criminal exploitation and gang affiliation.

Our staff will be supported to recognise warning signs and symptoms in relation to each specific issue, and include such issues, in an age appropriate way, in their lesson plans.

### **17.0 Children who go missing from education**

A child going missing and or patterns of unauthorised absence, particularly repeatedly, can act as a vital warning sign of a range of safeguarding risks, including abuse and neglect, which may include sexual abuse or exploitation; child criminal exploitation; mental health problems; substance abuse and other issues. Early intervention is necessary to identify the existence of any underlying safeguarding risks and to help prevent the risk of them going missing in future.

Work around attendance and children missing from education will be coordinated with safeguarding interventions.

The school must notify the Local Authority of any pupil/student who has been absent without the school's permission for a continuous period of 5 days or more after making reasonable enquiries.

This means that in our academy we will:

Hold two or more emergency contact numbers for each pupil.

All our attendance workers will liaise closely with the DSL.

We will adapt our attendance monitoring on an individual basis to ensure the safety of each child at our academy.

Our academy will demonstrate that we have taken reasonable enquiries to ascertain the whereabouts of pupils that would be considered 'missing'.

We will work closely with the Kirklees Attendance & Student Support Service CME Team, School Admissions Service, Education Legal Intervention Team and the Elective Home Education Team.

The academy will also notify the Local Authority of any pupil/student who is to be deleted from the admission register under any of the prescribed regulations outlined in the Education (Pupil Registration) (England) Regulations 2016 amendments.

### 18.0 Peer on peer/child on child abuse including sexual violence and harassment

It is important that staff can recognise that children are capable of abusing their peers, and that this abuse can include bullying, physical abuse, sexting, initiation/ hazing, upskirting, sexual violence and harassment. The trust's values, ethos and behaviour policies provide the platform for staff and students to clearly recognise that abuse is abuse and it should never be tolerated or diminished in significance.

Trust staff should recognise the impact of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence this policy is referring to sexual offences under the Sexual Offences Act 2003 as described below:

- **Rape:** A person (A) commits an offence of rape if: there is intentional penetration of the vagina, anus or mouth of another person (B) with his penis, (B) does not consent to the penetration and (A) does not reasonably believe that (B) consents.
- **Assault by penetration:** A person (A) commits an offence if: s/he intentionally penetrates the vagina, anus or mouth of another person (B) with a part of her/his body or anything else, the penetration is sexual, (B) does not consent to the penetration and (A) does not reasonably believe that (B) consents.
- **Sexual assault:** A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, (B) does not consent to the touching and (A) does not reasonably believe that (B) consents.

This means that in our academy:

We will not tolerate instances of peer on peer abuse and will not pass it off as "banter", "just having a laugh" or "part of growing up". We will recognise that "child on child abuse" can occur between and across different age ranges.

We will follow both national and local guidance and policies to support any children subject to peer on peer abuse, including sexting (also known as youth produced sexual imagery) and gang violence.

We will follow the guidance on managing reports of child-on-child sexual violence and sexual harassment in schools.

We will utilise the **Students who pose a serious risk to other pupils within school safety plan** (Appendix 8) to ensure a proper risk assessment has been completed.

Our DSL will work with safeguarding partners, following the **local guidance** found here:

<https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/child-sexual-abuse-csa/>

### 19.0 Criminal exploitation and gang affiliation

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

This means that in our academy we will:

Notice and listen to children/ young people showing signs of being drawn in to anti-social or criminal behaviour, Follow the **local guidance** found here: <https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/child-sexual-abuse-csa/>

Be aware of and work with the Police and local organisations to disrupt as much as possible any criminal exploitation activity within our academy.

## Part 2: Key procedures

### Responding to concerns about a child

In our academy Millbridge School  
Our DSL(s) are L McCaffrey, R Pleasant, K McConochie, S Harris  
Our safeguarding governor is S Cardwell and K Bonham

**CONCERN ABOUT A CHILD:**  
Speak to Designated Safeguarding Lead (DSL) if urgent.  
Record on CPOMS

**DSL(s) review concerns and decide next steps, referring to Kirklees Safeguarding Children Partnership procedures**

- Consider discussing concerns with parent / carers and seek consent where appropriate.
- Consider completing Early Support Multi-Agency Assessment & Referral Form (ESAF)

**At any point consider seeking advice:**

The Kirklees Duty & Advice Team on  
01484 414 960  
In case of emergency phone police on 999

**Universal / Universal+**  
Continue with early help process using the ESAF as appropriate

**Universal+/Additional**  
Continue with early help process using the ESAF as appropriate. Consider request for support from Team Around the Family (TAF) service

**Complex & Significant**  
Request for Support submitted to Kirklees Duty & Advice for a multi-agency strategy discussion

## 20.0 Involving parents/carers

20.1 In general, we will discuss any safeguarding or child protection concerns with parents/carers before approaching other schools or agencies and will seek their consent to making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the DSL.

