



SAFEGUARDING & CHILD PROTECTION

This policy has been developed in accordance with the principles established by the Children Act 2002, and in line with the following:

- Keeping children safe in Education 2016
- Working Together to Safeguard Children 2015
- Framework for the Assessment of Children in Need and their Families 2000
- What to do if you are worried a Child is being Abused 2015
- Safeguarding Children and Safer Recruitment in Education 2015
- Oxfordshire Safeguarding Children Board (OSCB)

The Governing Body takes seriously its responsibility under section 175 of the Children Act and duties under 'Working Together' to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements exist within our school to identify and support those children who are suffering harm or are likely to suffer harm.

We recognise that all staff and Governors have a full and active part to play in protecting our pupils from harm, and that the child's welfare is our paramount concern.

Our school should provide a safe, caring, positive and stimulating environment that promotes the social, physical and moral development of the individual child, free from discrimination or bullying (Please see our separate policy on Bullying) and where children can learn and develop happily.

This policy applies to all staff, governors and volunteers working in our school.

The aims of this policy are:

- To support the child's development to foster security, confidence and resilience.
- To provide an environment in which children and young people feel safe, secure, valued and respected, feel confident and know how to approach adults if they are in difficulties.
- To raise the awareness of all staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure that we contribute to assessments of need and support plans for those children where appropriate.
- To acknowledge the need for effective and appropriate communication between all members of staff in relation to safeguarding children and young people.
- To develop a structured procedure within the school which will be followed by all members of staff in cases of suspected abuse.
- To develop effective working relationships with all other agencies involved in safeguarding children.
- To ensure that all adults within our school who have access to children have been checked as to their suitability. This includes other community users of our facilities, following correct staff recruitment and selection procedures.

Responsibilities

At Frank Wise School, we recognise that Safeguarding and Child Protection are the responsibility of EVERYONE. This includes the governing body which understands and fulfils its safeguarding responsibilities.

We have a Designated Member of the Senior Leadership Team who has undertaken appropriate training for the role, as recommended by the LA, within the past two years. Our Designated Person will update their training with LA approved training every two years.

We will ensure that:

- Our designated staff member is the Headteacher.
- We have a member of staff who will act in the Designated Person's absence who also receives training for the role of Designated Person.
- All adults, (including supply teachers and volunteers) new to our school will be made aware of the school's policy and procedures for child protection, the name and contact details of the Designated Person and have these explained, as part of their induction into the school.
- All members of staff are provided with opportunities at least every three years to receive training alongside ongoing safeguarding and child protection updates in order to develop their understanding of the signs and indicators of abuse, how to respond to a pupil who discloses abuse and the procedure to be followed in appropriately sharing a concern of possible abuse or a disclosure of abuse.
- All members of staff are made aware of and given access to additional online training via the OSCB training portal. <https://oscb.safeguardingchildren.co.uk/>
- All parents/carers are made aware of the school's responsibilities in regard to child protection procedures through publication of the school's Safeguarding & Child Protection Policy, and reference to it in our prospectus/brochure and home school agreement.
- Our lettings policy will seek to ensure the suitability of adults working with children on school sites at any time.
- Community users organising activities for children are aware of and understand the need for compliance with the school's child protection guidelines and procedures.
- The name of any member of staff considered not suitable to work with children will be notified to the DBS (Disclosure and Barring Service), with the advice and support of Human Resources and or the LADO (Local Authority Designated Officer).
- Our procedures will be reviewed annually and updated and a summary report of findings sent to our governing body and the LA Safeguarding Team.
- All members of staff will adhere to other related school policies and guidance. The policies which are particularly relevant are; Behaviour, Bullying, Health and Safety, Restrictive physical intervention and Whistleblowing.

Procedures

Staff will follow the Oxfordshire Safeguarding Children Board Procedures in all cases of abuse, or suspected abuse (these can be found at www.OSCB.org.uk) and 'Keeping Children Safe in Education, 2016.'

