



DAVYHULME PRIMARY SCHOOL SAFEGUARDING & CHILD PROTECTION POLICY

Policy Consultation & Review

This policy is available on our school website and is available on request from the school office.

We recognise the expertise our staff builds by undertaking safeguarding training and managing safeguarding concerns on a daily basis. We therefore invite staff to contribute to and shape this policy and associated safeguarding arrangements.

The policy is provided to all staff at induction alongside our Staff Code of Conduct and Whistleblowing Policy. In addition, all staff are provided with Part One of the statutory guidance 'Keeping Children Safe in Education', DfE (2016), and sign a declaration to say they have read, and understood, this.

This policy will be reviewed in full by the Governing Body on an annual basis. This policy was last reviewed and agreed by the Governing Body on 7 February 2018. It is due for review Spring 2019.

.....
Designated Safeguarding Lead

.....
Chair of Governors

DATE: 7/2/2018

'Keeping Children Safe in Education', DfE (2016)

The model policy was revised in September 2016 to reflect the changes in national guidance as a consequence of the publication of revisions to 'Keeping Children Safe in Education'. This guidance became statutory on 5 September 2016 and all schools and colleges must have regard to it when carrying out their duties to safeguard and promote the welfare of children.

In accordance with the guidance, governing bodies and proprietors of independent schools and colleges should ensure that the school or college's safeguarding policy is:

- 1. publicly available via the school website or by other means;*
- 2. provided to all staff at induction along with a staff code of conduct.*

Governing Bodies and Proprietors should also ensure that all staff have read Part One and Annex A of 'Keeping Children Safe in Education' (2016) and that there are mechanisms in place to assist staff to understand and discharge their role and responsibilities as set out in Part One of this guidance.

The revised guidance also states that Governing bodies and proprietors should provide staff with the opportunity to contribute to and shape safeguarding arrangements and child protection policy. It is recommended that schools and colleges consult staff on proposed changes to the safeguarding policy and seek their views on how arrangements could be further strengthened.

Guidance on Writing a Safeguarding Policy

Sections 157 and 175 of the Education Act 2002 place a statutory duty on governing bodies of maintained schools and proprietors of independent schools, free schools and academies to have arrangements in place to ensure that they safeguard and promote the welfare of children. As part of these arrangements schools need to have a safeguarding and child protection policy and procedures in place which are followed by all staff and volunteers, reviewed annually by the Governing Body and adhere to statutory requirements and Local Authority guidance.

This policy has also been amended to include advice for practitioners updated by the DfE as follows:

Statutory framework for the early years foundation stage (from 3rd April), DfE (March 2017)

Working together to safeguard children, DfE (Feb 2017)

Child Sexual exploitation: definition and guide for practitioners, DfE (Feb 2017)

Keeping children safe in Education, DfE (September 2016)

Children missing in education, DfE (September 2016)

Revised PREVENT duty guidance, DfE (March 2016)

What to do if you're worried a child is being abused, DfE (March 2015)

Information Sharing: Advice for practitioners, DfE (March 2015)

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1. INTRODUCTION

- 1.1 This policy has been developed to ensure that all adults in Davyhulme Primary School are working together to safeguard and promote the welfare of children and young people.
- 1.2 This policy describes the management systems and arrangements in place to create and maintain a safe learning environment for all our children, young people and staff. It identifies actions that should be taken to redress any concerns about child welfare.
- 1.3 The Headteacher/Manager or, in their absence, the authorised member of staff **Deputy Head**, has the ultimate responsibility for safeguarding and promoting the welfare of children and young people.
- 1.4 Safeguarding and promoting the welfare of children and young people goes beyond implementing basic child protection procedures. It is an integral part of all activities and functions of Davyhulme Primary School. This policy complements and supports other relevant school and Local Authority policies.
- 1.5 Under the Education Act 2002 schools/settings have a duty to safeguard and promote the welfare of their pupils and, in accordance with guidance set out in 'Working Together to Safeguard Children 2015(updated February 2017)', Davyhulme Primary School will work in partnership with other organisations where appropriate to identify any concerns about child welfare and take action to address them.

2. ETHOS

- 2.1 Davyhulme Primary School aims to create and maintain a safe learning environment where all children and adults feel safe, secure and valued and know they will be listened to and taken seriously.
- 2.2 The Continuum of Needs and Response and the Early Help Assessment is embedded into everyday practice and procedures when responding to children's need. The children have access to appropriate curriculum opportunities, including emotional health and well being, to support the development of the skills needed to help them stay safe and healthy, develop their self-esteem and understand the responsibilities of adult life, particularly in regard to child care and parenting skills.
- 2.3 Access to cross-curricular activities will provide opportunities to develop self-esteem and self-motivation and to help pupils respect the rights of others, particularly those groups who may be considered a minority.
- 2.4 Everyone who comes into contact with children and their families has a role to play in safeguarding children. We recognise that staff at our school 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.

