



# Beechwood Primary School Child Protection Policy and Procedures

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## **1 Policy Statement**

At Beechwood Primary School we understand that safeguarding and promoting the welfare of children is everyone's responsibility. We are committed to ensuring that, 'Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.' (DFE 2020)

Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes (Keeping Children Safe in Education 2020). We have taken into consideration the following documents when writing this policy: Keeping Children Safe in Education (September 2020); Working Together to Safeguard Children (August 2018); What to do if you suspect a child is being abused (March 2015); Prevent Duty Guidance (April 2019)

## **2 Definitions of Abuse and Neglect**

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused or exploited 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. The following definitions of physical abuse, emotional abuse, sexual abuse and neglect are set out in the DfE guidance Keeping Children Safe in Education (DfE 2020):

### **2.1 Physical Abuse**

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

### **2.2 Emotional Abuse**

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 insofar as they meet the needs of another person. 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 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.

### **2.3 Sexual Abuse**

Sexual Abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education (see peer-on-peer abuse).

## 2.4 Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may 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, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

The safety of the children in our care is paramount. At Beechwood Primary School we understand that ALL staff working with our children have a duty of care to take proactive steps to ensure our children are protected from either suffering, or likely to suffer, significant harm as a result of abuse or neglect. We recognise that safeguarding incidents could happen anywhere and all staff should be alert to possible concerns being raised in school.

## 3 Aims of the Policy

- 1) To raise awareness for all staff in the school as to how to take action when dealing with children who may need protection.
- 2) To ensure that all school procedures conform to Wokingham LA guidelines.
- 3) To respect a child's right to confidentiality, so that only the people who need to know are informed of any details of the protection case.

## 4 School Procedures (See flowchart in Appendix 1 as an illustrative guide)

At Beechwood Primary School we ensure that all our staff working with children are advised to maintain an attitude of '**it could happen here**' where safeguarding is concerned. When concerned about the welfare of a child, staff understand that they should always act in the **best** interests of the child. Staff are fully trained on what to do if a child makes a disclosure about being neglected or abused and understanding the process of making referrals.

All staff should also be mindful that early information sharing is vital for effective identification, assessment and allocation of appropriate service provision. 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. (DFE 2020)

At Beechwood Primary, the key members of staff with specific safeguarding responsibilities are:

**Designated Safeguarding Lead: Miss S Hunter**

**Deputy Safeguarding Lead: Mrs R Minter**

**Safeguarding Governor: Mrs I Warren**

**Where a child makes a disclosure to an adult, the following should happen, before the member of staff seeks the Designated Safeguarding Lead (DSL):**

- The member of staff *should take care in ensuring they do* the following:
  - Remain calm, accessible and receptive
  - Listen carefully
  - Take the child seriously
  - Reassure the child that telling was the correct thing to do
  - Explain, in a child friendly manner, what you will do next
  - Make a careful record of what was said
  - Ensure the child understands that their secret cannot be kept
  
- Staff should also ensure that *they do not do* the following:
  - React strongly
  - Jump to conclusions; write assumptions
  - Speculate or accuse anyone
  - Ask leading questions
  - Make promises that cannot be kept
  - Stop the child from speaking freely
  - Interrupt the child at any time to get the DSL
  
- When recording information being given by a child, the following needs to be included as much as possible:
  - Record the date, time, people present, including roles in school
  - Exactly what the child said, verbatim where possible
  - Physical appearance of the child as factually and accurately as possible
  - Written accounts should be signed.

**After the above steps have been taken the member of staff MUST then follow the process below:**

1) The member of staff should alert the Designated Safeguarding Lead (DSL) for the school immediately. If the DSL is not available, or offsite the designated Deputy DSL should be sought. At this point the member of staff should provide a written record of concern, as outlined above.

The DSL will advise on the best course of action to take. This may be:

- Monitoring the situation within school through written notes
- Speaking directly with the child's parents
- Phoning the LADO for advice (01189746141)
- Phoning the Education Welfare Team for advice and information (01189746143)
- Completing an "Early Help Assessment"
- Informing Wokingham Children and Families Social Care to make a referral (01189088002)

2) The class teacher/DSL should not attempt to 'interview' the child at any stage, but merely to listen and offer reassurance and support. False promises of confidentiality should not be issued in case the matter needs to be referred to Social Services.

3) Before any referral to Social Services, the DSL will contact the MASH (Multi Agency Safeguarding Hub) Team for advice. If the MASH team advise that a referral should be made, then the DSL should inform the parents, this is not necessarily to explain the problem, but merely to inform them of the situation and gain their

permission to refer the child. If the parents do not give permission for the child to be referred, then further advice should be sought. Even if permission is not gained from the parents, referrals should still be made. On occasion, based on the specific nature of the referral, the MASH team may request that the DSL does not contact the parents and that Social Care will do this instead.

