

Date: September 2020  
Review Date: September 2021  
Responsibility: SMT

# Safeguarding & Child Protection Policy

## 2020-21



**School: Dame Allan's Schools**

**Head Teacher: Mr W. Scott**

**Named personnel with designated responsibility for safeguarding:  
Academic year 2020-21**

**Designated Safeguarding Lead:**

E. Fiddaman                      Dame Allan's Senior Schools  
D. Farren                         Dame Allan's Junior School and Nursery

**Designated Safeguarding Deputy:**

P. Wildsmith                     Dame Allan's Senior Schools  
P. Ferguson                     Dame Allan's Junior School and Nursery

**Designated Safeguarding Assistant:**

J. Downie                        Dame Allan's Senior Schools

**Staff with current DSL training:**

W. Scott                         Principal, Dame Allan's Schools  
G. Laidler                        Head of Dame Allan's Junior School and Nursery

**Nominated Safeguarding Governors:**

Dr. P. Paes  
Dr V. Morrell

**Chair of Governors:**

Mr. I. Belsham

**Policy review dates:**

<b>Review Date</b>	<b>Changes made</b>	<b>By whom</b>	<b>Date shared</b>
September 2020	KCSIE 2020 incorporated	EF	September 2020
November 2020	Additional contact details for Prevent Referral Pathway added	JT	November 2020
May 2021	Details of additional safeguarding governor added	JT	May 2021
September 2019	KCSIE 2019 incorporated	DSL Team	September 2019
October 2019	References to upskirting and Local Safeguarding Partners	DMF/JT	October 2019
November 2019	Amendments advised by ISI inspectors re:DSL training	DMF/JT	November 2019

# Contents Page

## Section:

<b>1</b>	<b>Purpose &amp; Aims</b>
<b>2</b>	<b>School Ethos</b>
<b>3</b>	<b>Roles &amp; Responsibilities</b>
<b>4</b>	<b>Training &amp; Induction</b>
<b>5</b>	<b>Procedures for Managing Concerns</b>
<b>6</b>	<b>Recording &amp; Information Sharing</b>
<b>7</b>	<b>Working with Parents &amp; Carers</b>
<b>8</b>	<b>Child Protection Conferences</b>
<b>9</b>	<b>Safer Recruitment</b>
<b>10</b>	<b>Safer Working Practice</b>
<b>11</b>	<b>Managing Allegations against Staff</b>
<b>12</b>	<b>Other relevant policies</b>
<b>13</b>	<b>Statutory Framework</b>

## Appendices

<b>A</b>	<b>Suspect child at risk action flow diagram</b>
<b>B</b>	<b>Safeguarding induction sheet</b>
<b>C - K</b>	<b>Specific Safeguarding Issues:</b>
<b>C</b>	<b>Vulnerability</b>
<b>C1</b>	<b>Child Sexual Exploitation (CSE)</b>
<b>C2</b>	<b>Child Criminal Exploitation</b>
<b>C3</b>	<b>County Lines</b>
<b>D</b>	<b>Faith and Belief related abuse</b>
<b>D1</b>	<b>Female Genital Mutilation (FGM)</b>
<b>D2</b>	<b>So-called “honour-based” violence</b>
<b>D3</b>	<b>Forced Marriage</b>
<b>E</b>	<b>Radicalisation</b>
<b>F</b>	<b>Private Fostering</b>
<b>G</b>	<b>Children Missing Education (CME)</b>
<b>H</b>	<b>Peer on Peer abuse</b>
<b>I</b>	<b>Sexually Harmful Behaviour</b>
<b>J</b>	<b>Trafficking &amp; Modern Slavery</b>
<b>K</b>	<b>Domestic Abuse and Homelessness</b>
<b>L</b>	<b>Key Safeguarding Contacts</b>
<b>M</b>	<b>Example Cause for Concern form/ body map</b>

## 1. PURPOSE & AIMS

1.1 The purpose of Dame Allan's Schools' safeguarding policy is to ensure every child who is a registered pupil at Dame Allan's Schools is safe and protected from harm. This means we will always work to:

- Protect children and young people at the Schools from maltreatment;
- Prevent impairment of our children's and young people's mental and physical health or development;
- Ensure that children and young people at the Schools grow up in circumstances consistent with the provision of safe and effective care;
- Undertake our role in safeguarding so as to enable children and young people at the Schools to have the best outcomes.

1.2 This policy applies to all pupils, staff, parents, governors, volunteers and visitors.

1.3 This policy will give clear direction to staff, parents, governors, volunteers and visitors about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at Dame Allan's Schools.

1.4 The Schools fully recognise the contribution that can be made to protect children from harm and support and promote the welfare of all children who are registered pupils. The elements of our policy are prevention, protection and support.

1.5 We recognise that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for children who are absent from school or who go missing from education, particularly on repeat occasions. The Designated Safeguarding Lead will review attendance figures fortnightly. They will follow up periods of absence to ensure that pupils are safe and that satisfactory reasons for absence are given. For any pupils who go missing in education, the risk of abuse and neglect including sexual abuse or exploitation is considered and the appropriate safeguarding response is put in place to reduce the risk of future harm.

1.6 Prior to implementing this policy we have considered a range of factors to help us identify and focus on the key issues for our school and community. We have reviewed our referrals and considered both local context and local issues and have held discussions within the leadership team and with the Governing Body to determine our key priorities.

## 2. OUR ETHOS

2.1 The child's welfare is of paramount importance. Our Schools will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe. Children at our Schools will be able to talk freely to any member of staff if they are worried or concerned about something.

2.2 Everyone who comes into contact with children and their families has a role to play in safeguarding children. We recognise that staff at our Schools play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating. **All staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned.** When concerned about the welfare of a child, staff members must always act in the **best interests** of the child.

2.3 All staff and regular visitors will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

2.4 Throughout our curriculum we will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills. The PHSE programme at Dame Allan's is well established and provides all pupils with age appropriate education on life skills and safety, including safety on-line.

2.5 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (2018) and Local Safeguarding Partners' Procedures.

## 3. ROLES AND RESPONSIBILITIES

### Designated Safeguarding Lead:

E. Fiddaman                      Dame Allan's Senior Schools  
[ec.fiddaman@dameallans.co.uk](mailto:ec.fiddaman@dameallans.co.uk) 0191 2751500 Ext. 3212  
D. Farren                          Dame Allan's Junior School and Nursery  
[dm.farren@dameallans.co.uk](mailto:dm.farren@dameallans.co.uk) 0191 2246770 Ext 3303

### Designated Safeguarding Deputy:

P.Wildsmith                      Dame Allan's Senior Schools  
[p.wildsmith@dameallans.co.uk](mailto:p.wildsmith@dameallans.co.uk). 0191 2751500 Ext. 3261  
P. Ferguson                      Dame Allan's Junior School and Nursery  
[pl.ferguson@dameallans.co.uk](mailto:pl.ferguson@dameallans.co.uk) 0191 2246770

**Designated Safeguarding Assistant:**

J. Downie                      Dame Allan's Senior Schools  
[j.downie@dameallans.co.uk](mailto:j.downie@dameallans.co.uk) 0191 2751500 Ext. 3288

**Staff with current DSL training:**

W. Scott                      Principal, Dame Allan's Schools                      [wm.scott@dameallans.co.uk](mailto:wm.scott@dameallans.co.uk)  
G. Laidler                      Head of Dame Allan's Junior School                      [gm.laidler@dameallans.co.uk](mailto:gm.laidler@dameallans.co.uk)

**Nominated Safeguarding Governor:**

Dr. P. Paes  
[p.paes@dameallans.co.uk](mailto:p.paes@dameallans.co.uk)

**Chair of Governors:**

Mr. I. Belsham  
[i.belsham@dameallans.co.uk](mailto:i.belsham@dameallans.co.uk)

3.1 It is the responsibility of *every* member of staff, governor, volunteer and regular visitor to our Schools to ensure that they carry out the requirements of this policy and, at all times, work in a way that will safeguard and promote the welfare of all of the pupils at Dame Allan's. This includes the responsibility to provide a safe environment in which children can learn.

## The Governing Body

3.2 The Governing Body of Dame Allan's Schools is accountable for ensuring the effectiveness of this policy and our compliance with it. Although our Governing Body takes collective responsibility to safeguard and promote the welfare of our pupils, we also have a named governor who champions safeguarding within the school.

3.3 The Governing Body will ensure that:

- The safeguarding policy is in place and is reviewed annually, is available publicly via our school website and has been written in line with Local Authority guidance and the requirements of the local Safeguarding Partners (Formally LSCB) policies and procedures. The Schools contribute to inter-agency working in line with Working Together to Safeguard Children (2018);
- Senior members of staff from the leadership team are designated to take responsibility for safeguarding and child protection in the Schools. In the absence of the Designated Safeguarding Lead (DSL) cover will be provided by the Deputy DSL and/ or Assistant. Mr. Scott (Principal) and Mr G. Laidler (Head of the Junior School) are also trained as DSLs and are available to provide additional cover.
- All new staff receive safeguarding induction training and are provided with access to this policy and the staff code of conduct;
- All staff undertake appropriate child protection training that is updated regularly and at least annually.

- Procedures are in place for dealing with allegations against members of staff and volunteers in line with statutory guidance;
- Safer recruitment practices are followed in accordance with the requirements of [‘Keeping Children Safe in Education’](#) DfE (2020);
- They remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

3.4 The Governing Body will receive an annual safeguarding report that will record the training that has taken place, the number of staff attending and any outstanding training requirements for the school. It will also record all safeguarding activity and will inform the Governing Body how the school meets its statutory requirements.

The Governing Body will also undertake a range of ‘safeguarding visits’ over the year to monitor compliance within the safeguarding agenda.

### The Head Teacher

3.5 At Dame Allan’s Schools the Principal is responsible for:

- Identifying senior members of staff from the leadership team to be the Designated Safeguarding Lead (DSL);
- Ensuring that, in the absence of the DSL there is adequate cover provided by the Deputy DSL and Assistant DSL.
- Ensuring that the policies and procedures adopted by the Governing Body, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff;
- Ensuring that all staff and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures;
- Liaising with the Local Authority Designated Officer (LADO) in the event of an allegation of abuse being made against a member of staff.

### The Designated Safeguarding Lead (DSL)

3.6 The Designated Safeguarding Lead in each of the Senior Schools and the Junior and Nursery School are both senior members of staff from the leadership team who take responsibility for safeguarding and child protection in their designated school. Each DSL will carry out their role in accordance with the responsibilities outlined in Annex B of [‘Keeping Children Safe in Education’](#) DfE (2020);

3.7 The DSL will provide advice and support to other staff on child welfare and child protection matters. Any concern for a child’s safety or welfare will be recorded on a cause for concern form or on CPOMS and sent to the DSL.

3.8 During term time the Designated Safeguarding Lead, their Deputy or an Assistant DSL will always be available (during school hours) for staff to discuss any safeguarding concerns. If in *exceptional* circumstances the DSL, Deputy and Assistant



DSLs are not available on the school site in person, we will ensure that they are available via telephone and any other relevant media.

3.9 The DSL will manage referrals and will: refer cases of suspected abuse to children's social care, refer cases to the Channel programme if there is a radicalisation concern, refer relevant cases to the Disclosure and Barring Service, and to the Police where a crime has been committed.