- 2.5 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 (2015) (updated February 2017)', and Trafford Safeguarding Children Board's procedures.

3. THE CURRICULUM

- 3.1 All children have access to an appropriate curriculum, differentiated to meet their needs. This enables them to learn to develop the necessary skills to build self-esteem, respect others, defend those in need, resolve conflict without resorting to violence, question and challenge and to make informed choices in later life.
- 3.2 Children and young people are encouraged to express and discuss their ideas, thoughts and feelings through a variety of activities and have access to a range of cultural opportunities which promote respect and empathy for others. There is access to information and materials from a diversity of sources which promote social, spiritual and moral well-being and physical and mental health.
- 3.3 Personal Health and Social Education, Citizenship and Religious Knowledge lessons will provide opportunities for children and young people to discuss and debate a range of subjects including lifestyles, forced marriage, family patterns, religious beliefs and practices and human rights issues.
- 3.4 All pupils will know that there are adults in the school whom they can approach in confidence if they are in difficulty or feeling worried and that their concerns will be taken seriously and treated with respect. The school has clear systems in place for children to share any concerns or worries they may have via means other than telling an adult, for example worry boxes, peer support and SEALs resources.
- 3.5 Governing bodies and proprietors should ensure children are taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum. This may include covering relevant issues through personal, social, health and economic education (PSHE), tutorials (in FE colleges) and/or – for maintained schools and colleges – through sex and relationship education (SRE).

KEEPING RECORDS

- 4.1 **School** will keep and maintain up to date information on children on the school roll including where and with whom the child is living, attainment, attendance, referrals to and support from other agencies and any other significant event in a child's life.

Ensuring that all child protection and Child in Need records are kept confidentially and securely and are separate from pupil records until the child's 25th birthday, Child Protection and Child in Need information must be copied and sent under separate cover to new school/college whilst the child is still under 18 (i.e. the information does not need to be sent to a university for example). All this information must be redacted so the names of third parties are not stated. Where Child Protection and Child in Need records are passed on to another school/education setting/ then a receipt must be provided by the receiving school/education.

- 4.2 All records in which safeguarding issues were recorded but did not reach Child Protection/Child in Need level, must be kept for six years from the date of enquiry. However, currently there is a national freeze on the disposal of any children's information. (March 2017)

ROLES AND RESPONSIBILITIES

Role	Name	Contact details
Designated Safeguarding Lead (DSL)	Mr Patrick McDowell	0161 748 3392 Mr.mcdowell@davyhulmeprimary.com
Deputy DSL	Miss Kate Brookes Mrs Jane Bailey	0161 748 3392 Miss.brookes@dayhulmeprimary.com mrs.bailey@davyhulmeprimary.com
Headteacher	Mr Patrick McDowell	As above
Named Safeguarding Governor	Mrs Joanna Azam	office@davyhulmeprimary.com
Namekd safeguarding governor	Mrs Margaret Gun	office@davyhulmeprimary.com
Chair of Governors	Mr Michael Cornes	office@davyhulmeprimary.com

5.1 The Headteacher/Manager of Davyhulme Primary School will ensure that:

1. The policies and procedures adopted by the Governing Body to safeguard and promote the welfare of pupils are fully implemented and followed by all staff including volunteers.
2. Safe recruitment and selection of staff and volunteers is practiced.
3. At Davyhulme Primary School the Headteacher is responsible for:
 - identifying a senior member of staff from leadership team to be the Designated Safeguarding Lead (DSL);
 - Identifying alternate members of staff to act as the Designated Safeguarding Lead (DSL) in his/her absence to ensure there is always cover for the role;
4. Sufficient time and resources are made available to enable the Designated Safeguarding Lead to discharge their responsibilities, including attending inter-agency meetings, contributing to the

- assessment of children and young people, supporting colleagues and delivering training as appropriate.
5. All staff and volunteers receive appropriate training which is updated every three years.
 6. All temporary staff and volunteers are made aware of the school's safeguarding policy and arrangements.
 7. All staff and volunteers feel safe about raising concerns about poor or unsafe practice in regard to the safeguarding and welfare of the children and young people and such concerns will be addressed sensitively and effectively.
 8. Parents/carers are aware of and have an understanding of the school's responsibilities to promote the safety and welfare of its pupils by making its obligations clear in the school/setting prospectus.
 9. 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 Attendance Lead will regularly liaise with the Designated Safeguarding Lead to discuss all persistently absent pupils and those who go missing to identify the risk of abuse and neglect including sexual abuse or exploitation and to ensure that appropriate safeguarding responses have been put in place to reduce the risk of future harm.