4) All information regarding the referral - including noting whether parental permission was given, and if not, why not – should be recorded using the Inter-Agency Referral Form and kept locked away. Further information needed by Social Services will include:

- the nature of the concern
- background information on the family, if known
- child's full name, dob, address and telephone number, parent/carers names
- child's religion, home language and ethnic origin

5) Social Services should be told whether the parents have given permission for the referral, as compliance with a referral may indicate positive steps from the parent. Parental permission does not need to be sought if it is believed that in doing so, the child would be placed in more danger.

6) Once a child has been identified as a concern, even if it is not referred to Social Services, detailed notes should be kept regarding the child, highlighting any unusual behaviour, bruising, lateness, emotional problems or changes in attitude. These notes should be recorded by staff and kept locked away by the DSL.

7) Once a child is subject to an 'Inter-agency Child-protection Plan', the school will be involved in attending case conferences and contributing to the development of the 'Child Protection Plan' via core group meetings. It is the DSL's responsibility to prepare reports and information for case conferences and meetings relating to the 'plan'. For further guidance on this, contact Wokingham Social Services.

8) In some cases, where concerns are clear, but Social Care may deem the child is in no immediate risk of harm, the child may be made part of a 'Child in Need Plan'. The DSL is responsible for preparing reports and information for Child in Need meetings and attending such meetings.

9) If a child alleges to have suffered abuse within the school setting or if a member of staff has any safeguarding concerns about adults in the school this should be brought directly to the Head of School, in liaison with the DSL, who will in turn immediately inform the LA Designated Officer (LADO). If the allegation is made against the Head of School, it will be directed to the Executive Head Teacher, who would liaise with the LADO directly.

**It should also be noted that any member of staff may raise concerns with Children's Social Care at any time, if they believe there is a risk of immediate serious harm to the child. If the child's situation does not appear to be improving, the staff member with concerns should press for reconsideration. If at any point a member of staff feels that a child is being put at risk by the way in which a concern is being handled, they should call the NSPCC Whistleblowing Advice Line (0800 0280285).**

## **5 Multi-Agency Working**

Wokingham's multi-agency approach to safeguarding is based upon the principles of 'Working Together to Safeguard Children (2018)' and is published in a document which is available to read here:

<https://www.berkshirerwestsafeguardingchildrenpartnership.org.uk/scp>

This Plan sets out the Safeguarding Partnership arrangements for Wokingham. All staff in our schools, with responsibility for safeguarding, e.g. Headteachers, Designated Safeguarding Leads and Senior Leaders understand and follow these arrangements.

## 6 Roles and responsibilities

### 6.1 The Designated Safeguarding Lead:

The School has appointed a senior member of staff with the necessary status and authority to be responsible for matters relating to child protection and welfare. The main responsibilities of the Designated Safeguarding Lead are:

- To be the first point of contact for parents, pupils, teaching and non-teaching staff and external agencies in all matters of child protection.
- To be fully conversant with the Local Authority and School Child Protection and Safeguarding Policy and procedures.
- To be available to all staff of the School community for consultation on child protection issues.
- To co-ordinate the child protection procedures in the School.
- To maintain an on-going training programme for all School employees.
- To monitor the keeping, confidentiality and storage of records in relation to child protection.
- To liaise with Wokingham's LA Designated Officer (LADO).
- To ensure that appropriate action is taken in the School and that procedures are followed in all Child Protection concerns and actual or suspected cases of child abuse.
- To ensure that assessments of children consider contextual safeguarding and wider environmental factors affecting the child's life that may pose a threat to their safety and/or welfare and are reported as part of the referral process. This would include considering if pupils are at risk of abuse of exploitation outside of the family home.
- To contact the duty social worker within twenty-four hours to seek advice on concerns brought by staff, volunteers or pupils. To also check whether or not the pupil or pupil's family involved is known to Children's Services.
- To monitor records of pupils in the School who are subject to a Child Protection Plan or Child in Need Plan. To ensure that their records are maintained and updated as notification is received.
- To liaise with other professionals to ensure that children who are subject to a Child Protection Plan or Child in Need Plan are monitored.
- To help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and school and college leadership staff.
- Where appropriate, to take part in the child protection conferences or reviews. When the DSL cannot attend, he or she will ensure that the Deputy DSL or a key member of staff attends. Where this is not possible, to provide a written report to the conference from the School. (It is acknowledged that this should occur rarely as the involvement of School staff is vital given the close involvement with the child.)
- To inform the child's Social Worker in writing when a child who is subject to a Child Protection Plan moves to another School and to inform the new School of the child's status.
- In consultation with the Head of School, to monitor staff development and training needs with regard to child protection issues and to ensure that training provided is current and relevant.
- To ensure that the curriculum offers opportunities for raising pupil awareness of child protection issues and developing strategies for ensuring their own protection, for example through the personal, social, health and citizenship education (PSHCE) programme.
- Together with the Head of School, School Leadership Team and Frays Academy Trust Strategy Group, to annually review the School's Policy on Child Protection and Safeguarding and look at how the duties have been discharged, and to report on this to the Board of Directors and Governors.
- To act as a source of support, advice and expertise on matters of safety and safeguarding.