3.10 The DSL will liaise with the three safeguarding partners and other agencies where necessary. Through regular training, knowledge and experience the DSL will be equipped to attend and contribute to child protection case conferences, strategy discussions and other interagency meetings.

3.11 The DSL will maintain detailed, accurate written records and child protection files ensuring that they are kept confidential and stored securely.

3.12 The DSL is responsible for ensuring that all staff members and volunteers are aware of our policy and the procedure they need to follow. They will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction.

3.13 The DSL will help promote educational outcomes by sharing information about the issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and leadership staff.

## 4. TRAINING & INDUCTION

4.1 When new staff join our school they will be informed of the safeguarding arrangements in place, including the recording and reporting procedures. They will be given a copy of the Schools' safeguarding policy along with the Staff Code of Conduct, Part One of *'Keeping Children Safe in Education'* DfE (2020) and informed who our Designated Safeguarding Lead (DSL) and Deputy DSL are. All staff are expected to read these key documents and sign a document to say they fully **understand** their responsibilities.

4.2 Every new member of staff or volunteer will receive safeguarding training during their induction period within the first half term of joining the school. This programme will include information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record concerns and the remit of the role of the Designated Safeguarding Lead (DSL). The training will also include information about whistle-blowing in respect of concerns about another adult's behaviour and suitability to work with children. This training also covers online safety issues and child-on-child sexual violence and sexual harassment. In addition it covers the specific forms of abuse and safeguarding issues set out in Annex A of KCSIE 2020, focusing particularly on issues which have been identified locally (for full details of induction training, please see our Induction Policy).

4.3 In addition to the safeguarding induction, we will ensure that mechanisms are in place to assist staff to understand and discharge their role and responsibilities as set out in Part One of *'Keeping Children Safe in Education'* DfE (2020). In order to achieve this, we will ensure that:

- all members of staff will undertake appropriate safeguarding training on an annual basis;
- we evaluate the impact of this training;
- all staff members receive regular safeguarding and child protection updates as part of each staff meeting, to provide them with the relevant skills and knowledge to safeguard children effectively.

4.4 All regular visitors, temporary staff and volunteers to our school will be given a set of our safeguarding procedures; they will be informed of whom our DSL, Deputy DSL and alternative staff members are and what the recording and reporting system is. (See Appendix B).

4.5 The DSL and any other senior member of staff who may be in a position of making referrals or attending child protection conferences or core groups will attend appropriate training. The DSL receives updated child protection training at least every two years in line with local requirements. This includes local inter-agency working protocols and training in the safeguarding partners' approach to Prevent duties. In addition to formal training, the DSL will ensure that they update their knowledge and skills at regular intervals, but at least annually, to keep up with any developments relevant to their role. The two-yearly training for DSLs and regular formal training for staff is supplemented with informal updates, for example, e-bulletins and staff meetings. This additional training focuses on the specific forms of abuse and safeguarding issues set out in Annex A of KCSIE 2020. Depending on local safeguarding concerns at the time, emphasis might be placed on a specific issue from the list of issues identified in Annex A.

4.6 Our Governing Body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school.

4.7 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance, Annex A of *'Keeping Children Safe in Education'* (2020) provides links to guidance on specific safeguarding issues. In addition, throughout the school year we will brief staff on key issues identified within Keeping Children Safe 2020.

## Why Safeguarding is Important

At Dame Allan's we feel it is important for children to receive the right help, at the right time to address risk and prevent issues from escalating. Research and serious case reviews have repeatedly shown the dangers of failing to take effective action. Examples of poor practice include:

- failing to act and refer early signs of abuse and neglect

- poor record-keeping
- failing to listen to the views of the child
- failing to re-assess concerns when situations do not improve
- not sharing information, delays in sharing
- lack of challenge to those who appear not to be taking action.

Our school policies and procedures aim to address all areas of poor practice and we ensure staff seek advice when unsure.

#### 4.8 Specific Safeguarding Issues:

All staff should have an awareness of safeguarding issues, some of which are listed below. Staff should be aware that behaviours linked to the likes of drug taking, alcohol abuse, truanting and sexting put children in danger.

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to, bullying (including cyberbullying), gender-based violence/ sexual assaults and sexting. Staff should be clear as to the Schools' policy and procedures with regards to peer on peer abuse. If such abuse leads to the victim suffering or likely to suffer significant harm then both the victim and the perpetrator will be deemed 'at risk' and will be dealt with through the safeguarding policy.

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example, information for schools and colleges can be found on the TES, and the NSPCC websites. Staff can access government guidance as required on the issues listed below via GOV.UK and other government websites:

- children missing education
- child missing from home or care
- child sexual exploitation (CSE)
- bullying including cyberbullying
- domestic abuse
- drugs
- fabricated or induced illness
- faith based abuse
- female genital mutilation (FGM)
- forced marriage
- gangs and youth violence
- gender-based violence/ violence against women and girls (VAWG)
- hate
- mental health
- missing children and adults
- private fostering
- preventing radicalisation

- sexting
- relationship abuse
- sexual violence & harassment between children in schools and colleges
- trafficking & modern slavery
- upskirting.

*(For further information see appendix C-K)  
(part 1 and annex A of Keeping Children Safe in Education 2020)*

## 5. PROCEDURES FOR MANAGING CONCERNS

### (Working Together to Safeguard Children 2018)

All staff follow the Schools' procedures which are consistent with 'Working Together to Safeguard Children 2018' and Keeping Children Safe in Education 2020).

At Dame Allan's Schools there is a culture of listening to the concerns of our pupils. Staff are open and responsive to such conversations and are aware that pupils may require additional support in the form of early help from one or more agencies.

### Identifying children and young people who may be suffering significant harm

Teachers and other adults in the Schools are well placed to observe any physical, emotional or behavioural signs which indicate that a child may be suffering significant harm. Relationships between staff, pupils, parents and the public which foster respect, confidence and trust can lead to disclosures of abuse, and/ or staff being alerted to concerns.

#### Definitions:

As in the Children Acts 1989 and 2004, a **child** is anyone who has not yet reached his/her 18<sup>th</sup> birthday.

**Harm** means ill-treatment or impairment of health and development, including, for example, impairment suffered from seeing or hearing the ill-treatment of another; **Development** means physical, intellectual, emotional, social or behavioural development; **Health** includes physical and mental health; **Ill-treatment** includes sexual abuse and other forms of ill-treatment which are not physical.

#### Abuse and Neglect

Knowing what to look for is vital to the early identification of abuse and neglect. **All** staff should be aware of the indicators of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection. If staff are unsure they should **always** speak to the Designated Safeguarding Lead (or deputy).

Abuse, neglect and safeguarding issues are rarely stand-alone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

**Abuse:** a form of maltreatment. Somebody may abuse or neglect a child by inflicting harm or failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them, or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

**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.

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

**Emotional Abuse** is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

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

**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 and clothing, 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 caretakers);
- ensure access to appropriate medical care or treatment.

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

## Contextual Safeguarding

Safeguarding incidents and/ or behaviours can be associated with factors outside school and/ or can occur between children outside the school. All staff should be considering the context within such incidents and/ or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/ or welfare.

### Staff must immediately report:

- any suspicion that a child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play;
- any explanation given which appears inconsistent or suspicious;
- any behaviours which give rise to suspicions that a child may have suffered harm (e.g. worrying drawings or play);
- any concerns that a child may be suffering from inadequate care, ill treatment, or emotional maltreatment;
- any concerns that a child is presenting signs or symptoms of abuse or neglect;
- any significant changes in a child's presentation, including non-attendance;
- any hint or disclosure of abuse from any person;
- any concerns regarding person(s) who may pose a risk to children (e.g. living in a household with children present).

Staff are also encouraged to actively consider children who might present as vulnerable. (See appendix C).

## Responding to Disclosure

Disclosures or information may be received from pupils, parents or other members of the public. The Schools recognise that those who disclose such information may do so with difficulty, having chosen carefully to whom they will speak. Accordingly all staff will handle disclosures with sensitivity.

Such information cannot remain confidential and staff will immediately communicate what they have been told to the Designated Safeguarding Lead.

## Principles

Staff will not investigate but will, wherever possible, elicit enough information to pass on to the Designated Safeguarding Lead in order that s/he can make an informed decision of what to do next.

Staff will:

- listen to and take seriously any disclosure or information that a child may be at risk of harm;

- try to ensure that the person disclosing does not have to speak to another member of school staff;
- clarify the information;
- try to keep questions to a minimum and of an 'open' nature e.g. 'Can you tell me what happened?' rather than 'Did x hit you?';
- try not to show signs of shock, horror or surprise;
- not express feelings or judgments regarding any person alleged to have harmed the child;
- explain sensitively to the person that they have a responsibility to refer the information to the senior designated person;
- reassure and support the person as far as possible;
- explain that only those who 'need to know' will be told;
- explain what will happen next and that the person will be involved as appropriate;
- complete a cause for concern form or CPOMS referral (Appendix M).

5.1 Dame Allan's Schools adhere to child protection procedures that have been agreed locally through the Local Safeguarding Partners. Where we identify children and families in need of support, we will carry out our responsibilities in accordance with local threshold guidance.

5.2 Every member of staff including volunteers working with children at the Schools are advised to maintain an attitude of '**it could happen here**' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child and have a responsibility to take action as outlined in this policy.

## Record and Report

5.3 All staff are encouraged to report any concerns that they have and not see these as insignificant. Staff should not assume a colleague or another professional will take action and share the concern. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over a period of time and are evidenced by building up a picture of harm over time; this is particularly true in cases of emotional abuse and neglect. In these circumstances, it is crucial that staff record and pass on concerns in accordance with this policy to allow the DSL to build up a picture and access support for the child at the earliest opportunity. A reliance on memory without accurate and contemporaneous records of concern could lead to a failure to protect.

5.4 It is *not* the responsibility of the Schools' staff to investigate welfare concerns or determine the truth of any disclosure or allegation. All staff, however, have a duty to recognise concerns and pass the information on in accordance with the procedures outlined in this policy.

5.5 The Designated Safeguarding Lead (DSL) should be used as a first point of contact for concerns and queries regarding any safeguarding concern in the Schools. Any member of staff or visitor to the Schools who receives a disclosure of abuse or



suspects that a child is at risk of harm must report it immediately to the DSL or, if unavailable, to the Deputy DSL. In the absence of all of the above, the matter should be brought to the attention of the most senior member of staff.

5.6 All concerns about a child or young person should be reported without delay and recorded using the CPOMS system or via a Cause for Concern form (see Appendix M) to the DSL.

5.7 Following receipt of any information that raises concern, the DSL will consider what action to take and seek advice from Children's Services as required. All information and actions taken, including the reasons for any decisions made, will be fully documented. If in doubt about recording requirements, staff should discuss this with the DSL.

5.8 All referrals will be made in line with Local Children's Services' procedures.

### Threshold Levels

5.9 If, at any point, there is a risk of immediate serious harm to a child a referral should be made to Children's Services immediately. Anybody can make a referral. If the child's situation does not appear to be improving the staff member with concerns should press for reconsideration by raising concerns again with the DSL and/ or the Principal. Concerns should always lead to help for the child at some point.

5.10 Staff should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with Children's Services, or the police if:

- the situation is an emergency and the Designated Safeguarding Leads, Deputies and the Principal and Head of the Junior and Nursery School are unavailable;
- they are convinced that a direct report is the only way to ensure the pupil's safety.