However, there may be occasions when the school will contact another school or agency before informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.

20.2 Parents/carers will be informed about our Safeguarding & Child Protection Policy through **our academy website and prospectus.**

## 21.0 Multi-agency work

21.1 We work in partnership with other agencies to promote the best interests of our children and keep them as a top priority in all decisions and actions that affect them. Our academy will, where necessary, liaise with these agencies to implement or contribute to an Early Help Assessment and 'Team around the family' (TAF) Support Plan and make requests for support from Kirklees Local Authority. These requests will be made by the DSL to Kirklees Social Services Team. Where the child already has a safeguarding social worker or family support worker, concerns around escalation of risks must be reported immediately to the social/ family support worker, or in their absence, to their team manager.

21.2 When invited the DSL will participate in a strategy meeting, usually by conference phone, adding school-held data and intelligence to the discussion so that the best interests of the child are met.

21.3 We will co-operate with any child protection enquiries conducted by Kirklees Social Services: the school will ensure representation at appropriate inter-agency meetings such as TAF Family Plans, Children in Need, Initial and Review Child Protection Conferences.

21.4 We will provide reports as required for these meetings. If the school is unable to attend, a written report will be sent and shared with Kirklees' Social Services at least 24 hours prior to the meeting.

21.5 Where a pupil/student is subject to an inter-agency Child Protection Plan or a multi-agency risk assessment conference meeting, the academy will contribute to the preparation, implementation and review of the plan as appropriate.

## 22.0 Our role in supporting children

22.1 Our staff will offer appropriate support to individual pupils/students who have experienced abuse, who have abused others (peer on peer abuse) or who act as Young Carers in their home situation.

22.2 A TAF Support Plan will be devised, implemented and reviewed regularly for these children. This Plan will detail areas of support, who will be involved, and the child's wishes and feelings. A copy of the Plan will be kept in the child's safeguarding record.

22.3 Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-agency risk assessment. Within our school we will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.

22.4 We will ensure the academy works in partnership with parents/ carers and other agencies as appropriate.

## 23.0 Responding to an allegation about a member of staff

See also West Yorkshire Consortium Safeguarding Children Procedures regarding allegations against staff and volunteers <https://westyorkscb.proceduresonline.com>

23.1 This procedure must be used in any case in which it is alleged that a member of staff, director or governor, visiting professional or volunteer 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; or
- Behaved in a way that indicates s/he may not be suitable to work with children.
- Behaved towards a child or children in a way that indicated s/he may pose a risk of harm to children.

23.2 Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in school to abuse pupils. In our school we also recognise that concerns may be apparent before an allegation is made.

23.3 All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately.

23.3.1 Allegations or concerns about staff, colleagues and visitors (recognising that schools hold the responsibility to fully explore concerns about supply staff) must be reported directly to the Head Teacher who will liaise with the Kirklees Designated Officer (LADO) and the trust's HR Manager, who will decide on any action required.

23.3.2 If the concern relates to the Head Teacher or a member of the trust's central team, it must be reported immediately to the CEO, who will liaise with the Chair of the Local Governing Body, the trust's HR team and the LA's Designated Officer (LADO) and they will decide on any action required.

23.3.3 If the concern relates to the **CEO** it must be reported immediately to the Chair of the Board Body, who will liaise with the Designated Officer (LADO) and they will decide on any action required.

23.3.4 If the safeguarding concern relates to a director then the concern must be raised with the Designated Officer (LADO) who will decide on any action required.

## 24.0 Children with additional needs

24.1 Our academy recognises that all pupils have a right to be safe. Some pupils may be more vulnerable to abuse, for example those with a disability or special educational need, those living with domestic violence or drug/alcohol abusing parents, etc.

24.2 When the academy is considering excluding, either for a fixed term or permanently, a vulnerable pupil or one who is the subject of a Child Protection Plan, or where there is an existing child protection file, we will conduct an additional risk-assessment prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision to exclude, the risk assessment should be completed prior to convening a meeting of the governing body.

## 25.0 Children in specific circumstances

25.1 Private Fostering

25.1.1 Many adults find themselves looking after someone else's child without realising that they may be involved in private fostering. A private fostering arrangement is one that is made privately (that is to say without the involvement of Kirklees Social Services) for the care of a child under the age of 16 (under 18, if disabled) by someone other than a parent or immediate relative. If the arrangement is to last, or has lasted, for 28 days or more, it is categorised as private fostering.