5.2 The Governing Body of the school will ensure that:

1. A member of the Governing Body is identified as the designated governor for Safeguarding and receives appropriate training. The identified governor will provide the governing body with appropriate information about safeguarding and will liaise with the Designated Safeguarding Lead member of staff.
2. a senior leader has Designated Safeguarding Lead responsibility
3. The school's safeguarding policy is reviewed annually and updated and the school complies with local safeguarding procedures.
4. The school operates safe recruitment and selection practices including appropriate use of references and checks on new staff and volunteers.
5. All staff and volunteers who have regular contact with children and young people receive appropriate training which is up-dated by refresher training every 3 years.
6. there is a Safeguarding policy together with a staff behaviour (code of conduct) policy and a whistleblowing policy
7. the school has procedures for dealing with allegations of abuse against staff and volunteers and to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned.
8. A senior member of staff from leadership team is designated to take the lead responsibility for safeguarding and child protection and that there is a deputy DSL(s) who is appropriately trained member to deal with any issues in the absence of the Designated Safeguarding Lead (DSL). There will always be cover for this role;

9. On appointment, the Designated Safeguarding Lead undertakes interagency training, at Level 4, and also undertakes an 'update' course every 2 years. In addition to formal training, 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.
10. any weaknesses in Child Protection are remedied immediately
11. a member of the Governing Body , usually the Chair, is nominated to liaise with the LA on Child Protection issues and in the event of an allegation of abuse made against the Headteacher
12. Child Protection policies and procedures are reviewed annually and that the Child Protection policy is available on the school website or by other means
Parents/carers are made aware of this policy and their entitlement to have a copy of it via the school handbook/newsletter/website
13. the Governing Body considers how children may be taught about safeguarding. This may be part of a broad and balanced curriculum covering relevant issues through personal social health and economic education (PSHE) and/or for maintained schools through sex and relationship education (SRE).
14. that enhanced DBS checks are in place for all governors
15. 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

5.3 The Designated Safeguarding Lead has a specific responsibility for championing the importance of safeguarding and promoting the welfare of children and young people registered in the school. The Designated Safeguarding Lead must be a member of the Senior Leadership Team of the school. The Designated Safeguarding Lead will:

1. Act as the first point of contact with regards to all safeguarding matters.
2. Attend up-dated training annually.
3. Provide relevant information to the LA on how the school carries out its safeguarding duties.
4. Provide support and training for staff and volunteers and make sure that the Designated Person receives TCSB approved refresher training every three years.
1. Ensure that the schools actions are in line with the TSCB Safeguarding Inter-Agency Procedures. (Guidance on these procedures may be found on the TSCB website at www.tscb.org.uk/)
2. Refer a child if there are concerns about possible abuse, to the Local Authority, and acting as a focal point for staff to discuss concerns. Referrals should be made in writing, following a telephone call using a Single Agency Referral Form (SARF)
3. Keep copies of all referrals to MARAT and any other agencies related to safeguarding children.
4. Ensure that all staff and volunteers receive information on safeguarding policies and procedures from the point of induction.

5. Ensure that any staff with specific responsibility for safeguarding children receive Level 2 and above training.
6. Manage and keep secure the school's safeguarding records.
7. Ensure that all staff and volunteers understand and are aware of the school's reporting and recording procedures and are clear about what to do if they have a concern about a child.
8. Liaise with the Headteacher about any safeguarding issues.
9. Ensure that the Safeguarding Policy is regularly reviewed and updated.
10. Keep up to date with changes in local policy and procedures and are aware of any guidance issued by the DFE concerning Safeguarding. Updates can be found on the TSCB Termly Newsletter, <http://www.tscb.co.uk/professionals/safeguarding-children-in-education-information.aspx>, or via the NSPCC sign-up service, <https://www.nspcc.org.uk/preventing-abuse/safeguarding/schools-protecting-children-abuse-neglect/sign-up-to-safeguarding-in-education-update/>
11. Send a pupil's child protection or safeguarding file separately from the main file to a new establishment if a pupil leaves the school. Keep a copy of the file.
12. Provide, with the Headteacher, an annual report for the governing body, detailing any changes to the policy and procedures; training undertaken by the Designated Safeguarding Lead, and by all staff and governors; number and type of incidents/cases, and number of children on the child protection register (anonymised)
13. During term time the designated safeguarding lead and/ or a deputy will always be available (during school hours) for staff in the school to discuss any safeguarding concerns. If in *exceptional* circumstances, a DSL is not available on the school site in person, we will ensure that they are available via telephone and any other relevant media.