5.11 Any member of staff, who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy, should raise their concerns with the Principal or the Chair of Governors. If any member of staff does not feel the situation has been addressed appropriately at this point then they should contact Children's Services directly with their concerns.

### Early Help

5.12 If early help is appropriate, the Designated Safeguarding Lead (or deputy) will generally lead on liaising with other agencies and setting up an inter-agency assessment, as appropriate.

Staff may be required to support other agencies and professionals in an early help assessment and, in some cases, where education is the fundamental factor, acting as the leading practitioner.

Early help assessments should be kept under review and referred to social care for assessment if the child's situation does not appear to be improving or is getting worse.

## Peer on Peer Abuse

5.13 We recognise that children are also vulnerable to physical, sexual and emotional abuse by their peers or siblings. This is most likely to include, but not limited to:

- bullying (including cyberbullying)
- physical abuse, hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm
- gender based violence/ sexual assaults
- sexting (also known as youth produced sexual imagery)
- initiation/ hazing type violence and ritual
- upskirting.

Abuse perpetrated by children can be just as harmful as that perpetrated by an adult, so it is important to remember the impact on the victim of the abuse as well as to focus on the support for the child or young person exhibiting the harmful behaviour. Such abuse will always be taken as seriously as abuse perpetrated by an adult and the same safeguarding children procedures will apply in respect of any child who is suffering or likely to suffer significant harm; staff must never tolerate or dismiss concerns relating to peer on peer abuse.

## Children with Additional Needs

5.14 We recognise that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges and these are discussed in staff training. These additional barriers can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- children with SEN and disabilities can be disproportionately impacted by things like bullying - without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

5.15 At Dame Allan's Schools we recognise that our staff are well placed to identify concerns and take action to prevent children from becoming victims of Female Genital Mutilation (FGM) and other forms of so-called 'honour-based' violence (HBV) and provide guidance on these issues through our safeguarding training. If staff have a concern regarding a child that might be at risk of HBV they should inform the DSL who will activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care.

## FGM Duty

5.16 Where FGM has taken place, there has been a mandatory reporting duty placed on teachers since 31<sup>st</sup> October 2015. Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. We will provide guidance and support to our teachers on this requirement. Further information on when and how to make a report can be found in the following Home Office guidance: '[Mandatory Reporting of Female Genital Mutilation - procedural information](#)' (October 2015). (See appendix D).

## Radicalisation

5.17 We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society.

At Dame Allan's Schools, we will ensure that:

- Through training, staff, volunteers and governors have an understanding of what radicalisation and extremism is, why we need to be vigilant in school and how to respond when concerns arise;
- There are systems in place for keeping pupils safe from extremist material when accessing the internet in our school by using effective filtering and usage policies;
- The DSLs and Deputies have received Prevent training and will act as the point of contact within the Schools for any concerns relating to radicalisation and extremism;
- The DSLs and Deputies will make referrals in accordance with Local Channel procedures and will represent the Schools at Channel meetings as required;
- Through our curriculum, we will promote the spiritual, moral, social and cultural development of pupils.

## **6. RECORDS AND INFORMATION SHARING**

6.1 If staff are concerned about the welfare or safety of any child at our school they will record their concern on the Cause for Concern form (Appendix M) or log information on the Schools' CPOMS system if asked to do so. They should ensure that the form is signed and dated. Any concerns should be passed to the DSL without delay.

6.2 Any information recorded will be kept in CPOMS and not with the child's academic file. These files will be the responsibility of the DSL. Child protection information will only be shared with relevant staff/agencies on the basis of 'need to know in the child's interests' and on the understanding that it remains strictly confidential.

6.3 Child protection information will only be kept in CPOMS and CPOMS will be kept up to date. Records of concern, copies of referrals, invitations to child protection conferences, core groups and reports will be stored here. NB. Safeguarding records for Senior School pupils prior to 17th January 2019 are maintained as paper files and stored in a secure location.

6.4 When a child leaves our school, the DSL will make contact with the DSL at the new school and will ensure that the child protection file is transferred to the receiving school in an appropriately agreed manner. We will retain evidence to demonstrate we have acted accordingly when dealing with safeguarding matters and how the file has been transferred; this may be in the form of electronic records via CPOMS audit features, a written confirmation of receipt from the receiving school and/ or evidence of recorded delivery. Where a parent elects to remove their child from the school roll to home educate, the school will make arrangements to pass any safeguarding concerns to the Local Authority. When a child joins our school we ensure that contact is made with the previous school to elicit any safeguarding information. Nil returns are required to ensure information for all pupils has been passed on.

## **7. WORKING WITH PARENTS & CARERS**

7.1 Dame Allan's Schools are committed to working in partnership with parents/ carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

7.2 When new pupils join the Schools, parents and carers will be informed that we have a safeguarding policy. A copy will be provided to parents on request and is available on the school website. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Children's Services.

7.3 We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect

parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to safeguard a child from harm. Sharing of information is controlled according to our Data Protection Policy and our Privacy Notices. All staff receive appropriate annual training in data protection legislation, including the Data Protection Act 2018 and the General Data Protection Regulation (GDPR).

7.4 We will seek to share with parents any concerns we may have about their child *unless* to do so may place a child at increased risk of harm. A lack of parental engagement or agreement regarding the concerns the school has about a child will not prevent the DSL making a referral to Children's Services in those circumstances where it is appropriate to do so.

7.5 In order to keep children safe and provide appropriate care for them, the Schools require parents to provide accurate and up to date information regarding:

- Full names and contact details of all adults with whom the child normally lives;
- Full names and contact details of all persons with parental responsibility (if different from above);
- Emergency contact details (if different from above); where possible more than one emergency contact number should be held.
- Full details of any other adult authorised by the parent to collect the child from school (if different from the above).

The Schools will retain this information on the pupil file and will require annual verification of the information. The Schools will only share information about pupils with adults who have parental responsibility for a pupil or where a parent has given permission and the Schools have been supplied with the adult's full details in writing. If in any doubt about information sharing, staff should speak to the DSL or deputy DSL. 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.

## **8. CHILD PROTECTION CONFERENCES**

8.1 Children's Services will convene a Child Protection conference once a child protection enquiry under Section 47 of the Children Act 1989 has been undertaken and the child is judged to be at continuing risk of significant harm. A review conference will take place once a child has been made the subject of a Child Protection Plan in order to monitor the safety of the child and the required reduction in risk.

8.2 Staff members may be asked to attend a child protection conference or core group meetings on behalf of the Schools in respect of individual children. Usually the person representing the Schools at these meetings will be the Headteacher or DSL. In any event, the person attending will need to have as much relevant up to date information about the child as possible; any member of staff may be required to contribute to this process.

8.3 All reports for child protection conferences will be prepared in advance using the guidance and template report. The information contained in the report will be shared with parents before the conference as appropriate and will include information relating to the child's physical, emotional and intellectual development and the child's presentation at school. In order to complete such reports, all relevant information will be sought from staff working with the child in school.

8.4 Clearly child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Services or whose child is subject to a Child Protection Plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

## **9. SAFER RECRUITMENT**

9.1 We will ensure that the Principal and at least one member of the Governing Body have completed appropriate safer recruitment training. At all times the Principal and Governing Body will ensure that safer recruitment practices are followed in accordance with the requirements of '*Keeping Children Safe in Education*', DfE (2020).

9.2 At Dame Allan's Schools we will use the recruitment and selection process to deter and reject unsuitable candidates. We require evidence of original academic certificates. We do not accept testimonials and insist on taking up references prior to the start of employment. We will question the contents of application forms if we are unclear about them, we will undertake Disclosure and Barring Service checks and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children.

For any person working within the EYFS or involved with the wrap-around care of pupils under 8 years a check will be undertaken to ensure they are not disqualified from childcare (Disqualification under the Childcare Act 2006).

9.3 We will maintain a Single Central Register of all safer recruitment checks carried out in line with statutory requirements.

## **10. SAFER WORKING PRACTICE**

10.1 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. They should adopt high standards of personal conduct in order to maintain confidence and respect of the general public and those with whom they work.

10.2 All staff will be provided with a copy of the Staff Code of Conduct, which sets out the school's expectations of staff behaviour. We will review our Code of Conduct

regularly and ask staff to ensure that they are familiar with the current version. Staff are expected to carry out their duties in accordance with the Code of Conduct.

10.3 If staff, visitors, volunteers or parent helpers are working with children alone they must ensure they are visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in school, who they are with and for how long. Doors, ideally, should have a clear glass panel in them and be left open.

10.4 There will be occasions when some form of physical contact is inevitable, for example if a child has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the agreed policy for positive handling must be adhered to.

10.5 Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.

10.6 Guidance about acceptable conduct and safe practice will be given to all staff and volunteers during induction. These are sensible steps that every adult should take in their daily professional conduct with children. This advice can be found in 'Guidance for Safer Working Practices for Adults who Work with Children and Young People in Education Settings' (2019) plus Addendum (April 2020) which deals with additional safeguards during the COVID-19 pandemic. All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

10.7 All staff involved in the Early Years Foundation Stage (EYFS) are made fully aware of the prohibition of the possession of mobile phones and personal cameras in the EYFS area. Signs are clearly displayed for all staff and visitors to this area. However, school cameras and electronic tablets are permitted to be used in the EYFS for assessment purposes only.

## **11. MANAGING ALLEGATIONS AGAINST STAFF & VOLUNTEERS**

11.1 Our aim is to provide a safe and supportive environment which secures the well being and very best outcomes for the children at the Schools. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

11.2 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

11.3 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the

procedures outlined in Part 4 of *'Keeping Children Safe in Education'*, DfE (2020) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO). The LADO can be contacted to request a consultation or to make a referral.

11.4 If an allegation is made or information is received about any adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Principal immediately. This includes concerns relating to agency and supply staff and volunteers. Should an allegation be made against the Principal, this will be reported to the Chair of Governors. In the event that neither the Principal nor Chair of Governors is contactable on that day, the information must be passed to and dealt with by either the member of staff acting as Principal or the Vice Chair of Governors.

11.5 The Principal or Chair of Governors will seek advice from the LADO within one working day. No member of staff or the Governing Body will undertake further investigations before receiving advice from the LADO.

11.6 Any member of staff or volunteer who does not feel confident to raise their concerns with the Principal or Chair of Governors should contact the LADO directly. Further national guidance can be found at: [Advice on whistleblowing](#). The [NSPCC whistleblowing helpline](#) is also available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday or via e-mail: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

11.7 The School has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at the Schools, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO. In such circumstances the Schools will also consider a referral to the Teaching Regulation Agency (TRA).

11.8 The Schools will consider carefully whether the circumstances of a case warrant suspension and this may be requested by the LADO or the police. Suspension is likely to occur in a situation where a child is deemed to be at risk; or where the alleged conduct by the member of staff is so egregious that dismissal for gross misconduct is possible; or when it is deemed necessary to the efficient conduct of an investigation. Where consideration is being given to suspension an interview should be conducted with the member of staff against whom the allegation has been made - in the presence of a union representative or friend should the member of staff so wish. The member of staff should be informed of the allegation and provided with all possible information not prejudicial to the course of any investigation. The terms of the interview and the extent of information disclosed to the member of staff will have been decided following advice from the LADO. If a decision to suspend is taken



at this meeting, the member of staff should be informed of the decision in writing within one day of the meeting. Consideration will be given to the provision of support and counselling during the investigation and the member of staff should be regularly updated by the Principal on the progress of the case. The pupil making the allegation and his/ her parents should also be informed of the suspension. The Schools will make every effort to maintain confidentiality and guard against unwanted publicity.