25.1.2 The Children Act 1989 defines an immediate relative as a grandparent, brother, sister, uncle or aunt (whether of full blood or half blood or by marriage or civil partnership), or a step parent.

25.1.3 People become involved in private fostering for all kinds of reasons. Examples of private fostering include:

- Children/young people who need alternative care because of parental illness;
- Children/young people whose parents cannot care for them because their work or study involves long or antisocial hours;
- Children/young people sent from abroad to stay with another family, usually to improve their educational opportunities;
- Unaccompanied asylum seeking and refugee children/young people;



- Teenagers who stay with friends (or other non-relatives) because they have fallen out with their parents;
- Children/young people staying with families while attending a school away from their home area.

25.1.4 There is a mandatory duty on the academy to inform the Kirklees' Duty and Advice Team if it becomes aware of a private fostering arrangement. The academy then has a duty to check that the child/young person is being properly cared for and that the arrangement is satisfactory.

## 26.0 Links to additional information about safeguarding issues and forms of abuse

26.1 Staff who work directly with children/young people, and their leadership team should refer to this information

26.2 Guidance on children in specific circumstances found in Annex A of KCSIE 20, and additional resources as listed below:

Issue	Guidance	Source
Abuse	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/</a>	Kirklees Safeguarding Children Partnership (KSCP)
Bullying	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/bullying/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/bullying/</a>	KSCP
Children and the Courts	<a href="https://www.gov.uk/government/publications/young-witness-booklet-for-5-to-11-year-olds">https://www.gov.uk/government/publications/young-witness-booklet-for-5-to-11-year-olds</a> <a href="https://www.gov.uk/government/publications/young-witness-booklet-for-12-to-17-year-olds">https://www.gov.uk/government/publications/young-witness-booklet-for-12-to-17-year-olds</a>	MoJ advice
Child Exploitation, including FGM and forced marriage	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/child-sexual-abuse-csa/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/child-sexual-abuse-csa/</a> <a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/female-genital-mutilation/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/female-genital-mutilation/</a> <a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/forced-marriage/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/forced-marriage/</a>	KSCP KSCP KSCP
Child exploitation – County Lines	<a href="https://www.kirkleessafeguardingchildren.co.uk/managed/File/CS/2018-03-09%20-%206%203505%20HO%20Child%20exploitation%20FINAL%20web%202%20.pdf">https://www.kirkleessafeguardingchildren.co.uk/managed/File/CS/2018-03-09%20-%206%203505%20HO%20Child%20exploitation%20FINAL%20web%202%20.pdf</a>	Home Office
Domestic Abuse	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/domestic-abuse/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/domestic-abuse/</a>	KSCP
Drugs & Substance Misuse	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/young-people-substance-misuse/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/young-people-substance-misuse/</a> <a href="https://www.gov.uk/government/publications/drugs-advice-for-schools">https://www.gov.uk/government/publications/drugs-advice-for-schools</a>	KSCP DfE guidance

Family Members in Prison	<a href="https://www.nicco.org.uk/">https://www.nicco.org.uk/</a>	Barnardo's in partnership with Her Majesty's Prison and Probation Service (HMPPS)
Gangs	<a href="https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/gangs-criminal-exploitation/">https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/gangs-criminal-exploitation/</a>	NSPCC
Homelessness	<a href="https://www.gov.uk/government/publications/homelessness-reduction-bill-policy-factsheets">https://www.gov.uk/government/publications/homelessness-reduction-bill-policy-factsheets</a>	HCLG
Health & Wellbeing, including mental health	<a href="https://www.pshe-association.org.uk/curriculum-and-resources/resources/rise-above-teaching-resources">https://www.pshe-association.org.uk/curriculum-and-resources/resources/rise-above-teaching-resources</a> <a href="https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3">https://www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3</a> <a href="https://www.gov.uk/government/publications/safeguarding-children-in-whom-illness-is-fabricated-or-induced">https://www.gov.uk/government/publications/safeguarding-children-in-whom-illness-is-fabricated-or-induced</a> <a href="https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2">https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2</a> <a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/suicide-and-self-harm/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/suicide-and-self-harm/</a>	Public Health England  DfE  DfE  DfE  KSCP
Missing from Education, Home or Care	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/missing/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/missing/</a>	KSCP
Modern Slavery / Trafficking	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/trafficking/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/trafficking/</a>	KSCP
Online	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/online-safety/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/online-safety/</a> <a href="https://www.gov.uk/government/publications/teaching-online-safety-in-schools">https://www.gov.uk/government/publications/teaching-online-safety-in-schools</a>	KSCP  DfE
Private Fostering	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/private-fostering/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/private-fostering/</a>	KSCP
Radicalisation	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/prevent/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/prevent/</a>	KSCP
Violence	<a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/adolescent-to-parent-violence-and-abuse/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/adolescent-to-parent-violence-and-abuse/</a> <a href="https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/honour-based-violence/">https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/honour-based-violence/</a> <a href="https://www.westyorkshire.police.uk/stopknifecrime">https://www.westyorkshire.police.uk/stopknifecrime</a>	KSCP  KSCP  West Yorkshire Police