In the absence of the Designated Safeguarding Lead, a Deputy DSL, who must be nominated in advance and will have received full training, must take responsibility for child protection issues within the School.

They will:

- advise and act upon all Child Protection concerns reported to him or her.
- keep the Head of School informed of all actions
- liaise with Children's Services and other agencies on behalf of the School.
- Carry out any other duties normally conducted by the DSL.

If the DSL is unavailable or is the subject of a complaint, his / her duties will be carried out by the Deputy DSL, who has received appropriate training in safeguarding and inter-agency working.

## **6.2 The Headteacher:**

- To ensure the Single Central Record is up to date and the safer recruitment practices set out in Keeping Children Safe in Education (DFE 2020) are followed in line with the school's Safer Recruitment Policy and Procedures and that at least one member of every recruitment panel has attended safer recruitment training.
- To ensure that Job descriptions and person specifications for all roles make specific reference to child protection and safeguarding.
- To foster a listening culture within the school, where both staff and children feel confident in raising concerns about poor or unsafe practices.
- To make referrals to the Disclosure and Barring Service and / or the National College of School Leadership as appropriate.
- To liaise with the Local Authority Designated Officer where an allegation is made against a member of staff.
- To ensure the Designated Safeguarding Lead has a job description in keeping with the requirements of Keeping Children Safe in Education (DFE, 2020) and that sufficient time, training and support are allocated to this role, including the appointment of colleagues able to deputise for the Designated Safeguarding Lead who have undertaken the same training.
- To ensure risk assessments are completed on all visitors to decide if an enhanced DBS check is necessary.
- To develop the curriculum so that opportunities to help students stay safe especially when on-line are provided. Children should be aware of the support available to them.
- To quality assure the school's child protection practices including the auditing of safeguarding records and the supervision of the Designated Safeguarding Lead and other members of the safeguarding team to ensure that actions and decisions are reviewed appropriately and that staff's emotional needs are met.
- In keeping with the Prevent Duty reasonable checks are made on visiting speakers.

## **6.3 Employees, Governors, School Advisors and Volunteers:**

All employees of the School, as well as every Volunteer and School Advisor who works with pupils, is under a general legal duty:

- to protect children from abuse and promote their welfare.
- to be aware of the School's practice and policies on Safeguarding and Child Protection and to follow them.
- to know how to access and implement the procedures, independently if necessary.
- in dealing with a child protection issue to remain as objective as possible, never assuming that they know which categories of children are at risk.
- to keep an appropriate record of any significant complaint, conversation or event. Information should be recorded verbatim, if possible. They should not prompt, lead or suggest information to the child.
- to refer to the DSL (or in his/her absence, the Deputy DSL) immediately.

- to undertake appropriate training including induction training and refresher training at regular intervals required by each individual

#### **6.4 Governing Body:**

The Governing Body will ensure that they comply with their duties as laid out in “Working Together to Safeguard Children” (August 2018) and “Keeping Children Safe in Education” (September 2020). The Governing body will:

- Ensure that the school has a named governor for Child Protection who will complete an Annual Audit and Checklist to ensure all policies, procedures and training programmes are being carried out effectively and comply with the law at all times
- Ensure that clear procedures are in place to deal with allegations of abuse against staff and volunteers
- Promote and create a culture of safe recruitment, adopting procedures that will deter, reject or identify people who could potentially abuse children
- Ensure the school’s Single Central Record is accurate and up to date and that all staff and volunteers have had appropriate background checks completed, in accordance to their roles.

### **7 Training**

The Designated Safeguarding Lead will receive “Working Together to Safeguard Children” training provided by the Local Safeguarding Children’s Board and will subsequently attend a refresher course every two years. In addition to this the DSL will receive further training on Prevent and Keeping Children Safe Online. The Deputy DSL will replicate this training programme.