11.9 If, after referral, no further action is taken by the LADO or police the next steps are then discussed with the Principal and Chair of Governors. School based disciplinary procedures may still be appropriate if it is felt that the behaviour of the member of staff was misguided, ill-judged or inappropriate. Following a full investigation a written report will be produced on which a decision about future action will be based. Once such a decision has been made the Principal will arrange a meeting with the member of staff against whom the allegation was made to inform him /her of the outcome of the investigation and what subsequent disciplinary action - if any - is contemplated. If gross misconduct is proved to the satisfaction of the Principal, he has the power, after consultation with the Chair of Governors, to dismiss the member of staff concerned without previous warnings and without notice. The Principal will inform the member of staff of his/ her right to appeal to the Governing Body. The member of staff will also be informed that details of the case will be reported to the DBS as set out in 11.7.

11.10 Records concerning allegations of abuse will be preserved for the term of the Independent Inquiry into Child Sexual Abuse (IICSA) and at least until the accused has reached normal pension age or for ten years from the date of the allegation if it is longer.

Records of all investigations should be stored in the confidential child protection file and retained on staff files until normal pension age or for ten years from the allegation if it is longer.

Records of an allegation that was found to be without substance should be retained in summary form.

## **12 RELEVANT POLICIES**

12.1 To underpin the values and ethos of our school and our intent to ensure that pupils at our school are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

- [Staff Code of Conduct](#)
- [Anti-Bullying](#)
- [Whole School Behaviour Policy](#)
- [Recruitment & Selection of Staff](#)
- Induction of New Staff in Safeguarding
- [Whistleblowing](#)

- Whole School Policy on the [Acceptable Use of Electronic Devices and IT Systems](#) and the [Policy on the Acceptable Use of Chromebooks and Google for Education Services including remote teaching and learning](#)
- [Health and Safety Policy](#)
- [Drugs and Substance Abuse](#)
- Pupils with Medical Needs
- [First Aid](#)
- [Outings and Residential Trips Policy](#)
- [Policy relating to Pupils with Special Educational Needs and Disabilities](#)
- [Relationship and Sex Education](#)
- [Data Protection Policy and Privacy Notices](#)
- [Taking, Storing and Using Images of Children Policy](#)

### 13. STATUTORY FRAMEWORK

This policy has been devised in accordance with the following legislation and guidance:

- *'Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children'*, DfE (2018);
- *'Keeping Children Safe in Education'*, DfE (2020);
- Local Safeguarding procedures;
- Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings (May 2019); plus Addendum April 2020
- *'What to do if you're worried a child is being abused'*, DfE (March 2015);
- *'Information Sharing: Advice for practitioners'*, DfE (March 2015);
- *'The Prevent Duty: Departmental advice for schools and childcare providers'*, DfE (2015);
- *'Mandatory Reporting of Female Genital Mutilation – procedural information'*, Home Office (October 2015).

## Appendix A – Suspect child at risk, action to take

# Dame Allan's Schools

Channels of communication should be quick and clear:

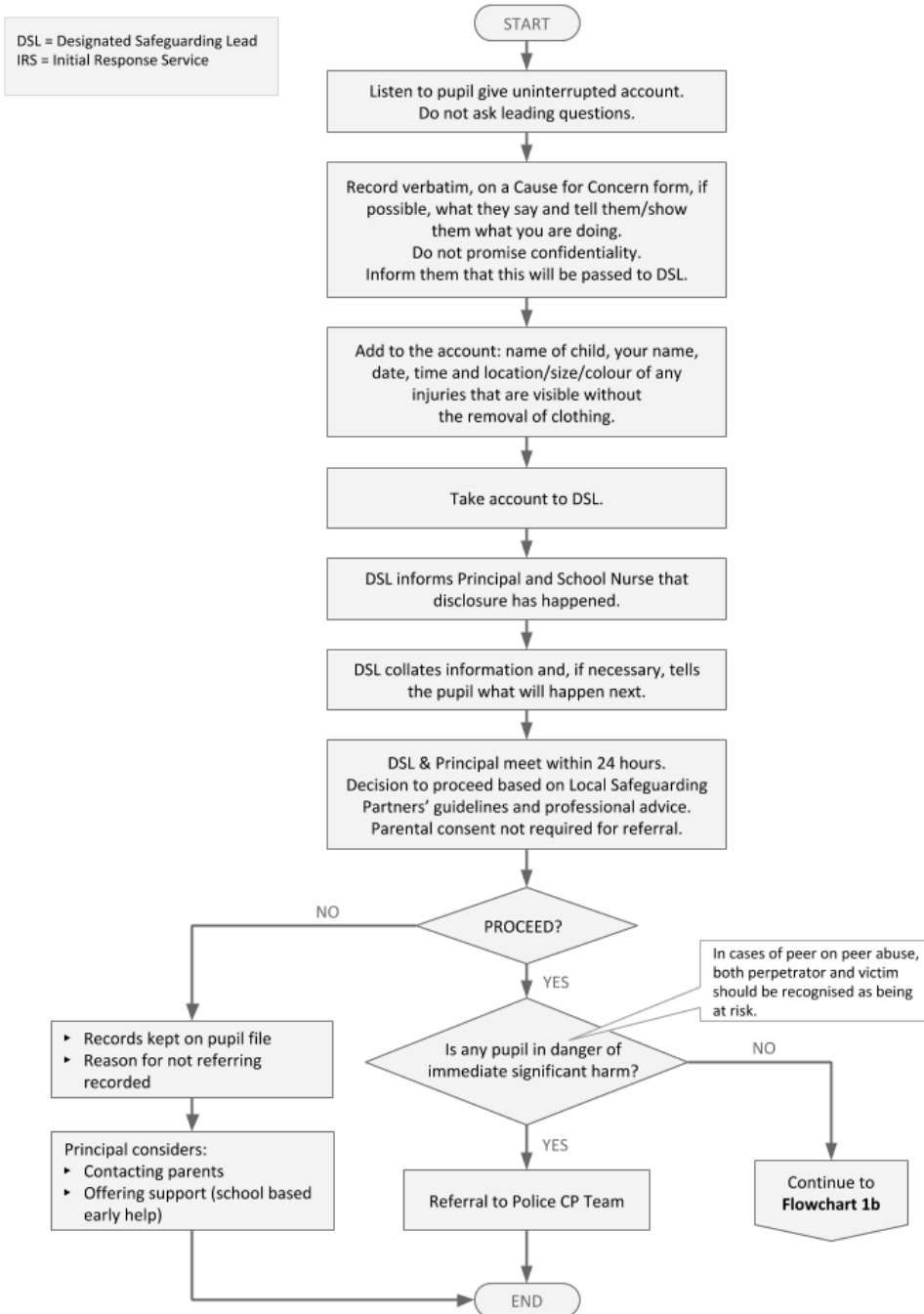
\*\*

Any member of staff who is unhappy with the joint decision made with the Designated Safeguarding Lead can consult with the Principal/Chair of Governors or seek advice from key staff within the Local Authority.

*Flowcharts on following pages.*

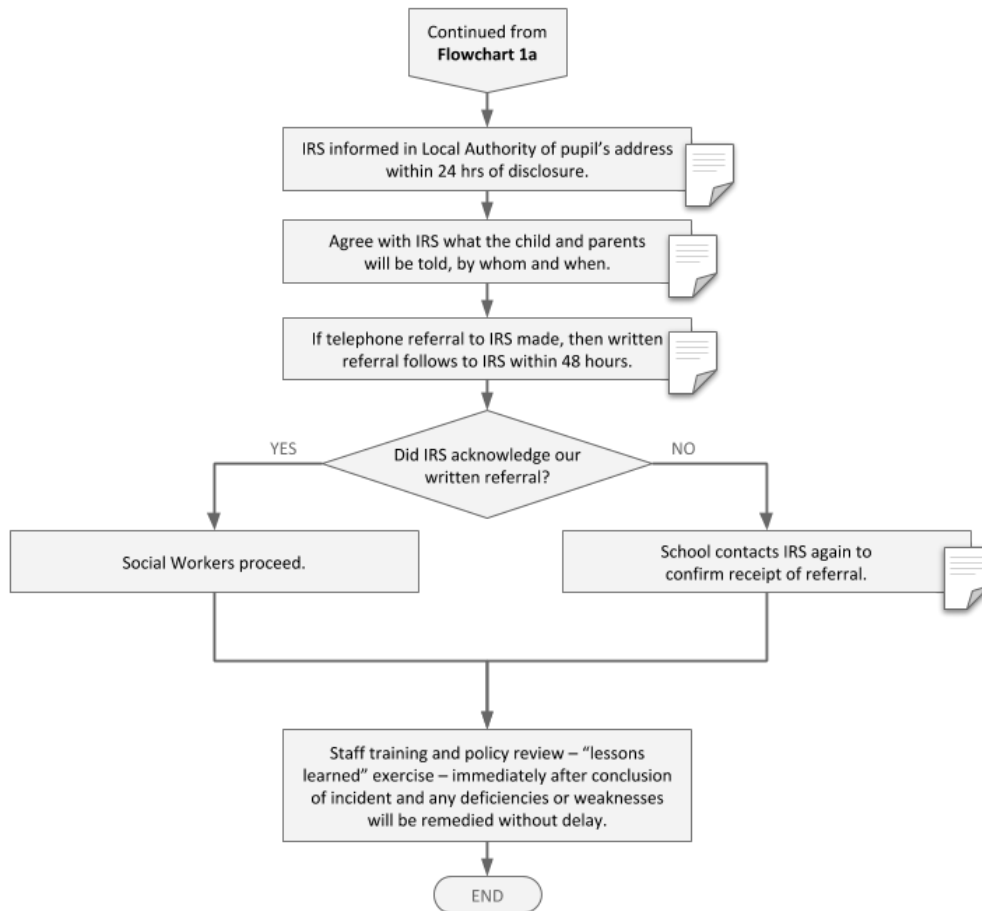
### FLOWCHART 1a

Allegation of abuse by a pupil victim if alleged abuser is not a member of staff (including peer on peer abuse).