## Part 3: Appendices

### Appendix 1 - Definitions and indicators of abuse

#### 1. 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 occur during pregnancy as a result of maternal substance abuse. Once a child is born, 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); or
- Ensure access to appropriate medical care or treatment.

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

The following may be indicators of neglect (this is not designed to be used as a checklist):

- Constant hunger
- Stealing, scavenging and/or hoarding food
- Frequent tiredness or listlessness
- Frequently dirty or unkempt
- Often poorly or inappropriately clad for the weather
- Poor school attendance or often late for school
- Poor concentration
- Affection or attention seeking behaviour
- Illnesses or injuries that are left untreated
- Failure to achieve developmental milestones, for example growth, weight
- Failure to develop intellectually or socially
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings
- The child is regularly not collected or received from school
- The child is left at home alone or with inappropriate carers.

#### 2. Physical abuse

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

The following may be indicators of physical abuse (this is not designed to be used as a checklist):

- Multiple bruises in clusters, or of uniform shape
- Bruises that carry an imprint, such as a hand or a belt
- Bite marks
- Round burn marks
- Multiple burn marks and burns on unusual areas of the body such as the back, shoulders or buttocks;
- An injury that is not consistent with the account given
- Changing or different accounts of how an injury occurred
- Bald patches
- Symptoms of drug or alcohol intoxication or poisoning
- Unaccountable covering of limbs, even in hot weather
- Fear of going home or parents being contacted
- Fear of medical help
- Fear of changing for PE or swimming
- Inexplicable fear of adults or over-compliance
- Violence or aggression towards others including bullying
- Isolation from peers.

### **3. Sexual abuse**

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by rape and/or penetration or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

The following may be indicators of sexual abuse (this is not designed to be used as a checklist):

- Sexually explicit play or behaviour or age-inappropriate knowledge
- Anal or vaginal discharge, soreness or scratching
- Reluctance to go home
- Inability to concentrate, tiredness
- Refusal to communicate
- Thrush, persistent complaints of stomach disorders or pains
- Eating disorders, for example anorexia nervosa and bulimia
- Attention seeking behaviour, self-mutilation, substance abuse
- Aggressive behaviour including sexual harassment or molestation
- Unusual compliance
- Regressive behaviour, enuresis, soiling
- Frequent or openly masturbating, touching others inappropriately
- Depression, withdrawal, isolation from peer group
- Reluctance to undress for PE or swimming
- Bruises or scratches in the genital area.

### **4. Sexual exploitation**

Child sexual exploitation occurs when a child or young person, or another person, receives "something" (for example food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of the child/young person performing sexual activities, or another person performing sexual activities on the child/young person.

The presence of any significant indicator for sexual exploitation should trigger a referral to the Kirklees Duty and Advice team. The significant indicators are:

- Having a relationship of concern with a controlling adult or young person (this may involve physical and/or emotional abuse and/or gang activity)
- Entering and/or leaving vehicles driven by unknown adults
- Possessing unexplained amounts of money, expensive clothes or other items
- Frequenting areas known for risky activities
- Being groomed or abused via the Internet and mobile technology
- Having unexplained contact with hotels, taxi companies or fast food outlets
- Missing for periods of time (CSE and county lines).

### **5. Emotional abuse**

Emotional abuse is the persistent emotional maltreatment of a child/young person such as to cause severe and persistent adverse effects on the child/young person's emotional development. It may involve conveying to children/young people that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child/young person opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child/young person's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child/young person participating in normal social interaction. It may also involve seeing or hearing the ill-treatment of another person. It may involve serious bullying (including cyber bullying), causing children/young people frequently to feel frightened or in danger, or the exploitation or corruption of children/young people. Some level of emotional abuse is involved in all types of maltreatment.