Procedures for pupils at Frank Wise School:

In following the above statutory guidance we will:

- Understand that our responsibility to safeguard children requires that we appropriately share any concerns that we may have about children.
- Ensure we refer a child if there are concerns about a child's welfare, possible abuse or neglect to Social Care by contacting our Locality Senior Practitioner as soon as possible within 24 hours.
- Ensure that detailed and accurate records of concerns about a child are kept even if there is no need to make an immediate referral. See guidance on record keeping http://portal.oxfordshire.gov.uk/content/public/CYPF/schools/behaviour_attendance/safeguarding_child_protection/Keeping_Child_Protection_Records.doc
- Ensure that all such printed records are kept confidentially and securely and are separate from pupil records, with a front sheet noting that there are also entries in a secure database which can be searched to provide a chronology.
- Indicate via a plain sticker with the initials 'CP' on the pupil's normal records that there is also confidential record-keeping kept separately and securely.
- Ensure that the designated staff member, or another appropriate member of staff, attends Child Protection level case conferences, core groups, and where possible other related meetings, and if requested provides a report which has been shared with the parents/carers.
- Ensure that any absence of two days, without satisfactory explanation, of a pupil currently subject to a child protection plan is referred to the child's social worker or the Duty Social Worker.
- Establish and maintain links with relevant agencies and co-operate as required with enquiries of a child protection nature.
- Ensure that all school staff are aware of the school's CP policy and procedures, and understand their responsibilities in being alert to, and acting appropriately in cases of abuse, or suspected abuse, and know how to recognise and refer any concerns.
- Provide an annual report for the Governing Body, detailing any changes to the policy and procedures; training undertaken by the Designated Teacher, and by all staff, and the number and type of incidents/cases, and the number of children referred to Children's Social Care and subject to Child Protection Plans (anonymised) .The Governing Body will use this report to fulfil its responsibility to provide the LA with information about their Safeguarding policies and procedures when requested.This should be sent to the LADO/ Safeguarding Team at County Hall no later than the December of the academic year following the academic year to which the report applies.
- Ensure that staff keep themselves up to date with knowledge to enable them to fulfil their role, including attending relevant training, at least every three years, provided by OSCB or the Schools Safeguarding Team.This should include training on child sexual exploitation, radicalisation, genital mutilation as well as generalist and specialist safeguarding training.
- Ensure that all staff and volunteers understand that there is a procedure to be followed in dealing with CP allegations made against staff.This procedure must be followed on all

occasions. All staff must be made aware of this process and how it differs from other concerns about children.

- Ensure that we have staff on all interview panels who are Safer Recruitment Trained.
- Ensure that all staff/volunteers are selected and recruited only after having gone through appropriate checks.
- Ensure all staff and volunteers working in early years or foundation stage (including before and after school provision for under 8's) will disclose to the Headteacher or Manager any circumstances which may indicate that the member of staff or volunteer could be barred from working with children under the terms of the Childcare Regulations 2006:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/409361/disqual_stat-guidance_Feb_15.pdf
- Have regard to our obligations to prevent our students from being drawn into extremism or terrorism. We recognise that this is our statutory duty under the counter terrorism and security act 2015.

Procedures for children and young people in other settings and in the local community:

We recognise that as adults who regularly visit other schools and are out and about in the community, we have a duty of care to safeguard all children and our school procedures for safeguarding all children will be in line with Oxfordshire Local Authority and Oxfordshire Safeguarding Children Board Child Protection procedures, and 'Keeping Children Safe in Education 2016'.

As part of induction and ongoing training that all staff receive, responsibilities for safeguarding and the procedures to follow when in other settings and in the community are given. The procedures are outlined in the Child Protection appendix flowchart.

In other settings, we will ensure:

- That we know who the designated lead is, or in their absence the deputy designated lead
- That in the event of either hearing a disclosure or having another concern, we will report this to the designated lead at that school AND the designated lead at Frank Wise School, who will then contact the local authority designated lead (other school) or the MASH (in the community).
- To record concerns on the Frank Wise School Safeguarding database
- To record actions that have happened on the Frank Wise School Safeguarding database

In the local community we will ensure:

- That we have reported any concern to the MASH and noted this on the school Safeguarding database
- That we have followed-up with the MASH and noted any action on the school Safeguarding database

Procedures for allegations made against staff:

- All staff should take care to not place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents/carers which are to do with safeguarding concerns to be conducted in the presence of other adults.
- We understand that a child or young person may make an allegation against a member of staff. If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher or the most senior member of staff available.
- The Headteacher on all such occasions will discuss the content of the allegation with the LADO **before taking any action**. In Oxfordshire contact should be made with Alison Beasley, LADO (01865 815956), Donna Crozier, Assistant Designated Officer (01865 816382), Sandra Pasquet, Assistant Designated Officer (01865 323457) or Hannah Burke-Smith Assistant Designated Officer (07867 467822).
- If the allegation made to a member of staff concerns the Headteacher, the person receiving the allegation will immediately inform the Chair of Governors who will consult with the LADO, without notifying the Headteacher first.
- The school will follow the LA procedures for managing allegations against staff, as outlined in 'Keeping children safe in education 2016'.
- Suspension of the member of staff against whom an allegation has been made needs careful consideration, and we will consult with LADO and HR.
- Our lettings agreement for other users requires that the organiser will follow LA procedures for managing allegations against staff and, where necessary, the suspension of adults from school premises.

Supporting Children

We recognise that a child who is abused in any way, who witnesses violence or who lives in a violent environment may feel helpless and humiliated, may blame him/herself, and find it difficult to develop and maintain a sense of self worth. We also believe that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm. We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

Our school will support all children and young people by:

- Encouraging the development of self-esteem and resilience in every aspect of life.
- Promoting a caring, safe and positive environment within the school.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- Notifying Social Care as soon as there is a significant concern.
- Notifying Social Care when a child attending the school is privately fostered.
- Providing continuing support to a pupil (about whom there have been concerns) who leaves the school by ensuring that such concerns and school medical records are forwarded under confidential cover to the Designated Person at the pupil's new school immediately. The original copy of significant documents will be retained at our school, and photocopies forwarded as above.

Confidentiality

We recognise that all matters relating to child protection are confidential. The Headteacher or Designated Person will disclose personal information about a pupil to other members of staff on a need to know basis only. However, all staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

- All staff must be aware that they cannot promise a child that they will keep secrets which might compromise the child's safety or well-being or that of another.
- We undertake to share our intention to refer a child to Social Care with their parents / carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with the Schools Safeguarding Team or Social Care.
- We will contact the LCSS for 'no names' consultations to discuss concerns we may have, but we understand that if they then ask for a name we will disclose those details and it will become a referral.

Supporting Staff

We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting. We will support such staff by providing an opportunity to talk through their anxieties with the Designated Person and to seek further support. This could be provided by another trusted colleague, Occupational Health (Staff Care), and/or a representative of a professional body or trade union, as appropriate. In consultation with all staff, we have drafted a code of conduct for staff at our school. This forms part of staff induction and is to be referred to in conjunction with the staff handbook. We understand that staff should have access to advice on the boundaries of appropriate behaviour.

We recognise that our Designated Persons should have access to support and appropriate workshops, courses or meetings as organised by the LA.

Prevention

We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with effective lines of communication with trusted adults, supportive friends and an ethos of protection. Due to the day to day contact with children, staff in school are ideally placed to observe the outward signs of abuse. The school community will therefore:

- Establish and maintain an ethos which enables children to feel secure and encourages them to talk, knowing that they will be listened to.
- Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.
- Provide, across the curriculum, opportunities which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.
- Report any inappropriate behaviour/activities or concerns they have about a child to the Designated Person.

All staff have a responsibility for action in cases of suspected child abuse. This document outlines the procedures which should be followed if any member of staff suspects a student is being abused, or if a disclosure is made.

Immediate action is required where there is concern about possible abuse, written records must be made at each stage of the process.

All staff are asked to be alert to possible physical or emotional problems being experienced by children and young people.

If a student asks to speak to you about a problem do not promise confidentiality, but explain that it may be necessary to consult a colleague.

Dealing with disclosures

Receive

- Always stop and listen straight away to someone who wants to tell you about incidents or suspicions of abuse. Listen quietly and actively, giving your undivided attention. Allow silences when needed. Do not show shock or disbelief but take what is said seriously.