5.4 Staff

1. All staff may raise concerns directly with Children's Social Care services
2. All staff must be aware that safeguarding incidents could happen anywhere and staff should be alert to possible concerns being raised in this school.
3. All staff are aware that safeguarding concerns about adults in the school should be made to the Designated Safeguarding Lead or to the Headteacher.
4. All staff are aware that safeguarding concerns about the headteacher, DSL or DDSL should be made to the Named Safeguarding Governor or Chair of Governors.
5. All members of staff and volunteers are provided with child protection awareness information at induction, including in their arrival pack, the

school safeguarding statement so that they know who to discuss a concern with.

6. All members of staff are trained in and receive regular updates in e-safety and reporting concerns.

6. SAFE RECRUITMENT AND SELECTION OF STAFF

- 6.1 The school's recruitment and selection policies and processes adhere to the DFE guidance set out in 'Keeping children safe in education-Statutory guidance for schools and colleges 'September 2016
- 6.2 The Headteacher and governing body will ensure that all staff and volunteers in supplementary schools using the mainstream school site will have updated DBS (will not apply for all schools and settings).
- 6.3 In addition to obtaining the DBS certificate described, anyone who is appointed to carry out teaching work will require an additional check to ensure they are not prohibited from teaching.
For free schools, independent schools and academies only- For those engaged in management roles, an additional check is required to ensure they are not prohibited under section 128 provisions.
- 6.4 For school staff, agency staff and volunteers who meet the criteria below, the school will ensure that necessary Disqualification checks have been completed, as outlined in the document, 'Disqualification under the Childcare Act 2006, DfE (February 2016, updated June 2016 and January 2017)
 - Members of school staff who teach or provide childcare during and outside school hours for children up to the age of five
 - Member of school staff who provide childcare in a school setting, but outside of school hours, for children up to the age of eight

7. WORKING WITH OTHER AGENCIES

- 7.1 **School** has developed effective links with other relevant agencies and co-operates as required with any enquiries regarding child protection issues. The school will notify the allocated social worker if:
 1. It has been agreed as part of any child protection plan or core group plan.
 2. A child subject to a child protection plan is about to be permanently excluded.
 3. There is an unexplained absence of a pupil who is subject to a child protection of more than two days from school.

8. CONFIDENTIALITY AND INFORMATION SHARING

- 8.1 Staff should ensure that confidentiality protocols are followed and information is shared appropriately. The Headteacher or Designated Member of Staff discloses any information about a pupil to other members of staff on a need to know basis only.

- 8.2 All staff and volunteers must understand that they have a professional responsibility to share information with other agencies in order to safeguard children. All staff and volunteers must be clear with children that they cannot promise to keep secrets. (See advice in the document 'Information sharing: advice for practitioners providing safeguarding services, DfE (March 2015)

9. TRAINING FOR STAFF AND VOLUNTEERS

- 9.1 Training is provided for all staff and volunteers. When new staff join our school they will be informed of the safeguarding arrangements in place. All staff will undertake induction training that includes the schools safeguarding /child protection policy, staff code of conduct and the Government's statutory guidance 'Keeping Children Safe in Education (2016) (KCSIE)'. They will be given copies of our school's safeguarding policy along with the staff code of conduct and KCSIE 2016. All staff are expected to read these key documents (Part one only of KCSIE 2016) and will sign to this effect when this has been done.
- 9.2 They will be informed who our Designated Safeguarding Lead (DSL) and Deputy DSLs are, and what their role is They will also be provided with the safeguarding/child protection recording form/procedure and instruction as to operation of the relevant software where an electronic system has been purchased.
- 9.3 All our staff will be trained in basic or foundation level safeguarding. This training will be updated annually and is in addition to all staff receiving safeguarding and child protection updates, as and when required, and at least annually. As a result all our staff will be expected to have an understanding of the following:
- The early help process and their role in it
 - The identification of emerging safeguarding concerns
 - What potential role they may play in statutory assessments
 - Responsibilities regarding the sharing of information

In addition, all our staff will be expected to have a basic knowledge of the following specific safeguarding concerns:

- Bullying including cyber bullying
- Children missing education
- Child missing from home or care
- Child sexual exploitation (CSE)
- Domestic Abuse
- Drugs
- Fabricated or Induced illness
- Faith Abuse
- Female genital mutilation
- 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
- Relationship Abuse
- Sexting
- Trafficking

Our governing body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard children. There will also be a nominated safeguarding lead, (who may also be the lead for issues around bullying) who is appropriately trained, and Governors trained in safer recruitment.