On Induction all new staff will have Child Protection Training, which will include training on understanding the role of the DSL, Keeping Children Safe in Education 2020, Child Protection Policy, Behaviour Policy, Staff Code of Conduct Policy and the safeguarding response to children who go missing from education.

All staff will receive Child Protection training via in-house INSET on an annual basis (Usually at the beginning of the academic year) to keep them up to date with current procedures and policy. Staff will all be expected to demonstrate that they understand Part One of Keeping Children Safe in Education 2020, and follow up training will be offered if required. Throughout the school year all staff will also receive ongoing safeguarding training each term covering a range of topics but specifically FGM, peer-on-peer abuse and Prevent. A list of all training can be found in the Training Record File and the Governing Body will monitor records of training.

The Governors and remainder of the Senior Leadership Team will receive appropriate and up-to-date child protection and safer recruitment training to ensure they have the knowledge and information needed to perform their functions and understand their responsibilities. Refresher training will occur every two years.

The Designated Safeguarding Lead will attend, wherever possible, the Safeguarding Schools Cluster Meeting, which will meet at least termly and whose members can be gathered for advice at any time. This meeting is a good opportunity to share good practice and to outline concerns.

### **8 Recruitment of Staff**

Safer recruitment procedures will be followed. All staff, Governors and volunteers will be carefully selected and vetted to try to ensure they do not pose a risk to children. All references will be checked and verified. Those staff, Governors and volunteers having contact with children will be checked through the Disclosure and Barring Service at an enhanced level. All staff, Governors and volunteers will receive information and basic training in safe conduct and what to do if they have concerns about a

child. This will include information on recognising where there are concerns about a child, where to get advice and what to do if no one seems to have taken their concerns seriously. See Safer Recruitment Policy.

## **9 Visitors to the school**

Where the school welcomes visitors we issue written guidance in line with the policy and clarify identification and DBS clearance with professionals visiting children; either directly or via companies and agencies. Visitors who are 'casual' (one-off momentary visits) are accompanied at all times.

## **10 Supporting pupils within Beechwood Primary School**

In the area of child protection there is a pyramid of need for the support of vulnerable pupils. At the top are those pupils on child protection plan and those pupils for whom we have major child protection concerns. Next are children 'Looked After' by the local authority, adopted children and those who are cared for by people other than a parent. Then we have those pupils who take the role as a significant carer for a family member. The DSL is responsible for ensuring that we have an up to date list of these groups of pupils.

Next is a larger group of pupils who are vulnerable in some other way. This may be because of family circumstances, health issues or social reasons. Lastly there are the majority of pupils, who do not need on-going extra support but may need some support for a short period of time. This may be, for example, in the case of family illness, crisis or bereavement. The DSL regularly checks our first aid/medical request log for pupils seeking medical assistance, so that we can identify concerns at an early stage. We are committed to providing support for all these groups of pupils appropriate to their needs.

### **10.1 Early Help**

Beechwood Primary School understands that some children and families may benefit from early help, which means providing support as soon as a problem emerges at any point in a child's life. We believe that providing early help is more effective in promoting the welfare of children than reacting later. All our staff are trained in understanding the importance of early help and their role in it. In the first instance staff will discuss early help with the DSL who may in turn complete an assessment. This will then be discussed with Wokingham's Early Intervention Team, who may then provide support. This will provide a timely and co-ordinated package of professional help for families.

We ensure that we are alert to the potential need for early help for a child who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- has returned home to their family from care
- is a privately fostered child

## **10.2 Pupils on the child protection register or for whom we have child protection concerns**

The number of pupils on a child protection plan varies. There are also other pupils about whom we have child protection concerns who are not on a child protection plan.

We support pupils in various ways by:

- following the guidance set out in any Child Protection Plans or Child in Need Plans
- ensuring they know and are comfortable about whom they can approach for help or if they have specific concerns
- monitoring their welfare carefully, including talking to them regularly about their well being
- attending any child protection meetings held on their behalf, including speaking on their behalf at such meetings should they request it
- monitoring their attendance carefully and reporting any unexplained absence to social care
- monitoring their academic grades carefully to try to ensure they are making good progress in school
- enlisting the support of and liaising with other agencies as appropriate
- checking that they have access to all elements of school life, including visits and other activities
- informing relevant staff that they are on a CP plan without breaching confidentiality so he/she knows to register immediately any concerns however minor with the DSL (or a deputy).