The following may be indicators of emotional abuse (this is not designed to be used as a checklist):

- The child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly
- Over-reaction to mistakes
- Delayed physical, mental or emotional development
- Sudden speech or sensory disorders
- Inappropriate emotional responses, fantasies
- Neurotic behaviour: rocking, banging head, regression, tics and twitches
- Self-harming, drug or solvent abuse
- Fear of parents being contacted
- Running away
- Compulsive stealing
- Appetite disorders - anorexia nervosa, bulimia
- Soiling, smearing faeces, enuresis.

N.B: Some situations where children stop communicating suddenly (known as “traumatic mutism”) can indicate maltreatment.

## **6. Responses from parents/carers**

Research and experience indicate that the following responses from parents may suggest a cause for concern across all five categories:

- Delay in seeking treatment that is obviously needed
- Unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
- Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
- Reluctance to give information or failure to mention other known relevant injuries
- Frequent presentation of minor injuries
- A persistently negative attitude towards the child
- Unrealistic expectations or constant complaints about the child
- Alcohol misuse or other drug/substance misuse
- Parents request removal of the child from home
- Violence between adults in the household
- Evidence of coercion and control.

## **7. Disabled children**

When working with children with disabilities, practitioners need to be aware that additional possible indicators of abuse and/or neglect may also include:

- A bruise in a site that may not be of concern on an ambulant child such as the shin, maybe of concern on a non-mobile child
- Not getting enough help with feeding leading to malnourishment
- Poor toileting arrangements
- Lack of stimulation
- Unjustified and/or excessive use of restraint
- Rough handling, extreme behaviour modification such as deprivation of medication, food or clothing, disabling wheelchair batteries
- Unwillingness to try to learn a child’s means of communication
- Ill-fitting equipment, for example, callipers, sleep boards, inappropriate splinting
- Misappropriation of a child’s finances
- Inappropriate invasive procedures.

## Appendix 2 - Dealing with a disclosure of abuse

### When a pupil tells me about abuse they have suffered, what should I remember?

- Stay calm.
- Do not communicate shock, anger or embarrassment.
- Reassure the child. Tell her/him you are pleased that s/he is speaking to you.
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- Tell the child that it is not her/his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected.
- Do not tell the child that what s/he experienced is dirty, naughty or bad.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what s/he has told you. It is essential to record in writing, all you have heard, though not necessarily at the time of disclosure.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.
- If the disclosure relates to a physical injury do not photograph the injury but record in writing as much detail as possible.

NB - it is not education staff's role to seek disclosures. Their role is to observe that something may be wrong, ask about it, listen, be available and try to make time to talk.

### Immediately after a disclosure

You should not deal with this yourself. Clear indications or disclosure of abuse must be reported to the Kirklees Duty and Advice Team without delay, by the Head Teacher DSL or in exceptional circumstances by the staff member who has raised the concern.

Children making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. Listening to and supporting a child who has been abused can be traumatic for the adults involved. Support for you will be available from your DSL or Head Teacher.

## Appendix 3 - Allegations about a member of staff, trustee, governor or volunteer

1. Inappropriate behaviour by staff/volunteers could take the following forms:
  - **Physical**  
For example, the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects, or rough physical handling.
  - **Emotional**  
For example, intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality.
  - **Sexual**  
For example, sexualised behaviour towards pupils, sexual harassment, inappropriate phone calls and texts, images via social media, sexual assault and rape.
  - **Neglect**  
For example, failing to act to protect children/young people, failing to seek medical attention or failure to carry out an appropriate risk assessment.
  - **Spiritual Abuse**  
For example, using undue influence or pressure to control individuals or ensure obedience, follow religious practices that are harmful such as beatings or starvation.
2. If a child makes an allegation about a member of staff, trustee/governor visitor or volunteer the Head Teacher must be informed immediately. The Head Teacher must carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The Head Teacher should not carry out the investigation him/herself or interview pupils. However, they should ensure that all investigations including for supply staff are completed appropriately.
3. The Head Teacher should exercise and be accountable for their professional judgement on the action to be taken as follows:
  - If the actions of the member of staff, and the consequences of the actions, raise credible child protection concerns, the Head Teacher will notify the Local Authority Designated Officer (LADO) and the trust's HR Manager. The LADO and HR Manager will liaise with the Head Teacher/Principal and advise about action to be taken. The Headteacher/Principal should also consider the needs of children likely to have been affected.
  - If the actions of the member of staff, and the consequences of the actions, do not raise credible child protection concerns, but do raise other issues in relation to the conduct of the member of staff or the pupil, the matter should be addressed through the trust's own internal procedures.
  - If the Head Teacher decides that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded on the child's safeguarding file. The allegation should be removed from personnel records.
4. Where an allegation has been made against the Head Teacher, then the CEO takes on the role of liaising with the LADO and HR Manager in determining the appropriate way forward. If the allegation has been made against the **CEO** then the Chair of Directors takes on the role of liaising with the LADO and HR Manager in determining the appropriate way forward For details of this specific procedure see also the West Yorkshire Consortium Safeguarding Children Procedures regarding allegations against staff and volunteers <https://westyorkscb.proceduresonline.com>.