**FLOWCHART 1b**

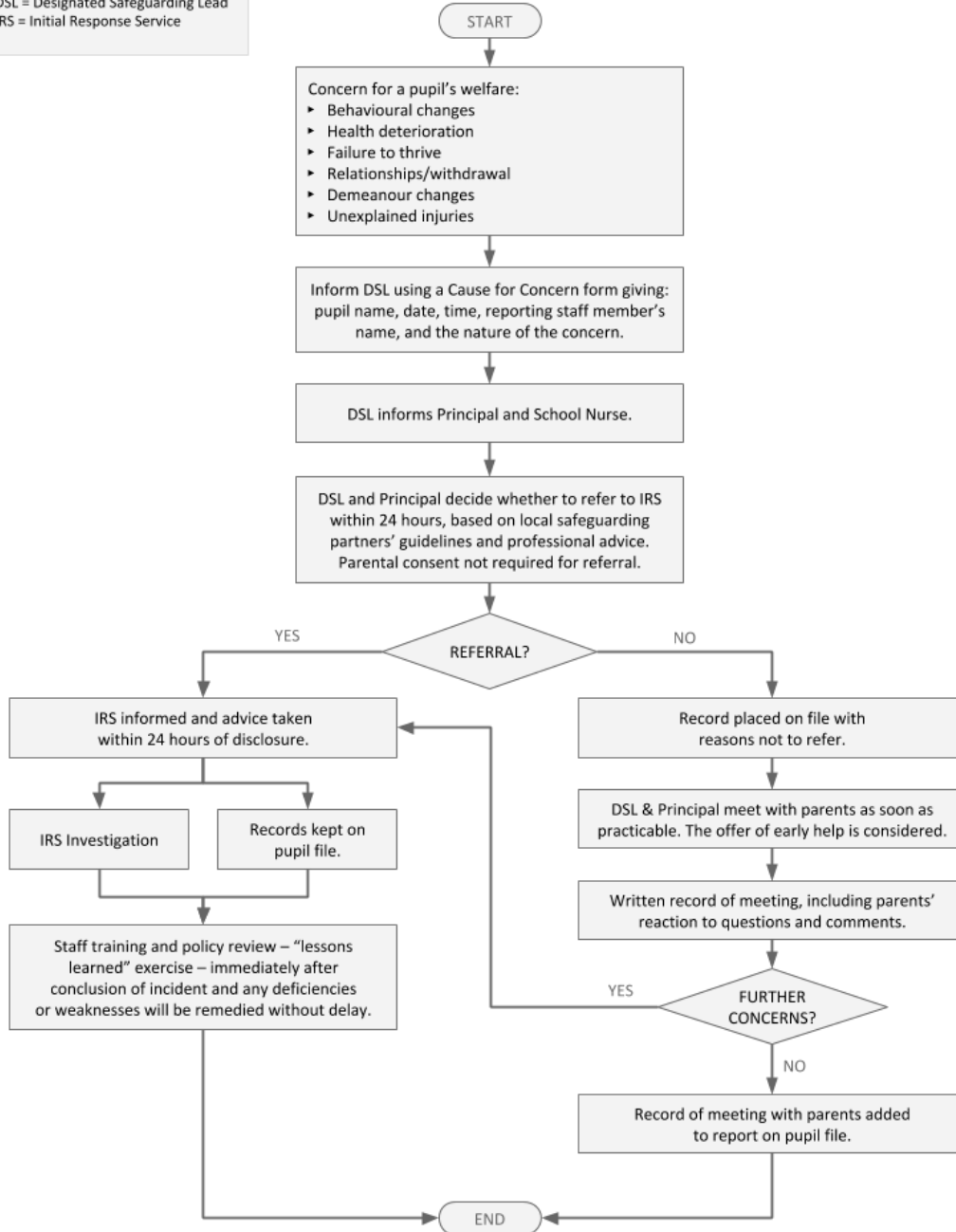
Allegation of abuse by a pupil victim if alleged abuser is not a member of staff (including peer on peer abuse).



## FLOWCHART 2

Staff concern about a pupil's ongoing welfare, but no disclosure of abuse based on Local Safeguarding Partners' guidelines and professional advice.

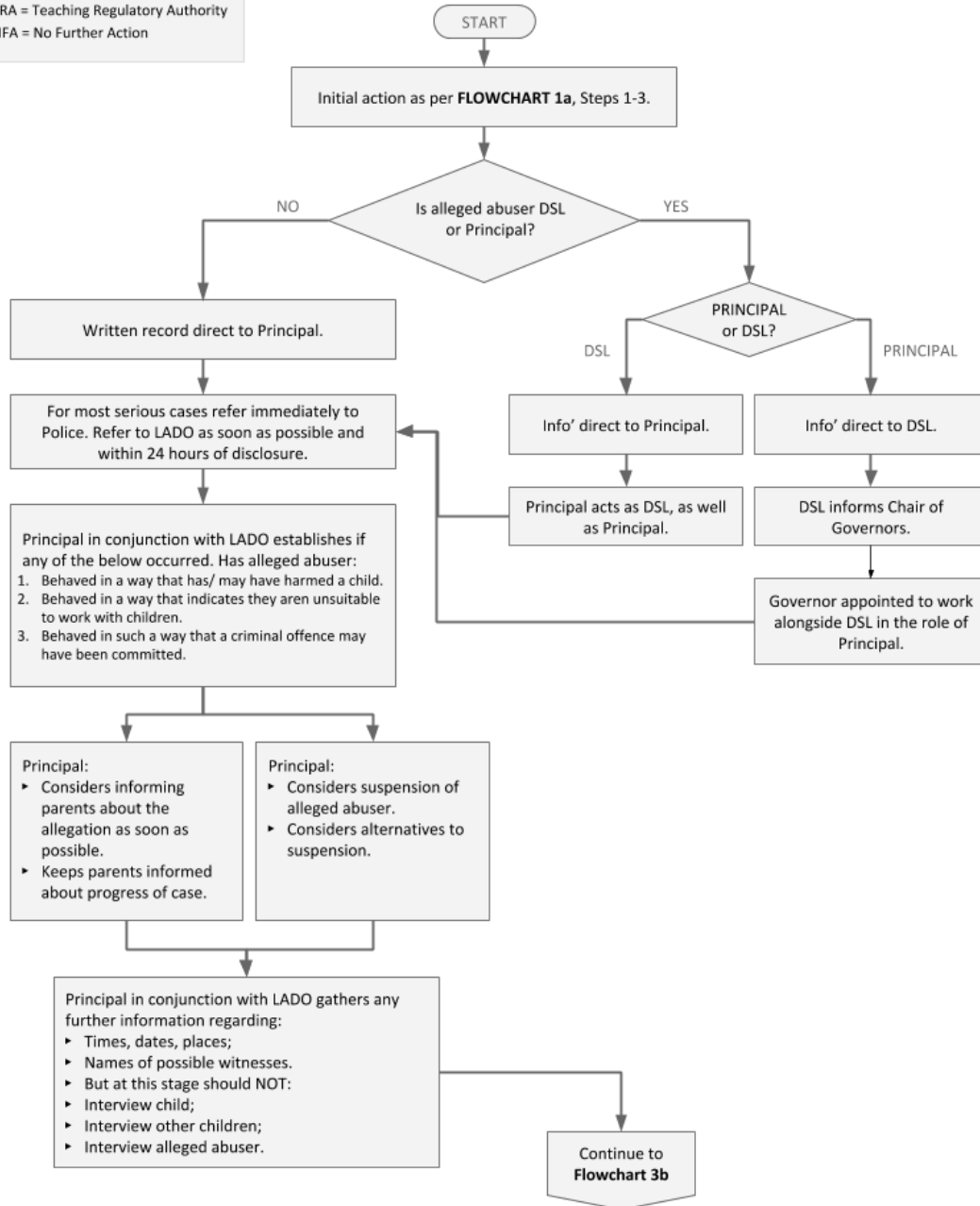
DSL = Designated Safeguarding Lead  
IRS = Initial Response Service



**FLOWCHART 3a**

Allegation of abuse by a pupil victim if the alleged abuser is a member of staff, visiting staff or volunteers working with pupils.

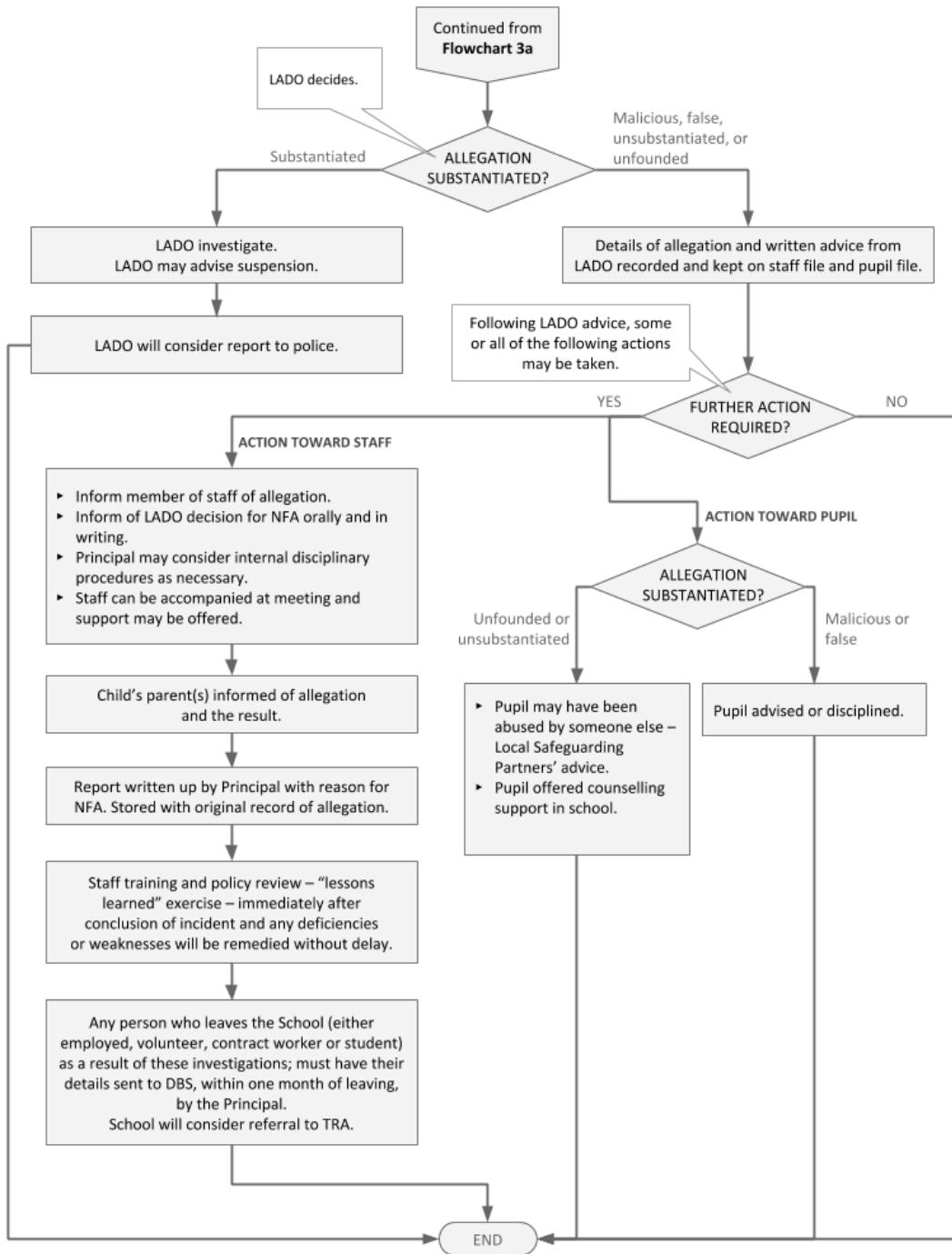
DSL = Designated Safeguarding Lead  
 IRS = Initial Response Service  
 LADO = Local Authority Designated  
 TRA = Teaching Regulatory Authority  
 NFA = No Further Action





**FLOWCHART 3b**

Allegation of abuse by a pupil victim if the alleged abuser is a member of staff, visiting staff or volunteers working with pupils.



## Appendix B: Safeguarding Induction Sheet (For new or supply staff and regular visitors or volunteers)

We all have a statutory duty to safeguard and promote the welfare of children, and at Dame Allan's Schools we take this responsibility seriously.