Reassure

- Stay calm, no judgements, empathise. Never make a promise that you can keep what a child has said a secret, giving reassurance that only those who need to know will be told. Reassure the young person that they were right to tell you.

React

- React to the student only as far as is necessary for you to establish whether or not you need to refer this matter, but don't interrogate for full details.
- Don't ask leading questions – use open questions eg 'is there anything else you want to say?'
- Do not criticise the perpetrator; the child may have affection for him/her.
- Explain what you will do next – inform designated teacher, keep in contact.

Record

- If possible make brief notes about what they are actually telling you at the time. Keep these notes, however rough they are. If you are unable to make notes at the time record what was said as soon as you can.
- Try to record what was actually said by the student rather than your interpretation of what they are telling you.
- Record the date, time, place, along with and any noticeable non-verbal behaviour.

Report

- Report the incident to the Designated Person and do not tell any other adults or students what you have been told.

Never attempt to carry out an investigation of suspected abuse by interviewing the young person or any others involved. This is a highly skilled role and any attempts by yourself could affect possible criminal proceedings.

Record Keeping

The Designated Person for child protection is responsible for ensuring that the necessary paperwork is completed and sent to the relevant people and stored in a safe and confidential place.

Categories of Abuse

Abuse is defined as a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act or 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 others (e.g. via the internet) They may be abused by an adult or adults or by other another child or children.

The table below outlines the four main categories of abuse as defined by the Department for Education, 'Keeping Children Safe in Education' 2016 (full definitions of bullying including cyberbullying, children missing in education, child missing from home or care, child sexual exploitation, domestic violence, drugs, fabricated or induced illness, faith abuse, female genital mutilation, forced marriage, gangs and youth violence, gender-based violence / violence against women and girls, hate, mental health, missing children and adults, private fostering, preventing radicalisation, relationship abuse, sexting and trafficking can be found in this document).

The possible indicators are not definitive; some children may present these behaviours for reasons other than abuse, and some children suffering abuse may not present these behaviours, especially as in this school all of the pupils are deemed to have varying levels of learning difficulties.

Type of Abuse	Possible Indicators
<p>Neglect The persistent failure to meet a child's basic physical and psychological needs, likely to result in the serious impairments 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:</p> <ul style="list-style-type: none"> • provide food, clothing and shelter • protect a child from physical and emotional harm or danger • ensure adequate supervision • ensure access to appropriate medical care or treatment 	<p>Obvious signs of lack of care including</p> <ul style="list-style-type: none"> • Problems with personal hygiene • Constant hunger • Inadequate clothing • Emaciation • Lateness or non-attendance at school • Poor relationship with peers • Untreated medical problems • Compulsive stealing and scavenging • Rocking, hair twisting, thumb sucking • Running away • Low self-esteem
<p>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.</p>	<ul style="list-style-type: none"> • Physical signs that do not tally with the given account of occurrence • Conflicting or unrealistic explanations of cause • Repeated injuries • Delay in reporting or seeking medical advice.
<p>Sexual Abuse Forcing or enticing a child 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, penetrative or non-penetrative acts and also includes involving children in watching pornographic material or watching sexual acts.</p>	<ul style="list-style-type: none"> • Sudden changes in behaviour • Displays of affection which are sexual and age inappropriate • Tendency to cling or need constant reassurance • Tendency to cry easily • Regression to younger behaviour – eg thumb sucking, acting like a baby • Unexplained gifts or money • Depression and withdrawal • Wetting/soiling day or night • Fear of undressing for PE
<p>Emotional Abuse 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 insofar as they meet the needs of another person.</p>	<ul style="list-style-type: none"> • Rejection • Isolation • Child being blamed for actions of adults • Child being used as carer for younger siblings • Affection and basic emotional care giving/ warmth persistently absent or withheld

Specific Safeguarding Issues

All staff have an awareness of safeguarding issues and the procedures to follow when they have cause for concern. A comprehensive list of specific safeguarding issues can be found within the document, "Keeping Children Safe in Education 2016"

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Important Additional Information about specific forms of abuse.