## **10.3 Looked After Pupils**

We have a Designated Lead and Governor responsible for Looked After pupils. We keep a list of pupils who are looked after by the Local Authority. In the light of the research that shows that these pupils fare less well at schools than their peers and to narrow this gap, we monitor their progress and wellbeing carefully by:

- being involved in and following the guidance set out in the pupil's Personal Education Plan (PEP)
- arranging for one of our learning mentors (or for another teacher to whom the child relates well) to take a particular interest in the pupil's welfare and to talk to them regularly
- targeting pupil premium funding specifically to support children in care.
- attending any liaison or review meetings held on their behalf and keeping in touch with social workers and/or carers
- monitoring their attendance carefully and reporting any unexplained absence to social care and the Educational Welfare service
- monitoring their academic grades carefully to try to ensure they are making good progress
- looking out for difficulties with homework or resources that may be a result of their being in care and giving them help to organise and manage their work and by providing the resources needed
- enlisting the support of and liaising with other agencies as appropriate
- checking that they have access to all elements of school life, including visits and other activities, and by giving these pupils the opportunities to take part in residential trips organised by the school as and when appropriate.

## **10.4 Children missing from education**

A pupil missing from education for ten sessions or more is a potential indicator of abuse and neglect. We understand that we must be alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, FGM and forced marriage. Please see the Attendance Policy for procedures relating to attendance.

## **10.5 Young Carers**

It is the responsibility of the DSL (or a deputy) to keep a record of those pupils who play the part of a major carer for a family member. However, such families do not often publicise their situation for

fear of social care involvement. We offer support to these pupils appropriate to their individual situation in liaison with Wokingham Young Carers.

#### **10.6 Pupils with SEN and Disabilities**

At Beechwood Primary School we understand that children with SEN and Disabilities are a greater risk of being abused. For staff working with children with SEN and disabilities, staff should be particularly vigilant. If children are behaving in particular ways or they are distressed or their behaviour or demeanour is different from in the past, staff should think about that being a sign of the potential for abuse, and not simply see it as part of their disability or their special educational needs. We believe that disabled pupils have an equal right to protection and as a result we will ensure we work closely with pupils, to understand their needs and break down barriers, which may result in these pupils well-being being put at risk of harm.

#### **10.7 Mental Health**

Supporting the mental health of our children is a high priority across all our schools. At Frays, we understand that mental health problems can sometimes be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. (KCSIE 2020). If staff have a mental health concern about a child, then they know to refer it to the DSL immediately. We have a wide range of systems in place to support children and can signpost families to additional mental health services.

#### **10.8 Other vulnerable pupils**

Members of the Inclusion team are often aware of pupils who are vulnerable for other reasons. It is their responsibility to ensure that these pupils receive support either from a teacher in school to whom the pupil relates or from an external agency. This situation might be a temporary one or may be on-going. This group may include pupils with SEN and disabilities.

#### **10.9 Curriculum**

At the Frays Academy Trust we understand the fast pace of changing technology, whilst embracing the benefits of this we also see how technology can be misused, which in turn may put children at risk. In particular from:

- Online grooming
- Sexting
- Cyberbullying

Each of our schools have policy guidance in place to ensure our ability to protect and educate our pupils and staff in their use of technology, this is located in the E-Safety policy. We also take advice from the DfE guidance "Teaching Online Safety in Schools" (June 2020).

We also embrace all opportunities to teach safeguarding through other areas of the curriculum, such as Relationships Education and Health Education. This will be mandatory for all schools in 2020.

### **11 Specific Types of Abuse**

At Beechwood Primary School we are aware that our children may be at risk of a number of specific types of abuse. As a result all of our staff receive regular training on the following:

#### **11.1 Child Sexual Exploitation (CSE)**

CSE involves young people receiving something in exchange for sexual acts. Sexual exploitation can take many forms ranging from seemingly consensual relationships to serious gang and group exploitation. As a school staff we should be aware that sexual exploitation can take many forms and that pupils may not exhibit external signs of abuse. Therefore, staff must be vigilant for the less

obvious signs, lots of new electronic equipment, when before there was none, seeming to have extra money to spend, moving away from established friendship groups etc.

### **11.2 Child Criminal Exploitation (CCE)**

CCE is where an individual or group takes advantage of an imbalance of power to coerce, manipulate, control 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. Our staff are given training on how to spot the signs and indicators of CCE, with an additional focus on County Lines.