10 RECORDING AND REPORTING CONCERNS

10.1 All staff, volunteers and visitors have a responsibility to report any concerns about the welfare and safety of a child, immediately, and all such concerns must be taken seriously (Appendix B). If a concern arises all staff, volunteers and visitors must:

1. Speak to the Designated Safeguarding Lead or the person who acts in their absence immediately
2. Agree with this person what action should be taken, by whom and when it will be reviewed
3. Record the concern using the school's safeguarding recording systems, making sure this is signed and dated.
4. All concerns about a child or young person should be reported **without delay** and recorded in writing using the school's agreed template

10.2 Peer-on-peer abuse: 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 cyber bullying), gender based violence/sexual assaults and sexting. 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

10.3 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:

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

10.4 At Davyhulme Primary School 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) such as breast-ironing, 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 multiagency liaison with police and children's social care.

Where FGM has taken place, since 31 October 2015 there has been a mandatory reporting duty placed on teachers. 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. We will provide guidance and support to our teachers on this requirement and 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).

10.5 We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. At [INSERT NAME] School, we will ensure that:

1. 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.
2. 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.
3. The DSL has received Prevent training and will act as the point of contact within our school for any concerns relating to radicalisation and extremism.
4. The DSL will make referrals in accordance with Trafford Channel Procedures and will represent our school at Channel meetings as required.
5. Through our curriculum, we will promote the spiritual, moral, social and cultural development of pupils.

11. INFORMING PARENTS/CARERS

11.1 Our approach to working with parents/carers is one of transparency and honesty and our responsibility is to safeguard and promote the welfare of all the children in our care. We aim to do this in partnership with our parents/carers. In most cases parents and carers will be informed when concerns are raised about the safety and welfare of their child. Parents and carers should be given the opportunity to address any concerns raised.

11.2 Parents and carers will be informed if a referral is to be made MARAT or any other agency.

11.3 Parents/carers will not be informed if it is believed that by doing so would put the child at risk. In such cases the Designated Safeguarding Lead or Headteacher will seek advice from MARAT.

12. DOMESTIC ABUSE

- 12.1 The school is aware that children and young people's development, as well as their social and emotional resilience, is affected by many factors including exposure to domestic abuse within the family situation and is a safeguarding issue.
- 12.2 Children and young people react to domestic abuse in similar ways to other types of abuse and trauma.
- 12.3 Information about Domestic Abuse and its effect upon children and young people will be incorporated into staff Safeguarding and Child Protection training and briefings and the school's Safeguarding and Child Protection's Policies and Procedures will be used to protect children and young people exposed to, and at risk from, domestic abuse.
- 12.4 Any child or young person thought to be at immediate risk will be reported without delay to MARAT or the Emergency Duty Team will be contacted as soon as possible.
- 12.5 Operation Encompass-The purpose of Operation Encompass is to safeguard and support children and young people who have been involved in, heard or been witness to a domestic abuse incident. Following such an incident at home, children will often arrive at school distressed, upset and unprepared for the day. Greater Manchester Police, Trafford social care and key nominated adults in school will work together in partnership to allow the key adults the opportunity of engaging with the child and provide access to silent or overt support that allows them to remain in a safe and secure familiar environment following early reporting to school of a domestic abuse incident.

Our nominated key adult/s is/are

Please see the Trafford Operation Encompass protocol and letter template for parents.

13. FORCED MARRIAGE

- 13.1 The school is sensitive to differing family patterns and lifestyles and child-rearing patterns that vary across different racial, ethnic and cultural groups. Forced marriage is a form of child, adult and domestic abuse and, in line with statutory guidance, is treated as such by this school. Child abuse cannot be condoned for religious or cultural reasons.
- 13.2 Information about Forced Marriage will be incorporated into staff Safeguarding and Child Protection training and briefings and the school's Safeguarding and Child Protection Policies will be used to protect a victim or potential victim of forced marriage.
- 13.3 If a case of forced marriage is suspected, parents and carers will not be approached or involved about a referral to any other agencies.

14. CHILD PROTECTION CONFERENCES AND CORE GROUP MEETINGS

- 14.1 Members of staff are likely to be asked to attend a child protection conference or other relevant core group meetings about an individual pupil and will need to have as much relevant updated information about the child as possible. A child protection conference will be held if it is considered that the child/children are suffering or at risk of significant harm.
- 14.2 All reports for a child protection conference should be prepared in advance of the meeting and will include information about the child's physical, emotional, intellectual development and well being as well as relevant family related issues. This information will be shared with the parents/carers.

15. SAFER WORKING PRACTICE

- 15.1 The school/college expects staff and volunteers to set a good example to pupils through their own conduct and behaviour and aims to protect them from the risk of allegations being made against them by ensuring they maintain high standards of professionalism and appropriate boundaries.
- 15.2 The head teacher/principal will ensure that there is a written code of conduct in place and that each member of staff, including volunteers, signs a code of conduct agreement on appointment that sets out the school/college expectations with regards to standards of professional behaviour and that all staff receive copies of relevant policies.
- 15.3 Staff and volunteers should be aware of current guidance on safe teaching practice contained in *Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings* (October 2015).