## Appendix 4 - Indicators of vulnerability to radicalisation

1. Radicalisation is defined in KCSIE-20 as:  
The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
2. Extremism is defined by the government in the Prevent Strategy 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, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:  
The demonstration of unacceptable behaviour by using any means or medium to express views which:
  - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
  - Seek to provoke others to terrorist acts;
  - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
  - Foster hatred which might lead to inter-community violence in the UK.
4. KCSIE-20 describes terrorism as 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.

There is no such thing as a "typical extremist". Those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.
6. Indicators of vulnerability include:
  - **Identity crisis** - the student/pupil is distanced from their cultural/religious heritage and experiences discomfort about their place in society.
  - **Personal crisis** - the student/pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
  - **Personal circumstances** - migration; local community tensions; and events affecting the student/pupil's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
  - **Unmet aspirations** - the student/pupil may have perceptions of injustice; a feeling of failure; rejection of civic life.
  - **Experiences of criminality** - which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration.
  - **Special educational need** - students/pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
7. This list is not exhaustive, nor does it mean that all children/young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.
8. More critical risk factors could include:
  - Being in contact with extremist recruiters
  - Family members convicted of a terrorism act or subject to a Channel intervention



- Accessing violent extremist websites, especially those with a social networking element
- Possessing or accessing violent extremist literature
- Using extremist narratives and a global ideology to explain personal disadvantage
- Justifying the use of violence to solve societal issues
- Joining or seeking to join extremist organisations
- Significant changes to appearance and/or behaviour
- Experiencing a high level of social isolation resulting in issues of identity crisis and/or personal crisis.

9. Further information about preventing radicalisation in Kirklees can be found here:  
<https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/prevent/>

## Appendix 5 - Preventing violent extremism

### Roles and responsibilities of the Single Point of Contact (SPOC)

The SPOC for Millbridge School is L McCaffrey who is responsible for:

- Ensuring that staff of the school are aware that you are the SPOC in relation to protecting students/pupils from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students/pupils from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of Millbridge School in relation to protecting students/pupils from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the school's RE and PSHE curriculum to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness within the school about the safeguarding processes relating to protecting students/pupils from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the school for case discussions relating to students/pupils who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information in relation to referrals of vulnerable students/pupils into the Channel<sup>1</sup> process;
- Attending Channel meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Channel co-ordinator; and sharing any relevant additional information in a timely manner.
- Further details about making PREVENT / CHANNEL referrals in Kirklees can be found here: <https://www.kirkleessafeguardingchildren.co.uk/managed/File/Info%20for%20Professionals/2018-03-23%20-%20prevent-referral-guidance-partners.pdf>

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<sup>1</sup> The Kirklees Channel panel is chaired by Carol Gilchrist, Head of Safe and Cohesive Communities and meetings are held every six weeks. For more information on the Kirklees Channel Panel or to discuss a concern please call Kirklees Prevent on 01924 483747

## Appendix 6 - COVID-19 and safeguarding

Schools must have regard to the statutory safeguarding guidance, **keeping children safe in education** and should refer to the **coronavirus (COVID-19): safeguarding in schools, colleges and other providers guidance** and update safeguarding procedures in line with DfE updates.

Designated safeguarding leads (and deputies) should be provided with more time where necessary, especially in the first few weeks of term, to help them provide support to staff and children regarding any new safeguarding and welfare concerns and the handling of referrals to children's social care and other agencies where these are appropriate, and agencies and services should prepare to work together to actively look for signs of harm.

Communication with school nurses is important for safeguarding and supporting wellbeing, as they have continued virtual support to pupils who have not been in school.

### Online safety

**Coronavirus (COVID-19): keeping children safe online** - All schools and colleges should continue to consider the safety of their children when they are asked to work online. The starting point for online teaching should be that the same principles as set out in the trust's staff behaviour policy (sometimes known as a code of conduct) should be followed. This policy should amongst other things include acceptable use of technologies, staff pupil/student relationships and communication including the use of social media. The policy should apply equally to any existing or new online and distance learning arrangements which are introduced.

Schools and colleges should, as much as is reasonably possible, consider if their existing policies adequately reflect that some children (and in some cases staff) continue to work remotely online. As with the child protection policy, in some cases an annex/addendum summarising key coronavirus related changes may be more effective than re-writing/re-issuing the whole policy.