### **11.3 Serious Violent Crime**

We understand that children may be at risk from, or are involved with serious violent crime. As a Trust we ensure all our staff receive training on this, particularly around understanding the indicators which may signal children are caught up in this. Examples of these indicators are:

- Unexplained gifts/new possessions - these can indicate children have been approached by/involved with individuals associated with criminal networks/gangs
- Increased absence from school
- Change in friendship/relationships with others/groups
- Significant decline in performance
- Signs of self-harm/significant change in wellbeing
- Signs of assault/unexplained injuries

### **11.4 Female Genital Mutilation (FGM)**

FGM involves cutting, and sometimes sewing the girl's genitalia, normally without anaesthetic, and can take place at any time from birth onwards. It is sometimes referred to as 'female circumcision' but this misnomer belies the invasive and irreversible nature of the procedure. It is now more correctly termed Female Genital Mutilation.

The procedure has a cultural, rather than religious, origin and is practised by disparate ethnic communities in many countries, including Ethiopia, Somalia, Sudan, Egypt, Nigeria, India, Pakistan, Yemen and Iraq.

The Female Genital Mutilation Act 2003 makes it a criminal offence, not only to carry out FGM in England, Scotland and Wales on a girl who is a UK national or permanent resident but also to take a girl out of the UK to have FGM performed abroad, even to countries where FGM is still legal.

The indicators of FGM may initially mirror those of sexual abuse. You may notice, for example, that a girl or young woman shows signs of pain or discomfort, needs to visit the toilet constantly, has vaginal blood loss or is unable to sit comfortably. She may make excuses to avoid PE and other physical activity or refuse to use the school showers. She may also become evasive or fearful if you enquire if she is unwell, and assure you that she is fine when she clearly is not. If she is a BME child, has recently arrived back from a 'holiday' abroad or a period of absence from school, seems to be in pain and has not been taken by her family to see a doctor, you should consider FGM, alongside other possible explanations.

As a Trust we understand that all staff have a specific, legal duty to act with regards to concerns about FGM and all concerns must be reported, without hesitation. Teachers **must** personally report to the police cases where they discover that an act of FGM appears to have been carried out. Unless

the teacher has a good reason not to, they should also still consider and discuss any such case with the school or college's designated safeguarding lead and involve children's social care as appropriate. (DFE 2020)

### 11.5 Forced marriage and Honour Based abuse

The subject of forced marriage is also highlighted in Safeguarding Children and Safer Recruitment in Education. Forced marriage occurs when a young person is forced into a marriage that they do not want with someone they have not chosen, following coercion, intimidation, threats and possibly physical and sexual abuse. It is very different from an arranged marriage, where both young people can make the decision to accept or decline the partner chosen for them by their parents.

Once again, schools can be seen as being in the front line in protecting young people from this type of abuse. A pupil who fears that they are likely to be forced into a marriage may disclose to a member of staff. Their initial approach, in common with many disclosures of abuse, may be seemingly innocuous, such as talking about taking a holiday abroad. Their fear, that the proposed holiday will result in a forced marriage, may only become apparent after a number of conversations.

These young women may also become victims of what is termed honour-based abuse. This type of abuse is described in 'The Right to Choose' (June 2014) guidance as: 'A variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder where the person is being punished by their family or their community.'

### 11.6 Domestic Abuse

Domestic Abuse, also known as domestic violence or DV, is a pattern of threatening behaviour, coercive behaviour, control, violence or abuse by one person against another in a home or family setting.

It can happen to anyone - regardless of gender, age or culture - and can exist in any relationship - with partners, ex-partners or relatives. Domestic abuse can take many forms and includes, but is not limited to:

**Physical** - Assault, punching, kicking, hitting, forced imprisonment, biting, strangling, burning, dragging, using weapons, throwing objects

**Sexual** - Rape, sexual assault, forced prostitution, degradation, using objects, forced to watch or act in pornography

**Psychological** - Verbal or emotional abuse, threats to kill, blaming, mind games, criticism, accusations, jealousy and obsessive behaviours, manipulation, sleep deprivation

**Financial** - Preventing a person from getting or keeping a job, taking money, not permitting access to or withholding family income

**Isolation** - Not being allowed to see others, to see who you want, denied any form of contact with family or friends and any other support networks

Domestic abuse is **never** acceptable. Children who witness domestic abuse are being **emotionally abused**.

In the majority of reported domestic abuse incidents, children have either been present in the same or a nearby room. Children who witness, intervene or hear incidents are affected in many ways, even after a short time. This can have a long lasting emotional and physiological impact.