16. SAFER USE OF THE INTERNET AND DIGITAL TECHNOLOGY (including Early Years provision)

- 16.1 ...School recognise that in a modern learning environment, use of the Internet, multimedia devices and digital imaging facilities are part of everyday requirements. However a child/young person's safety will remain the priority of the school.
- 16.2 All staff are aware that any items that have capability for use of the Internet or the creation of digital images (including mobile phones) must be used by children/young people under appropriate supervision. If any such item that belongs to a member of staff is brought onto the school site, it is the responsibility of that staff member to ensure that these items contain nothing of an inappropriate nature.
- 16.3 Children/young people are not permitted to directly access items that do not belong to the school.
- 16.4 If there is any suspicion that any multimedia device or computer contains any images or content of an inappropriate nature, the Head teacher or DSL should be informed immediately.

- 16.5 Whilst it is essential that governing bodies and proprietors ensure that appropriate filters and monitoring systems are in place; they should be careful that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding

Use of mobile phones

Mobile phones have a place in settings, especially when on outings. They are often the only means of contact available in settings and can be helpful in ensuring children are kept safe.

1. Only use mobile phones appropriately, and ensure staff have a clear understanding of what constitutes misuse and know how to minimise the risk.
2. Ensure the use of a mobile phone does not detract from the quality of supervision and care of children.
3. Ensure all mobile phone use is open to scrutiny.
4. Ensure staff are vigilant and alert to any potential warning signs of the misuse of mobile phones.
5. Ensure staff are responsible for their own behaviour regarding the use of mobile phones and should avoid putting themselves into compromising situations, which could be misinterpreted and lead to potential allegations.
6. Ensure the use of mobile phones on outings is included as part of the risk assessment, for example, how to keep personal numbers that may be stored on the phone safe and confidential.

Work mobiles

To protect children we will ensure that the work mobile:

1. Is only used by allocated people.
2. Is protected with a password and clearly labelled.
3. Is stored securely when not in use.
4. Is not used in areas such as toilets, changing rooms, nappy changing areas and sleep areas.
5. If used for taking photographs, the images are deleted regularly and written parent/carer permission obtained.

Personal mobiles

To protect children we will ensure that personal mobiles:

1. Are stored securely [say where] and will be switched off or on silent whilst staff are on duty.

2. Are not used to take pictures of the children attending the setting.
3. Will not be used to take photographs, video or audio recordings in our setting.
4. Are not used to contact parents or children except in the event of an emergency.
5. Visitors not to use on entering the setting.
6. Older children have signed consent from their parents giving permission for the child to have a mobile and agreeing that they will stored securely and be switched off or on silent whilst in the setting.

Cameras: Photography and Images

The vast majority of people who take or view photographs or videos of children do so for entirely innocent, understandable and acceptable reasons. However, due to cases of abuse to children through taking or using images, we must ensure that we have safeguards in place.

To protect children we will:

1. Obtain parents' and carers' consent for photographs to be taken used for or published (for example, on our website or displays).
2. Ensure the school's designated camera is only used in the school and any images taken will not be emailed as it may not be secure. (In some instances, it may be required to seek parental permission to email images, but the potential risks must be made clear to parents).
3. Ensure that children are appropriately dressed, and only use the child's first name with an image.
4. Ensure that personal cameras are not used to take photographs, video or audio recordings in our school without prior explicit written consent from the school, for example, for a special event, such as a Christmas play.
5. Ensure that all images are stored securely and password protected. Where images are stored the setting will register with the Information Commissioners Office (ICO), in accordance with data protection laws.
6. Ensure where professional photographers are used DBS's, references and parental consent will be obtained prior to photographs being taken.
7. Ensure 'acceptable use' rules regarding the use of cameras by children are embedded in practice.
8. Ensure the use of cameras is closely monitored and open to scrutiny

Social Networking Sites

Social Networking sites are part of everyday culture within the cyber environment and all staff will promote safe use of the internet to all

children/young people. The school curriculum will include the input of appropriately trained personnel around Internet Safety and safe use of media items. Staff will ensure that any personal use of Social Networking sites does not in any way impinge upon the school or their professional standards. Any concerns regarding a staff member's conduct should be brought to the immediate attention of the Head teacher or the DSL.

Any attempt by a child/young person to contact staff via such internet sites will immediately be reported to the Head teacher or DSL in order that appropriate advice can be given to the child/young person and their parents/carers regarding professional boundaries and the safety of the child/young person.