Child Sexual Exploitation (CSE)

The sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people, (or a third person or persons) receive something, (e.g. food, accommodation, drugs, alcohol, cigarettes, affections, gifts, money) as a result of them performing and/or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. In all cases those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidations are common, involvement in exploitative relationships being characterised in the main by the child's or young person's limited availability of choice, resulting from their social/economic and/or emotional vulnerability. (DCSF 2009).

Key facts about CSE

- Sexual exploitation often starts around the age of 10 years old. Girls are usually targeted from age 10 and boys from age 8.
- It affects both girls and boys and can happen in all communities.
- Any person can be targeted but there are some particularly vulnerable groups: Looked After Children, Children Leaving Care and Children with Disabilities.
- Victims of CSE may also be trafficked (locally, nationally and internationally).
- Over 70% of adults involved in prostitution were sexually exploited as children or teenagers.
- Sexual violence or abuse against children represents a major public health and social welfare problem within UK society, affecting 16% of children under 16. That is approximately 2 million children.

Good Practice - Individuals

- Recognise the symptoms and distinguish them from other forms of abuse
- Treat the child/young person as a victim of abuse
- Understand the perspective / behaviour of the child/young person and be patient with them
- Help the child/young person to recognise that they are being exploited
- Collate as much information as possible
- Share information with other agencies and seek advice / refer to Social Care

Good Practice - Organisations

- Ensure robust safeguarding policies and procedures are in place which cover CSE
- Promote and engage in effective multi-agency working to prevent abuse
- Work to help victims move out of exploitation
- Cooperate to enable successful investigations and prosecutions of perpetrators

Forced marriages (FM)

FM is now a specific offence under s121 of the Anti-Social Behaviour, Crime and Policing Act 2014 that came into force on 16 June 2014.

A FM is a marriage conducted without the valid consent of one or both parties, and where duress is a factor. Forced marriage is when someone faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. if someone is made to feel like they're bringing shame on their family). This is very different to an arranged marriage where both parties give consent.

FM is illegal in England and Wales. This includes:

- taking someone overseas to force them to marry (whether or not the forced marriage takes place)
- marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)

Link to the guidance:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380125/MultiAgencyPracticeGuidelinesNov14.pdf

Genital Mutilation, including Female Genital Mutilation (FGM)

Genital Mutilation can affect any child in the context of social pressure to undergo a medical procedure on the child's genitals which is not medically necessary. There is a particular issue in regard to FGM.

FGM is child abuse and a form of violence against women and girls, and therefore should be dealt with as part of existing child safeguarding/protection structures, policies and procedures.

FGM is illegal in the UK. In England, Wales and Northern Ireland, the practice is illegal under the Female Genital Mutilation Act 2003.

Other than in the excepted circumstances, it is an offence for any person (regardless of their nationality or residence status) to:

- perform FGM in England, Wales or Northern Ireland (section 1 of the Act);
- assist a girl to carry out FGM on herself in England, Wales or Northern Ireland (section 2 of the Act); and
- assist (from England, Wales or Northern Ireland) a non-UK person to carry out FGM outside the UK on a UK national or permanent UK resident (section 3 of the Act).

Link to the guidance:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380125/MultiAgencyPracticeGuidelinesNov14.pdf

Prevent

The Counter Terrorism & Security Act 2015 places a Prevent duty on specified schools to have “due regard to the need to prevent people from being drawn into terrorism.” The education and childcare specified authorities in Schedule 6 to the Act are as follows:

- The proprietors of maintained schools, non-maintained special schools, maintained nursery schools, independent schools (including academies and free schools) and alternative provision academies, PRUs, registered early years providers, registered late years providers and some holiday schemes.

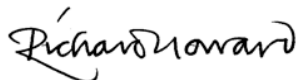
Schools/settings subject to the Prevent Duty will be expected to demonstrate activity in the following areas:

- Assessing the risk of children being drawn into terrorism.
- Demonstrate that they are protecting children and young people from being drawn into terrorism by having robust safeguarding policies.
- Ensure that their safeguarding arrangements take into account the policies and procedures of the Local Safeguarding Children Board.
- Make sure that staff have training that gives them the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism.
- Expected to ensure children are safe from terrorist and extremist material when accessing the internet in school.

Reviewed by: Sean O’Sullivan

Date: April 2018

Approved by Governors:



Date: 10th May 2018