### 11.7 Peer on Peer Abuse

We recognise that children may become at risk of peer on peer abuse. This can take many forms. The Trust will take such matters extremely seriously. This is most likely to include, but not limited to:

bullying (including cyber bullying), gender-based violence/sexual assaults, upskirting and sexting (youth produced sexual imagery). Staff should recognise that children are capable of abusing their peers. Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing particularly towards girls. Behaviours by children should never be passed off as 'banter' or 'part of growing up'. The DFE states 'peer on peer abuse should be taken as seriously as abuse by adults and should be subject to the same child protection procedures. Professionals should not dismiss abusive behaviour as normal between young people and should not develop high thresholds before taking action.' (DFE 2020)

Children with special educational needs and disabilities are more vulnerable to sexual violence and harassment and staff should be aware that additional barriers can exist when recognising abuse in these children. Children who are LGBT or perceived to be, may also be targeted by their peers and harassed or assaulted.

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

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

If a pupil makes an allegation of abuse against another pupil:

- You must record the allegation and tell the DSL, but do not investigate it;
- The DSL will contact the local authority children's social care team and follow its advice, as well as the police if the allegation involves a potential criminal offence;
- The DSL will put a risk assessment and support plan into place for all children involved (including the victim(s), the child(ren) against whom the allegation has been made and any others affected) with a named person they can talk to if needed;
- The DSL will contact the children and adolescent mental health services (CAMHS), if appropriate.

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

- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images;
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female pupils, and initiation or hazing type violence with respect to boys;
- Ensuring our curriculum helps to educate pupils about appropriate behaviour and consent;
- Ensuring staff are trained to understand that a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy.

The [Voyeurism \(Offences\) Act 2019](#) was implemented 12 April 2019. 'Upskirting' is a criminal offence and may constitute sexual harassment. This 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. All cases where upskirting has been suspected will be dealt with in collaboration with the police.

All abusers will be held accountable for their behaviour and work will be done to ensure that abusers take responsibility for their behaviour and acknowledge that the behaviour is unacceptable.

## 11.8 Sexting

Sexting (also known as 'youth produced sexual imagery'), The term 'sexting' is used to describe the sending and receiving of sexually explicit photos, messages and video clips, by text, email or posting them on social networking sites. Young people may send images and messages to their friends, partners, or even strangers they meet online. Any incidences of Sexting will be dealt with immediately, in consultation with the DSL, using the following protocols.

Staff must not:

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

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

Following a report of an incident, the DSL will consider the initial evidence and aim to determine:

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

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

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

If none of the above apply then the DSL, in consultation with the headteacher and other members of staff as appropriate, may decide to respond to the incident without involving the police or children's social care. The decision will be made and recorded in line with the procedures set out in this policy.

### **11.9 Pupils at risk of Extremism and Radicalisation**

Beechwood Primary understands that we have a vital role to play in protecting pupils from the risks of extremism and radicalisation, a role which is underpinned by the new duty in the Counter-Terrorism and Security Act 2015, "to have due regard to the need to prevent people from being drawn into terrorism", which came into force in July 2015.

We use the following accepted Governmental definition of extremism, which is:

"A vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs."

Beechwood Primary School believes that there is no place for extremist views of any kind in our school, whether from internal sources –pupils, staff or governors, or external sources - school community, external agencies or individuals. Our pupils see our school as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this – we have a duty to ensure this happens.

As a school we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views, we are failing to protect our pupils.

Extremists of all persuasions aim to develop destructive relationships between different communities by promoting division, fear and mistrust of others based on ignorance or prejudice and thereby limiting the life chances of young people. Education is a powerful weapon against this; equipping young people with the knowledge, skills and critical thinking, to challenge and debate in an informed way. We therefore will provide a broad and balanced curriculum, delivered by skilled professionals, so that our pupils are enriched, understand and become tolerant of difference and diversity and also to ensure that they thrive, feel valued and not marginalised.

As outlined in the Government's 'Prevent Duty Guidance' (2015), senior management and governors are expected to assess the risk of pupils being drawn into terrorism, including support for the extremist ideas that are part of terrorist ideology. This is based on an understanding, shared with partners, of the potential risk in our local area.

### **12 Procedure for dealing with allegations against staff, supply teachers and volunteers**

In the event that there is a concern about a member of staff, supply teacher or volunteer, the Head of School or DSL should be alerted immediately. Advice will be sought from the LADO and the member of staff, supply teacher or volunteer concerned will be dealt with accordingly. For further information Please see Dealing with Allegations of Abuse Against Teachers and Other Staff Policy, Safer Recruitment Policy and Whistleblowing Policy.

### **13 Transfer of Child Protection Files**

Where children leave the school, the DSL will ensure their child protection file is transferred to the new school as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit and confirmation of receipt should be obtained. In addition to the child protection file, the designated safeguarding lead should also consider if it would be appropriate to share any information with the new school in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse and have that support in place for when the child arrives.