Sexting

'Sexting' is one of a number of 'risk-taking' behaviours associated with the use of digital devices, social media or the internet. It is accepted that young people experiment and challenge boundaries and therefore the risks associated with 'online' activity can never be completely eliminated. However Davyhulme Primary School takes a pro-active approach in its ICT and Enrichment programmes to help students to understand, assess, manage and avoid the risks associated with 'online activity'. The school recognises its duty of care to its young people who do find themselves involved in such activity as well as its responsibility to report such behaviours where legal or safeguarding boundaries are crossed.

There are a number of definitions of 'sexting' but for the purposes of this policy sexting is simply defined as:

1. Images or videos generated by children under the age of 18, or
2. of children under the age of 18 that are of a sexual nature or are indecent.
3. These images are shared between young people and/or adults via a mobile phone, hand held device, computer, 'tablet' or website with people they may not even know.

There are many different types of sexting and it is likely that no two cases will be the same. It is necessary to carefully consider each case on its own merit. However, it is important that Davyhulme Primary School applies a consistent approach when dealing with an incident to help protect young people and the school. For this reason the Designated Safeguarding Lead (or Headteacher in the absence of the DSL) needs to be informed of any 'sexting' incidents. The range of contributory factors in each case also needs to be considered in order to determine an appropriate and proportionate response. All colleagues are expected to be aware of this policy.

Reported cases of sexting will be dealt with using the school's usual safeguarding procedure(s).

Responding to sexting in schools and colleges – UKCCIS Guidance



Sexting in schools
and colleges UKCCIS

(August 2016)

The following is a resume of the above non statutory advice. This advice replaces the previous document "Sexting in schools: What to do and how to handle it". You are advised to consult the full document for the fullest advice when dealing with these matters.

In August 2016 the UK Council for Child Internet Safety (UKCCIS) published non-statutory guidance on managing incidents of sexting by under-18s.

The UKCCIS guidance should be read alongside 'Keeping children safe in education' (2016). It should be followed unless there's a good reason not to do so.

There is no clear definition of 'sexting'. Instead, this document talks about 'youth-produced sexual imagery'. This is imagery that is being created by under 18s themselves and involves still photographs, video, and streaming. In the guidance, this content is described as sexual and not indecent. Indecent is subjective and has no specific definition in UK law.

Incidents covered by this guidance:

1. Person under 18 creates a sexual image of themselves and shares it with another person under 18.
2. A person under 18s shares an image of another under 18 with another person under 18 or an adult.
3. A person under 18 is in possession of sexual imagery created by another person under 18.

Incidents not covered by this guidance:

1. Under 18s sharing adult pornography.
2. Under 18s sharing sexual texts without sexual imagery.
3. Adults sharing sexual imagery of under 18s. (This is child sexual abuse and must always be reported to police.)

Response to incidents of youth produced sexual imagery

The response should be guided by the 'principle of proportionality'.

'The primary concern at all times should be the welfare and protection of the young people involved.' (Sexting in schools and colleges: responding to incidents and safeguarding young people (page 8))

The Law

Making, possessing, and distributing any imagery of someone under 18 which is indecent is illegal. This includes imagery of yourself if you're under 18.

Indecent is not definitively defined in law, but images are likely to be considered indecent if they depict:

1. a naked young person
2. a topless girl
3. an image which displays genitals, and
4. sex acts including masturbation.
5. indecent images may also include overtly sexual images of young people in their underwear

These laws weren't created to criminalise young people but to protect them. Although sharing sexual images of themselves is illegal and risky, it is often the result of curiosity and exploration. Young people need education, support, and safeguarding, not criminalisation.

The National Police Chiefs' Council (NPCC) is clear that "youth-produced sexual imagery should be primarily treated as a safeguarding issue." Schools may respond to incidents without involving the police. (However, in some circumstances, the police must always be involved.)

Crime recording

When the police are notified about youth-produced sexual imagery, they must record this as a crime. The incident is listed as a crime, and the young person is the suspect. This is, however, not the same as a criminal record.

Every crime reported to the police must have an outcome code. The NPCC, Home Office and the DBS have agreed a new outcome code for youth-produced sexual imagery. This is "Outcome 21" which allows for an 'administrative disposal' of the crime record, recognising that further

investigation of the crime by the police is not justified because it would not be in the public interest to do so.

Using this outcome code is likely to mean the offence would not appear on a future Enhanced DBS check, although not impossible, as that disclosure is a risk-based decision. Schools can be assured that the police have the discretion they need not to adversely impact young people in the future.