The leaflet given to visitors at reception includes the following information:

- Safeguarding Young people
- What should I do if I am worried about a pupil?
- What should I do if a pupil discloses s/he is being harmed?
- What should I do if the alleged abuser is a member of staff?
- What should I do if the alleged abuser is a DSL or the Principal?
- How can I ensure that my behaviour is always appropriate?

### The people you should talk to in school are:

Mrs E. Fiddaman DSL Dame Allan's Senior Schools	<a href="mailto:ec.fiddaman@dameallans.co.uk">ec.fiddaman@dameallans.co.uk</a> extension 3212
Mrs D. Farren DSL Dame Allan's Junior and Nursery School	<a href="mailto:dm.farren@dameallans.co.uk">dm.farren@dameallans.co.uk</a> extension 3303
Mr P. Wildsmith Deputy DSL Dame Allan's Senior Schools	<a href="mailto:p.wildsmith@dameallans.co.uk">p.wildsmith@dameallans.co.uk</a> extension 3261
Mrs P. Ferguson Deputy DSL Dame Allan's Junior School and Nursery	<a href="mailto:pl.ferguson@dameallans.co.uk">pl.ferguson@dameallans.co.uk</a>
Mrs J. Downie	<a href="mailto:j.downie@dameallans.co.uk">j.downie@dameallans.co.uk</a> extension 3288
Mr W. Scott Principal Dame Allan's Schools	<a href="mailto:wm.scott@dameallans.co.uk">wm.scott@dameallans.co.uk</a> extension 3225
Mr G. Laidler Head Dame Allan's Junior and Nursery School	<a href="mailto:gm.laidler@dameallans.co.uk">gm.laidler@dameallans.co.uk</a> extension 3302
Mr I. Belsham Chair of Governors	<a href="mailto:i.belsham@dameallans.co.uk">i.belsham@dameallans.co.uk</a>
Dr P. Paes Safeguarding Governor	<a href="mailto:p.paes@dameallans.co.uk">p.paes@dameallans.co.uk</a>

*At Dame Allan's Schools we strive to safeguard and promote the welfare of all of our children.*

## Appendix C

### Specific Safeguarding Issues

#### Vulnerability

Alongside the specific safeguarding issues listed below staff should consider children who may be particularly vulnerable to abuse and may require early help:

Factors that can increase vulnerabilities can include:

- any children with additional needs including;
- children with Special Educational Needs/ Disabled children (SEND);
- children facing housing issues such as frequent moves and homelessness;
- those living in families with chaotic lifestyles;
- families with increased stress, parental mental health and/ or drug and alcohol dependency;
- those children living elsewhere, with friends, relatives, are in care or are leaving care;
- Asylum Seekers/ Refugees;
- Those vulnerable to discrimination on the basis of their sexuality, race, religion, ethnicity or disability;
- Children at risk from neglect or abuse including specific issues such as FGM, CSE, forced marriage, radicalisation and living in households with domestic abuse;
- Children with communication difficulties;
- Children without adequate parenting/ supervision which could lead to abuse, risk-related behaviour and sexual exploitation.

This is not an exhaustive list but merely an example of vulnerabilities that staff must consider when identifying safeguarding concerns.

## Appendix C1 - Child Sexual Exploitation

The following list of indicators is not exhaustive or definitive but it does highlight common signs which can assist professionals in identifying children or young people who may be victims of sexual exploitation.

### Signs include:

- underage sexual activity;
- inappropriate sexual or sexualised behaviour;
- sexually risky behaviour, 'swapping' sex;
- repeated sexually transmitted infections;
- in girls, repeated pregnancy, abortions, miscarriage;
- receiving unexplained gifts or gifts from unknown sources;
- having multiple mobile phones and worrying about losing contact via mobile phone;
- having unaffordable new things (clothes, mobile phone) or expensive habits (alcohol, drugs);
- changes in the way they dress;
- going to hotels or other unusual locations to meet friends;
- seen at known places of concern;
- moving around the country, appearing in new towns or cities, not knowing where they are;
- getting in/ out of different cars driven by unknown adults;
- having older boyfriends or girlfriends;
- contact with known perpetrators;
- involved in abusive relationships, intimidated and fearful of certain people or situations;
- hanging out with groups of older people, or anti-social groups, or with other vulnerable peers;
- associating with other young people involved in sexual exploitation;
- recruiting other young people into exploitative situations;
- truancy, exclusion, disengagement with school, opting out of education altogether;
- unexplained changes in behaviour or personality (chaotic, aggressive, sexual, mood swings, volatile behaviour, emotional distress);
- self-harming, suicidal thoughts, suicide attempts, overdosing, eating disorders;
- drug or alcohol misuse;
- getting involved in crime/ police involvement, police records;
- involved in gangs, gang fights, gang membership;
- injuries from physical assault, physical restraint, sexual assault.

## Appendix C2 - Child Criminal Exploitation

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology. CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines, see D3), forced to shoplift or pickpocket, or to threaten other young people. Some of the following can be indicators of CCE:

- children who appear with unexplained gifts or new possessions
- children who associate with other young people involved in exploitation
- children who suffer from changes in emotional well-being
- children who misuse drugs and alcohol
- children who go missing for periods of time or regularly come home late
- children who regularly miss school or education or do not take part in education.

## Appendix C3 - 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”.

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines. Criminal networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. 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. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for purposes of transporting drugs. A referral to the National Referral Mechanism should be considered. Like other forms of abuse and exploitation, county line exploitation:

**Signs and Symptoms may include:**

- persistently going missing from home or school
- being found out of area
- unexplained acquisition of money, clothes or mobile phone
- excessive receipt of calls and text messages
- relationships with older, controlling individuals
- associated with gangs
- leaving home or care without explanation
- suspicion of self-harm, physical assault or unexplained injuries
- parental concerns
- significant decline in school performance
- significant changes in emotional wellbeing

## Appendix D – Belief and Faith Related Abuse

### D1: Female Genital Mutilation (FGM)

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms and other indicators of FGM.

What is FGM?

It involves procedures that intentionally alter/ injure the female genital organs for non-medical reasons.

#### 4 types of procedure:

Type 1	Type 2	Type 3	Type 4
Clitoridectomy: partial/total removal of clitoris	Excision: partial/total removal of clitoris and labia minora	Infibulation entrance to vagina is narrowed by repositioning the inner/outer labia	All other procedures that may include: pricking, piercing, incising, cauterising and scraping the genital area.

#### Why is it carried out?

Belief that:

- FGM brings status/ respect to the girl – social acceptance for marriage;
- Preserves a girl's virginity;
- Part of being a woman/ rite of passage;
- Upholds 'family honour';
- Cleanses and purifies the girl;
- Gives a sense of belonging to the community;
- Fulfils a religious requirement;
- Perpetuates a custom/ tradition;
- Helps girls be clean/ hygienic;
- Is cosmetically desirable;
- Mistakenly believed to make childbirth easier.

#### Is FGM legal?

FGM is internationally recognised as a violation of human rights of girls and women. It is **illegal** in most countries including the UK.

Circumstances and occurrences that may point to FGM happening:

- Child talking about getting ready for a special ceremony;
- Family taking a long trip abroad.

- Child's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leone, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan);
- Knowledge that the child's sibling has undergone FGM;
- Child talks about going abroad to be 'cut' or to prepare for marriage.

**Signs that may indicate a child has undergone FGM:**

- Prolonged absence from school and other activities;
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued;
- Bladder or menstrual problems;
- Finding it difficult to sit still and looking uncomfortable;
- Complaining about pain between the legs;
- Mentioning something somebody did to them that they are not allowed to talk about;
- Secretive behaviour, including isolating themselves from the group;
- Reluctance to take part in physical activity;
- Repeated urine tract infection;
- Disclosure.

**The 'One Chance' rule:**

As with Forced Marriage there is the 'One Chance' rule. It is essential that all educational settings take action **without delay**.

As KCSIE now states:

*'Under section 5B of the Female Genital Mutilation Act 2003 (as inserted by sect 74 of the Serious Crime Act 2015) places a statutory duty upon teachers, along with social workers and healthcare professionals, to report to the police where they discover that FGM appears to have been carried out on a girl under 18. Those falling to report such cases **will** face disciplinary sanctions'*

**Further information:**

[www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation](http://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation)



## Appendix D2: So-called 'honour-based' violence

So-called 'honour-based violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/ or the community, including:

- Female Genital Mutilation;
- Forced Marriage;
- Breast ironing.

Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt, staff should speak to the Designated Safeguarding Leads. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

### D3: Forced Marriage

Forcing a person into marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into the marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage.

Further information available in KCSIE 2020

#### **Signs and symptoms may include:**

- Students may appear anxious, depressed and emotionally withdrawn with low self-esteem;
- They may have mental health disorders and display behaviours such as self-harming, self-cutting or anorexia;
- Sometimes they may come to the attention of the police having been discovered shoplifting or taking drugs or alcohol;
- Often students' symptoms can be exacerbated in the periods leading up to the holiday season;

- Students may present with a sudden decline in their performance, aspirations or motivation;
- They may be subject to excessive restrictions and control at home;
- Some students may not be allowed to attend any extra-curricular or after-school activities;
- Girls and young women may be accompanied to and from school/ college, and even during lunch breaks;
- Some students may stop attending school or college;
- Their homework is incomplete or appears rushed. This may be the result of being actively discouraged from doing it by family members;
- Students may do their homework late at night, which frequently shows in school because they are lethargic, unable to concentrate and have a general appearance of tiredness;
- Professionals being told that the student is out of the country;
- There are occasions when older siblings (usually brothers) and cousins keep a close eye on girls to make sure that they do not meet anyone or talk to friends;
- Conflict between the student and their parents about whether the student will be allowed to continue their education;
- Family history of older siblings leaving education early and marrying early.

#### **How education professionals can help:**

- Signposting, where appropriate, to forced marriage materials or where further support and advice can be accessed;
- Displaying relevant information e.g. details of the NSPCC Helpline, Child Line, and appropriate local and national support groups on forced marriage;
- Ensuring that a private telephone is made available should students need to seek advice discreetly;
- Educating teachers, lecturers and other staff about the issues surrounding forced marriage and the presenting symptoms – appropriate training should be included in continuing professional development (CPD);
- Referring students to an Education Welfare Officer, Pastoral Tutor, Learning Mentor or School Counsellor as appropriate;
- Encouraging young people to access appropriate advice, information and support.

## Appendix E – Radicalisation

Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a schools' or colleges' safeguarding approach.

The Counter Terrorism and Security Act 2015 was published on 12th March 2015. Section 26 of the Act places a duty on schools in England (and Wales) to prevent people being drawn into terrorism. This is known as the Prevent Duty. This duty applies to all schools, whether publicly-funded or independent, and organisations covered by the Early Years Foundation Stage framework.

### **Schools Leaders must:**

- Establish or use existing mechanisms for understanding the risk of extremism;
- Ensure staff understand the risk and build capabilities to deal with it;
- Communicate and promote the importance of the duty;
- Ensure staff implement the duty effectively.

### **Other duties on schools include:**

- Effective partnership working with other local agencies, e.g. Safeguarding Partners (former LSCB) police, health, etc;
- Information sharing;
- Maintaining appropriate records;
- Assessing local risk of extremism (including Far Right extremism);
- Demonstrating they are protecting children, both in respect of direct contact with extremist material and exposure to it online;
- Developing clear protocols for visiting speakers;
- Safeguarding policies that take account of Local Safeguarding Partners' policies and procedures;
- Training staff to give them knowledge and confidence;
- Ensuring there is robust ICT protocols that filter out extremist materials;
- School buildings must not be used to give a platform to extremists.