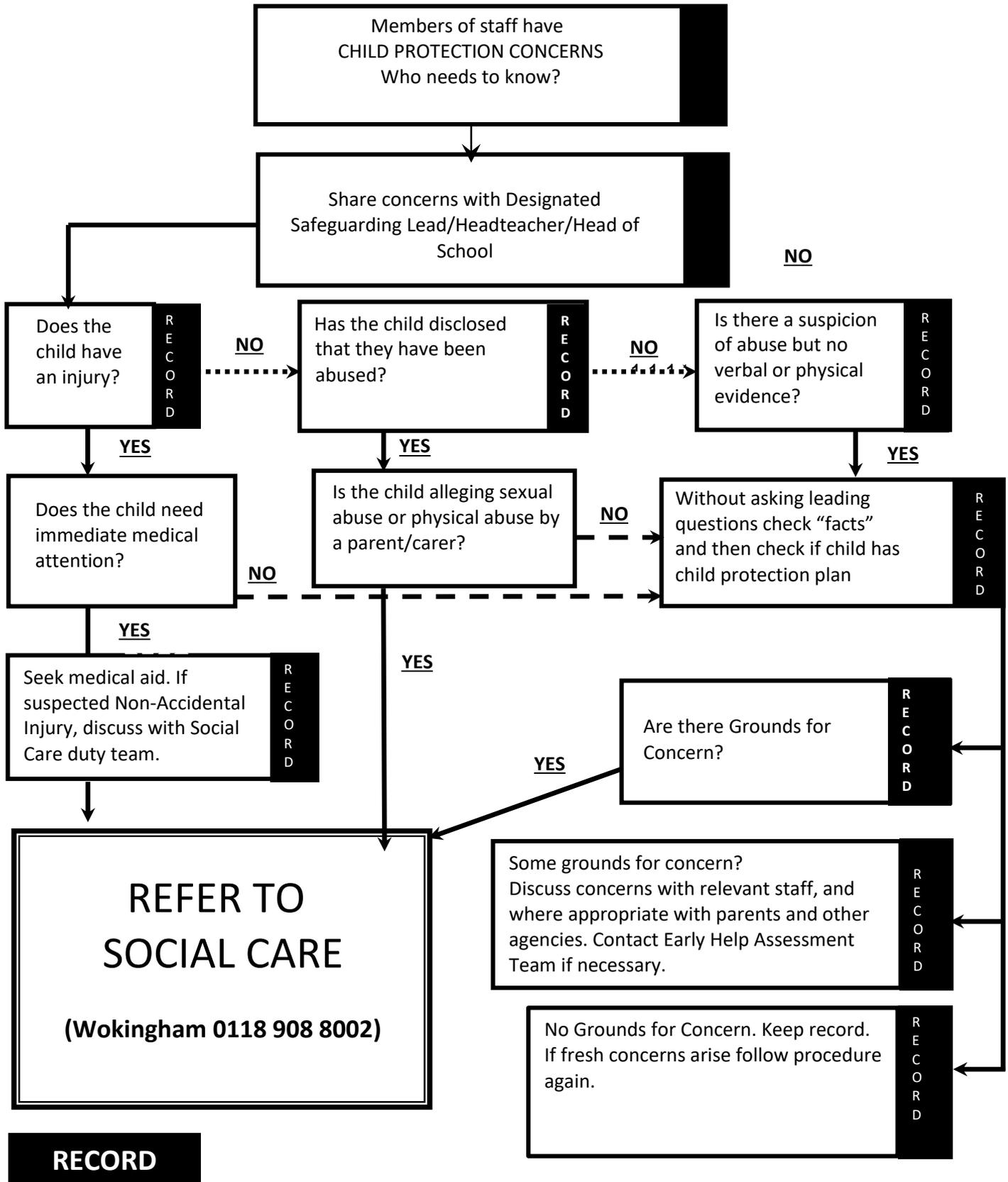
**14 Links to other school policies**

The school Behaviour Policy, Anti-bullying policy, Induction Policy, Staff Code of Conduct Policy, Attendance Policy, Intimate Care Policy, E-safety policy, Managing Allegations of Abuse against Staff Policy, Safer Recruitment Policy and Physical Restraint Policy may be considered in relation to Child Protection concerns. Please note that all schools in the Frays Academy Trust have their own Child Protection Policies. These policies follow the same high standards and clear procedures for safeguarding but are personalised to include relevant to each school.

**15 Review**

The Staff and Governors will review this policy annually.

**Appendix 1 – In-school child protection procedures**



Records should be factual and accurate. They should be dated and signed.  
All Child Protection records to be kept confidential.