The principles set out in the **guidance for safer working practice for those working with children and young people in education settings** published by the Safer Recruitment Consortium may help schools and colleges satisfy themselves that their staff behaviour policies are robust and effective. In some areas schools and colleges may be able to seek support from their local authority when planning online lessons/activities and considering online safety.

Schools and colleges should continue to ensure any use of online learning tools and systems is in line with privacy and data protection requirements.

An essential part of the online planning process will be ensuring children who are being asked to work online have very clear reporting routes in place so they can raise any concerns whilst online. As well as reporting routes back to the school or college this should also signpost children to age appropriate practical support from the likes of:

- **Childline** - for support
- **UK Safer Internet Centre** - to report and remove harmful online content
- **CEOP** - for advice on making a report about online abuse

Schools and colleges are likely to be in regular contact with parents and carers. Those communications should continue to be used to reinforce the importance of children being safe online. It will be especially important for parents and carers to be aware of what their children are being asked to do online, including the sites they will be asked to access and be clear who from the school or college (if anyone) their child is going to be interacting with online.

Parents and carers may choose to supplement the school or college online offer with support from online companies and in some cases individual tutors. In their communications with parents and carers, schools and colleges should emphasise the importance of securing online support from a reputable organisation/individual who can provide evidence that they are safe and can be trusted to have access to children.

Support for parents and carers to keep their children safe online includes:

- **Thinkuknow** provides advice from the National Crime Agency (NCA) on staying safe online.

- **Parent info** is a collaboration between Parentzone and the NCA providing support and guidance for parents from leading experts and organisations.
- **Childnet** offers a toolkit to support parents and carers of children of any age to start discussions about their online life, to set boundaries around online behaviour and technology use, and to find out where to get more help and support.
- **Internet Matters** provides age-specific online safety checklists, guides on how to set parental controls on a range of devices, and a host of practical tips to help children get the most out of their digital world.
- **London Grid for Learning** has support for parents and carers to keep their children safe online, including tips to keep primary aged children safe online.
- **Net-aware** has support for parents and carers from the NSPCC and O2, including a guide to social networks, apps and games.
- **Let's Talk About It** has advice for parents and carers to keep children safe from online radicalisation.
- **UK Safer Internet Centre** has tips, advice, guides and other resources to help keep children safe online, including parental controls offered by home internet providers and safety tools on social networks and other online services.

Government has also provided:

- **Support for parents and carers to keep children safe from online harms**, includes advice about specific harms such as online child sexual abuse, sexting, and cyberbullying.
- **Support to stay safe online** includes security and privacy settings, blocking unsuitable content, and parental controls.

The department encourages schools and colleges to share this support with parents and carers.

## Appendix 7 - Students who pose a serious risk to other pupils within school

### Academy Safety Plan

Students who pose a significant risk to other pupils (peer on peer abuse) are thankfully few and far between, but it would be naive to assume that they do not exist. The aim of this brief guidance document is to support you and the whole school/setting in identifying the risk posed by these students; and in developing a safety plan so that they can receive their statutory education entitlement whilst keeping the victim, alleged perpetrator and wider school community safe.

The completion of the safety plan<sup>2</sup> follows the initial information gathering process that highlights areas that need to be considered further and clarifies the external controls and limits designed to help parents/carers manage potential risk situations within the school setting. It is not a risk assessment in and of itself, and must be completed with the support of those agencies that can support the assessment of risk. This guidance should be read in conjunction with national guidance 'Sexual violence and sexual harassment between children in schools and colleges' (DfE Dec 2017).

Careful consideration should be given as to how to communicate the safety plan with the child/young person and how this can be incorporated in their own safety. It is important that the child/young person receive positive messages about the plan and that positive behaviour is supported.

Student's Name		Date of Birth	
Address		Year	
		Class	
Link name in School		Contact No Email	
Link name in Police (SIO <sup>3</sup> )		Contact No Email	
Link name in SHB <sup>4</sup> team		Contact No Email	
Parent		Contact No Email	
Other		Contact No Email	

Summary of concern (as reported by Senior Investigating Officer – West Yorkshire Police)

Status of police investigation:

Current involvement of Children's Social Care:

Date of Safety Plan:

<sup>2</sup> Taken from AIM2 Model of Initial Assessment, October 2012

<sup>3</sup> Senior Investigating Officer – the lead police officer in a criminal investigation

<sup>4</sup> Sexually Harmful Behaviour team

### Sexual Behaviour in School

- Has there been any sexual behaviour in school? Yes  No

- If yes in what circumstances?