### **Channel**

Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

Prevent referrals may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required. A representative from the school or college may be asked to attend the Channel panel to help with this assessment. An individual's engagement with the programme is entirely voluntary at all stages.

## **Understanding and recognising risks and vulnerabilities of radicalisation**

Children and young people can be drawn into violence or they can be exposed to the messages of extremist groups by many means. These may include through the influence of family members or friends and/ or direct contact with extremist groups and organisations or, increasingly, through the internet. This can put a young person at risk of being drawn into criminal activity and has the potential to cause **Significant Harm**.

The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary. It may be combined with other vulnerabilities or may be the only risk identified.

Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a Prevent referral.

### **Possible indicators include:**

- Use of inappropriate language;
- Possession of violent extremist literature;
- Behavioural changes;
- Advocating violent actions and means;
- Association with known extremists;
- Seeking to recruit others to an extremist ideology.

**Newcastle City Council Prevent Team online referral form - click link below:**

[Prevent online Referral form](#)

**Further information:**

[www.gov.uk/government/publications/prevent-duty-guidance](http://www.gov.uk/government/publications/prevent-duty-guidance)

## Appendix F: Private Fostering

Many people 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 a local authority) 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 private fostering.

The Children Act 1989 defines a 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.

People become involved in private fostering for all kinds of reasons. Examples of private fostering include – Safeguarding Policy for Schools and Education Services - September 2016:

- Children who need alternative care because of parental illness;
- Children whose parents cannot care for them because their work or study involves long or anti-social hours;
- Children sent from abroad to stay with another family, usually to improve their educational opportunities;
- Unaccompanied asylum seeking and refugee children;
- Teenagers who stay with friends (or other non-relatives) because they have fallen out with their parents;
- Children staying with families while attending a school away from their home area.

There is a mandatory duty on the school to inform the Local Authority of a Private Fostering Arrangement. The Local Authority has a duty to check that the young person is being properly cared for and that the arrangement is satisfactory.

### **Further information:**

[www.gov.uk/government/publications/children-act-1989-private-fostering](http://www.gov.uk/government/publications/children-act-1989-private-fostering)

## Appendix G: Children Missing Education

A child going missing from education is a potential indicator of abuse or neglect, including sexual exploitation, FGM, forced marriage or travelling to conflict zones. The Schools' staff will be alert to these safeguarding concerns when a pupil goes missing for an extended period, or on repeat occasions.

The Schools must notify the Local Authority of any pupil/ student who fails to attend regularly after making reasonable enquiries, or has been absent without the school's permission for a continuous period of 10 days or more. The Schools must also notify the Local Authority of any pupil who is to be deleted from the admission register because s/he –

- Has been taken out of school by their parents and is being educated outside the school system (e.g. home education);
- Has ceased to attend school and no longer lives within a reasonable distance of the school at which s/he is registered (moved within the city, within the country or moved abroad but failed to notify the school of the change);
- Displaced as a result of a crisis e.g. domestic violence or homelessness;
- Has been certified by the School Medical Officer as unlikely to be in a fit state of health to attend school before ceasing to be of compulsory school age, and neither s/he nor his/ her parent has indicated the intention to continue to attend the school after ceasing to be of compulsory school age;
- Is in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe s/he will return to the school at the end of that period; or
- Has been permanently excluded.

Our school will demonstrate that we have made the necessary enquiries to ascertain the whereabouts of children that would be considered 'missing'. School absences may be a sign of abuse so all staff will follow procedures and report any concerns regarding absences.

*Further information can be found in 'Children Missing Education: statutory guidance for local authorities – September 2016'*

[www.gov.uk/government/publications/children-missing-education](http://www.gov.uk/government/publications/children-missing-education)

## Appendix H: Peer on Peer Abuse

At Dame Allan's Schools we recognise that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. Peer on peer abuse will not be tolerated or passed off as part of "banter" or "growing up".

In cases where peer on peer abuse is identified we will follow our child protection procedures, recognising that both the victim and perpetrator will require support. Such support will be offered as appropriate through the pastoral system and may include the offer of counselling within school.

We recognise that peer on peer abuse can manifest itself in many ways such as:

- Child Sexual Exploitation/ Child Criminal Exploitation;
- Bullying including physical and emotional abuse;
- Radicalisation;
- Abuse in intimate friendships/ relationship abuse;
- Children who display sexually harmful behaviour e.g. sexual violence and harassment;
- Gang associated and serious violence including initiation/ hazing type violence and rituals;
- Misuse of technology including sexting;
- Upskirting.

There are a number of factors that make children more vulnerable to peer on peer abuse: experience of abuse within their family, living with domestic violence, young people in care, children who go missing, children with additional needs (SEN and/ or disabilities).

Research tells us girls are more frequently identified as being abused by their peers, and girls are more likely to experience unwanted sexual touching in schools. Boys are less likely to report intimate relationship abuse. Boys report high levels of victimisation in areas where they are affected by gangs.

There is an increasing evidence base emerging about the sexual exploitation of boys (both by adults and peers). We recognise that both boys and girls experience peer on peer abuse but they do so in gendered ways.

A difficult feature of peer on peer abuse is that the perpetrators may be victims themselves and possibly are being abused by their parents or caregivers.

Relationship abuse is unacceptable behaviour between two people. You do not have to be an 'official couple' to experience abuse and it does not matter what your

relationship looks like; gay, straight or bi, or whether you are a girl, boy or have another gender identity.

### **Further information:**

[www.disrespectnobody.co.uk/relationship-abuse/what-is-relationship-abuse/](http://www.disrespectnobody.co.uk/relationship-abuse/what-is-relationship-abuse/)

details some of the complicated reasons why children abuse other children:

- The child may have been emotionally, physically, or sexually abused themselves;
- The child may have witnessed physical or emotional violence;
- The child may have viewed sexually explicit movies, video games or other materials;
- The child may have just acted impulsively without meaning to harm anyone;
- Peer abuse must be taken extremely seriously for these reasons. It could be an indicator of even worse abuse going on in the child's home.

### **Preventing Peer on Peer Abuse:**

Peer abuse can be prevented. Adults who work with children must be aware of the potential for abuse between children.

- Have clear robust policies on dealing with key issues such as cyberbullying;
- Ensure staff and students are aware of the policies;
- Identify any blind spots within the school;
- Supervise and be aware of potential risky areas;
- Pay attention and monitor children who are sneaking off to areas out of view;
- Take steps to prevent isolation;
- Separate children if needed;
- Increase supervision during key times;
- If you suspect a child is abusing another, ensure you pass this onto a Designated Person.



## Appendix I: Sexually Harmful Behaviour

### Sexualised Behaviour

Green Behaviours	Amber Behaviours	Red Behaviours
are part of safe and healthy sexual development which are: <ul style="list-style-type: none"><li>• displayed between children or young people of similar age or developmental ability</li><li>• reflect curiosity, experimentation, consensual activities and positive choices</li><li>• 'normal' but inappropriate within the school/classroom setting</li></ul>	are potentially outside safe and healthy development due to: <ul style="list-style-type: none"><li>• age or developmental differences</li><li>• activity type, frequency, duration or context</li></ul>	are clearly outside safe and healthy development and: <ul style="list-style-type: none"><li>• involve much more coerciveness, secrecy, compulsiveness &amp; threats</li><li>• require action from school &amp; other agencies</li></ul>

For further information of sexualised behaviour thresholds visit [www.brook.org.uk](http://www.brook.org.uk)

### Sexual Violence & Harassment in Schools

Sexual violence and sexual harassment can occur between two children of any sex. They can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

- sexual harassment is 'unwanted conduct of a sexual nature' that can occur online and offline;
- Sexual harassment can include sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about appearance, sexual "jokes" or taunting, physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes;
- online sexual harassment, which might include: non-consensual sharing of sexual images/ videos and sharing sexual images and videos (both often referred to as sexting), inappropriate sexual comments on social media, exploitation, coercion and threats;
- it is more likely that girls will be the victims of sexual violence and more likely that sexual harassment will be perpetrated by boys;
- children with Special Educational Needs and Disabilities (SEND) can be especially vulnerable.

At our school we are aware of the importance of:

- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
- challenging behaviours (which are potentially criminal in nature) such as grabbing bottoms, breasts and genitalia. Dismissing or tolerating such behaviours risks normalising them.

**Further information:**

[www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges](http://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges)

## Upskirting

‘Upskirting’ typically involves taking a picture under a person’s clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. This is now a criminal offence so staff should report concerns immediately to the Designated Safeguarding Lead.

## Sexting

Sexting can be defined as ‘sending or posting sexually suggestive images, including nude or semi-nude photographs, via mobiles or over the internet.’

If staff become concerned about a ‘sexting’ issue they should not look at, share or print any indecent image and should:

Step 1: If a device is involved, confiscate it and set it to flight mode or, if not possible, switch it off.

Step 2: Seek advice - give the electronic device immediately to the DSL. Report your concerns following your normal child protection procedures.

Concerning factors that DSL should look out for:

- ✓ Is there a significant age difference between the sender/ receiver?
- ✓ Is there any external coercion involved or encouragement beyond the sender/ receiver?
- ✓ Do you recognise the child as more vulnerable than usual i.e. at risk? Is the image of a severe or extreme nature?
- ✓ Is the situation isolated or has the image been more widely distributed?
- ✓ Have these children been involved in a sexting incident before?
- ✓ Are there other circumstances relating to either sender or recipient that may add cause for concern i.e. difficult home circumstances?

Remember: The production and distribution of sexting images involving anyone under the age of 18 is illegal and needs very careful management for all those involved.

**Further information:**

[www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)

## Appendix J: Trafficking & Modern Slavery

“Trafficking of persons” shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

“Child” shall mean any person under eighteen years of age.

The Palermo Protocol establishes children as a special case. Any child transported for exploitative reasons is considered to be a trafficking victim, whether or not they have been forced or deceived. This is partly because it is **not considered possible for children to give informed consent**. Even when a child understands what has happened, they may still appear to submit willingly to what they believe to be the will of their parents or accompanying adults. It is important that these children are protected too.

### Why are children trafficked?

Children are trafficked for many reasons, including sexual exploitation, domestic servitude, labour, benefit fraud and involvement in criminal activity such as pickpocketing, theft and working in cannabis farms. There are a number of cases of minors being exploited in the sex industry. Although there is no evidence of other forms of exploitation such as ‘organ donation’ or ‘harvesting’, all agencies should remain vigilant.

Children may be trafficked from other countries for a variety of reasons. There are a number of factors in the country of origin which might make children vulnerable to being trafficked.

The factors listed below are by no means a comprehensive list:

- poverty;
- lack of education;
- discrimination;
- cultural attitudes;
- grooming;
- dysfunctional families;
- political conflict and economic transition; and
- inadequate local laws and regulations.