Comment:

### Additional advice given by the Sexually Harmful Behaviour Team:

### Staffing

- What staff are involved in teaching/supporting the young person?
- Who is aware of concerns about their harmful sexual behaviours?
- Do other staff need to be made aware and if so how will this be managed?
- What is the current level of supervision and is this appropriate?
- Is the level of supervision required achievable in the current circumstances?
- Are all staff aware of the level of supervision required?
- Who is responsible for discussing the young person's risk and needs to other staff?

Comment:

### School layout

- Are there areas within the school and grounds that are unsupervised?
- Are there any other building issues that may increase risk? E.g. building works, nursery or primary school located in same building, communal play ground

Comment:

### In the classroom

- Who in the class may be vulnerable and why?
- Is the level of supervision in class adequate?
- How much information does the class teacher and any other responsible for the young person in the class have about the young person's behaviours, risks and needs?
- Are there any particular times or circumstances where the young person seems unhappier/distracted/irritable/distressed?
- Can extra support/supervision be put in place during difficult times?
- Are the seating arrangements satisfactory?
- Are there times when the young person is allowed to leave the class during class times?
- Is the classroom environment free of confusing sexual images and behaviours?
- Are there any other children displaying sexually harmful behaviour/language?
- How is sex education managed and does the young person need further information?
- Does the class teacher need to talk to the young person about their sexualised behaviour?  
If so what level of support will the teacher require?
- Are there particular areas of risk in the class e.g. when the teacher is occupied with other pupils, and how can this be managed?
- Are there occasions where there is physical contact between adults/children, children/children?

Comment:

### Times out with classroom structure

- What children may be vulnerable and how can this be managed?
- What level of supervision is there when the young person is going between classes and during lunch/break times?
- If more supervision is required how will this be achieved?
- Are particular rules required for going to the toilet?
- Are there rules about showering and dressing/undressing for PE and swimming that need to be considered?
- Is the environment free of confusing sexual messages, images and behaviours, e.g. access to computers, phones/games consoles etc.?

Comment:

**If it is felt that access to school is not appropriate:**

- What consideration has been given to a change in school hours?
- Consideration of a move to an Alternative Provision provider?
- A managed move to another setting
- If the pupil is going to work from home (this must be under exceptional circumstances only), what work is being sent home, how often is it being marked, what feedback is given to progression and attainment?
- Has this decision been taken by the Head Teacher/Principal & ratified by the Chair of Governors?

Comment:

**Young Person's comments on the plan**

Comment:

**Parent's comments on the plan**

Comment:

**Head Teacher / Principal comments**

Comment:

Signature

Date:

**Risk Management Reviews**

**Review at 7 days**

Do changes/issues need to be discussed at the next risk management review?

**YES**  **NO**

If yes, please identify changes/issues needing to be discussed below:

Additional information from partner agencies:

**Review at 28 days**

Do changes/issues need to be discussed at the next risk management review?

**YES**  **NO**

If yes, please identify changes/issues needing to be discussed below:

Additional information from partner agencies:

**Review at 2 months**

Do changes/issues need to be discussed at the next risk management review?

**YES**  **NO**

If yes, please identify changes/issues needing to be discussed below:

Additional information from partner agencies:

**Review at 3 months**

Do changes/issues need to be discussed at the next risk management review?

**YES**  **NO**

If yes, please identify changes/issues needing to be discussed below:

Additional information from partner agencies:



## **Appendix 8 - Other trust and academy policies related to safeguarding**

SHARE MAT Primary Academy Behaviour Policy & Procedure TEMPLATE

SHARE MAT Secondary Academy Behaviour Policy & Procedure TEMPLATE

SHARE MAT Complaints Policy & Procedure

SHARE MAT Disciplinary at Work Policy & Procedure

SHARE MAT Equality and Diversity Policy & Procedure

SHARE MAT GDPR Policy & Procedure

SHARE MAT Health & Safety Policy & Procedure TEMPLATE

SHARE MAT ICT Policy & Procedure

SHARE MAT Recruitment Policy & Procedure

SHARE MAT Remote Learning Policy & Procedure

SHARE MAT Staff Code of Conduct

SHARE MAT Whistleblowing Policy & Procedure

**SHARE MAT Keeping Children Safe Online Policy**

**SHARE MAT Mental Health & Wellbeing Policy**

**SHARE MAT Sex & Relationships Policy**

Anti-Bullying Policy

Attendance Policy

Home School Partnership Agreement

School Attendance and Punctuality

Post 16 Behaviour Policy

Pupils with Medical Needs & Disability Policy

Single Equality Action Plan

SEND Policy