## Potential indicators

Once in the UK the child:

- receives unexplained/unidentified phone calls whilst in placement/temporary accommodation;
- shows signs of physical or sexual abuse, and/ or has contracted a sexually transmitted infection or has an unwanted pregnancy;
- has a history with missing links and unexplained moves;
- has gone missing from Local Authority care;
- is required to earn a minimum amount of money every day;
- works in various locations;
- has limited freedom of movement;
- appears to be missing for periods;
- is known to beg for money;
- performs excessive housework chores and rarely leaves the residence;
- is being cared for by adult/s who are not their parents and the quality of the relationship between the child and their adult carers is not good; is one among a number of unrelated children found at one address;
- has not been registered with or attended a GP practice;
- has not been enrolled in school;
- has to pay off an exorbitant debt, e.g. for travel costs, before having control over own earnings, is permanently deprived of a large part of their earnings by another person; and/ or
- is excessively afraid of being deported.

### Further information:

[www.gov.uk/government/publications/safeguarding-children-who-may-have-been-trafficked-practice-guidance](https://www.gov.uk/government/publications/safeguarding-children-who-may-have-been-trafficked-practice-guidance)

## Appendix K: Domestic Abuse

The cross-government definition of domestic violence and abuse is:

Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological;
- physical;
- sexual;
- financial;
- emotional.

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.

(KCSIE pg. 66)

### **Signs, Indications and Effects:**

It is often difficult to tell if domestic abuse is happening because it usually takes place in the family home and abusers can act very differently when other people are around. Children who witness domestic abuse may:

- become aggressive;
- display anti-social behaviour;
- suffer depression or anxiety;
- not do as well in school – due to difficulties at home or disruption of moving to as well as from refuges.

### **Other signs and symptoms may include:**

Withdrawn, suddenly behaves differently, clingy, problems sleeping, eating disorders, wets the bed, soils clothes, takes risk, misses school, changes in eating habits, obsessive behaviour, nightmares, drugs, alcohol, self-harm, thoughts of suicide.

Some children may not display any symptoms / behaviours that may be a cause for concern. 'What is life like at home?' – is a good question to use regularly with all children.

**We are an Operation Encompass School.** Operation Encompass operates in the majority of police forces across England. It helps police and schools work together to provide emotional and practical help to children. The system ensures that when police are called to an incident of domestic abuse, where there are children in the household who have experienced the domestic incident, the police will inform the key adult (usually the designated safeguarding lead) in school before the child or children arrive at school the following day. This ensures that the school has up to date relevant information about the child's circumstances and can enable support to be given to the child according to their needs.

## Homelessness

### Types of homelessness and bad housing

- living in temporary or emergency accommodation (such as B & Bs and hostels);
- hidden homelessness (staying with friends or family on a temporary basis or living in overcrowded conditions);
- Couch/ sofa surfing, moving from one place to another;
- Being at risk of abuse or violence leading to homelessness or overcrowding.

### Impact of homelessness

- Practical issues include loss of possessions required for school e.g. books, uniform etc.;
- Maybe unkempt due to lack of laundry services;
- Physically exhausted due to sleeping arrangements;
- Emotionally exhausted due to increased stress;
- Signs of severe emotional trauma leading to emotional stress, anxiety;
- Changes in behaviour or/ and problematic behaviour;
- Student may become withdrawn or aggressive;
- If placed out of area they may arrive late or miss school due to transport/ financial difficulties;
- The student's ability to maintain relationships may be affected;

- May 'stand out' more to peers, leading to feelings of alienation and self-consciousness;
- Impact on attainment levels and ability to learn.

(Source: Shelter 2017)



## Appendix L – Key Safeguarding Contacts

<b>Social Care (Newcastle upon Tyne)</b>	
Initial Response Service Children's Social Care Civic Centre, Barras Bridge Newcastle upon Tyne NE1 8QH  Tel: 0191 277 2500	Out of hours Emergency Duty Team Civic Centre Barras Bridge Newcastle upon Tyne NE1 8PU  Tel: 0191 2787878
Children's Social Care West Children's Services Directorate, Westgate College West Road Newcastle upon Tyne, NE4 9LU  Tel: 0191 277 2111	Children's Social Care East Children's Services Directorate, Allendale Depot, Allendale Road Byker Newcastle upon Tyne, NE6 2SZ  Tel: 0191 278 8500

### Local Authority Designated Officer (LADO)

<b>LADO (Newcastle upon Tyne)</b>	<b>Telephone Number</b>
Melanie Scott Civic Centre Barras Bridge Newcastle upon Tyne NE1 8PU	Tel: 0191 277 4636

### Police / Law & Order

<b>Department/Station</b>	<b>Telephone Number</b>
Police Child Abuse and Vulnerable Adults Unit Protecting Vulnerable People Unit Middle Engine Lane Police Station Wallsend NE28 9NT	Tel: 101
Gateshead Police Station High West Street Gateshead NE8 1BN	Tel: 03456 043 043
Northumbria Police Prevent Team: Email: <a href="mailto:specialbranch@northumbria.pnn.police.uk">specialbranch@northumbria.pnn.police.uk</a>	Tel: 101 ext. 63854
Anti Terrorist hotline	0800789321

### Education

<b>Department (Newcastle upon Tyne)</b>	<b>Telephone Number</b>
Children Missing in Education Team	Tel: 0191 277 4500
Education HR team	Tel: 0191 277 4500

**Other Contacts**

Title	Telephone Number
DfE Prevent Helpline (non-emergency advice) <a href="mailto:counter.extremism@education.gov.uk">counter.extremism@education.gov.uk</a>	020 7340 7264
Newcastle City Council Prevent Referral email: <a href="mailto:prevent@newcastle.gov.uk">prevent@newcastle.gov.uk</a>	
NSPCC Whistleblowing Helpline	Helpline:0808 800 5000
CEOP	0870 000 3344
Local Prevent Advisor: Pete Thompson email	07479 84 8243 <a href="mailto:enquiries@safervision.co.uk">enquiries@safervision.co.uk</a>

**CHILDREN'S SOCIAL SERVICES CONTACT DETAILS**

<b><u>Newcastle Children's Social Care</u></b>	
Child Protection Plan Check	0191 2116326
Initial Response Service	0191 2772500
Emergency Duty Team	0191 2328520
Long Term Team	0191 2115845
Adoption Team	0191 2116777
Children with Disabilities Team	0191 2774700
Email: <a href="mailto:irsadmin@newcastle.gov.uk.cjsm.net">irsadmin@newcastle.gov.uk.cjsm.net</a>	
<b><u>Cumbria Social Services</u></b>	
Safeguarding Hub	03332401727
Emergency Duty Team	01768895019
<b><u>Darlington Social Services</u></b>	
Contact Access Point	01325 406222
Darlington	01325 3406222
Emergency Duty Team	08702 402994
<b><u>Durham Social Services</u></b>	
Durham day time and EDT Administrator	03000 267979 03000 266761
<b><u>Gateshead Social Services</u></b>	
Referral and assessment	0191 4332653
Safeguarding enquiries	0191 4338031
Emergency Duty Team	0191 4770844
Child Protection List	0191 4333665
E:Mail <a href="mailto:R&amp;Aduty@gateshead.gcsx.gov.uk">R&amp;Aduty@gateshead.gcsx.gov.uk</a>	

<p><b><u>Hartlepool and Stockton Social Services</u></b></p> <p>Hartlepool &amp; Stockton Emergency Duty Team Administrator Email: <a href="mailto:childrenshub@hartlepool.gcsx.gov.uk">childrenshub@hartlepool.gcsx.gov.uk</a></p>	<p>01429 284284 08702 402994 01429 523960</p>
<p><b><u>Middlesbrough Social Services</u></b></p> <p>Middlesbrough Emergency Duty Team</p>	<p>01642 726004 01642201940</p>
<p><b><u>North Tyneside Social Services</u></b></p> <p>North Shields: North Tyneside Referral Team Emergency Duty Team Child Protection List E-mail <a href="mailto:childrenandadultscontactcentre@northtyneside.gcsx.gov.uk">childrenandadultscontactcentre@northtyneside.gcsx.gov.uk</a></p>	<p>0191 2006262/3 0191 2006800 0191 2001098</p>
<p><b><u>Northumberland Children's Social Care</u></b></p> <p>Monitoring &amp; Review Team Disability team Administrator Email: <a href="mailto:safeguardingchildren@northumberland.gcsx.gov.uk">safeguardingchildren@northumberland.gcsx.gov.uk</a></p>	<p>Emergency Duty Team</p> <p>01670714411 01670 516131 0845 6005252 01670 714411</p>
<p><b><u>Redcar Social Services</u></b></p> <p>Redcar Emergency Duty Team</p>	<p>01642 771500 08702 402994</p>
<p><b><u>South Tyneside</u></b></p> <p>South Shields Emergency Duty Team Email: <a href="mailto:contactreferralteam@southtyneside.gcsx.gov.uk">contactreferralteam@southtyneside.gcsx.gov.uk</a></p>	<p>0191 4245010 0191 4562093</p>
<p><b><u>Sunderland Social Services</u></b></p> <p>Sunderland: Emergency Duty Team Email: <a href="mailto:safeguarding.children@sunderland.gcsx.gov.uk">safeguarding.children@sunderland.gcsx.gov.uk</a></p>	<p>Fax 0191 5617180</p> <p>0191 5205560 0191 5205552</p>

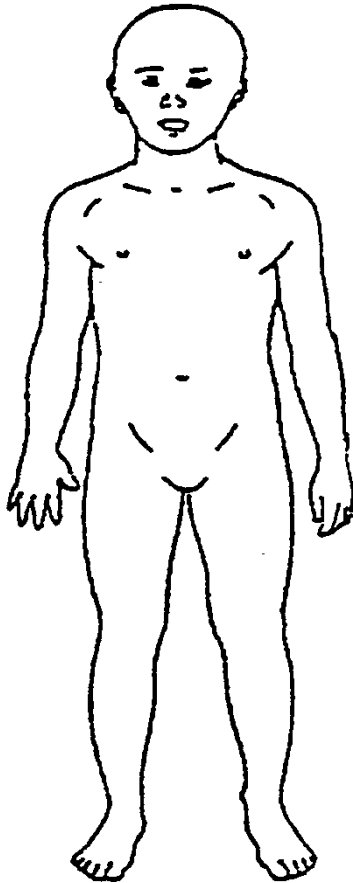
## Appendix M – Example Cause for Concern Sheet

<b>Full Name of Child:</b>		<b>DOB:</b>
<b>Time of concern:</b>	<b>Date of concern:</b>	<b>Place of concern:</b>
<b>Concern:</b>		
<p><b>Detailed Account:</b></p> <p>(Please do not interpret what is seen or heard; simply record the facts. After completing the form, pass it immediately to the Designated Safeguarding Lead / Deputy)</p>		
<b>Member of staff completing form</b>		<b>Role/ Title</b>

Please provide a copy to the Designated Safeguarding Lead

## Appendix M – Body Map

Child's Full Name	DOB	Date



Electronic Version:  
Click and move the  
red dot to indicate  
where the injury  
located on the  
body/face.

Description of injury/ additional notes:		
Professional's Name	Professional's Designation	Contact Number

## Appendix M – Designated Person Checklist

Possible Action	By Whom	Outcome
Discuss with child		
Contact parents		
Check records in school		
Discuss with relevant professionals		
Check with schools who have siblings		
Seek advice from LA		
Monitor and review		
Consider an Early Help Plan (previously CAF)		
Consult with Social Care		
Contact Police 101: Non emergency 999: Immediate Danger		
Other (please specify)		
Assessment of Risk		
Safeguarding	Risk of Harm	Immediate Danger