Handling incidents

1. Refer to the designated safeguarding lead
2. DSL meets with the young people involved
3. Do not view the image unless it is unavoidable
4. Discuss with parents, unless there is an issue where that's not possible
5. Any concern the young person is at risk of harm, contact social care or the police

Always refer to the police or social care if incident involves:

1. an adult
2. coercion, blackmail, or grooming
3. concerns about capacity to consent, [e.g., SEN]
4. images show atypical sexual behaviour for the child's developmental stage
5. violent acts are depicted
6. image shows sex acts and includes a child under 13
7. a young person at risk of immediate harm as a result of the disclosure (for example, self-harm or suicide)
8. Consideration should also be given to the extent to which the imagery has been shared
9. There is other evidence that vulnerable children are involved

Once DSL has enough information, the decision should be made to deal with the matter in school, refer it to the police or to social care. All information and decision-making should be recorded in line with school policy. If the incident has been dealt with in school, a further review should be held to assess risks. Assessing the risks once the images have been shared

1. Has it been shared with the knowledge of the young person?
2. Are adults involved in the sharing?
3. Was there pressure to make the image?
4. What is the impact on those involved?
5. Does the child or children have additional vulnerabilities?
6. Has the child taken part in producing sexual imagery before?

Viewing images

1. Avoid viewing youth-produced sexual imagery. Instead, respond to what you have been told the image contains.
2. If it is felt necessary to view, discuss with the head teacher first.
3. Never copy, print, or share the image (it's illegal)
4. View with another member of staff present
5. Record the fact that the images were videoed along with reasons and who was present. Sign and date.

Deleting images (from devices and social media)

If the school has decided that involving other agencies is not necessary, consideration should be given to deleting the images.

It is recommended that pupils are asked to delete the images themselves and confirm they have done so. This should be recorded, signed, and dated.

Any refusal to delete the images should be treated seriously, reminding the pupil that possession is unlawful.

17. Peer on peer abuse

Staff should recognise that children are capable of abusing their peers. Peer on peer abuse can manifest itself in many ways. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is likely that to be considered a safeguarding allegation against a pupil, some of the following features will be found.

The allegation:

1. is made against an older pupil and refers to their behaviour towards a younger pupil or a more vulnerable pupil
2. is of a serious nature, possibly including a criminal offence
3. raises risk factors for other pupils in the school
4. indicates that other pupils may have been affected by this student
5. indicates that young people outside the school may be affected by this student.

Risk factors against children could include:

1. Physical Abuse

1. violence, particularly pre-planned
2. forcing others to use drugs or alcohol
3. Emotional Abuse
 1. blackmail or extortion
 2. threats and intimidation
3. Sexual Abuse
 1. indecent exposure, indecent touching or serious sexual assaults
 2. forcing others to watch pornography, sexting, revenge-porn
3. Child Sexual Exploitation
 1. encouraging other children to attend inappropriate parties
 2. photographing or videoing other children performing indecent acts
3. Gang and relationship abuse

In areas where gangs are prevalent, older pupils may attempt to recruit younger pupils using any or all of the above methods. Young people suffering from sexual exploitation themselves may be forced to recruit other young people under threat of violence.

When an allegation is made by a pupil against another pupil, members of staff should consider whether the complaint raises a safeguarding concern. If there is a safeguarding concern the Designated Safeguarding Lead (DSL) should be informed. A factual record should be made of the allegation, but no attempt at this stage should be made to investigate the circumstances. The DSL should contact children's social care or the LADO to discuss the case. It is possible that children's social care are already aware of safeguarding concerns around this young person. The DSL will follow through the outcomes of the discussion and make a social services referral where appropriate. The DSL will make a record of the concern, the discussion and any outcome and keep a copy in the files of both pupils' files.

If the allegation indicates a potential criminal offence has taken place and the allegation is found to not be malicious rumour, the police should be contacted at the earliest opportunity and parents informed (of both the pupil being complained about and the alleged victim).

It is appropriate that the school's behaviour policy and procedures are followed. The school should be informed that the young person raises safeguarding concerns, for example, they are coming back into school following a period in custody or they have experienced serious abuse themselves. These pupils will need an individual risk assessment plan to ensure that other pupils are kept safe and they themselves are not laid open to malicious allegations. The school, in these cases, also has a duty to protect the privacy rights of any pupils for whom the allegation is made against or to.

Where neither children's social care nor the police accept the complaint, a thorough school investigation should take place into the matter using the school's usual disciplinary procedures.

In situations where the school considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan.

The plan should be monitored and a date set for a follow-up evaluation with everyone concerned.

18. POSITION OF TRUST

All school staff are aware that inappropriate behaviour towards children is unacceptable and that their conduct towards all children must be beyond reproach. In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of the school staff and a child under 18 may be a criminal offence, even if that child is over the age of consent.

19. MANAGING ALLEGATIONS AND CONCERNS AGAINST STAFF AND VOLUNTEERS

- 19.1 The school follows the procedures recommended by the TSCB when dealing with allegations made against staff and volunteers.
- 19.2 All allegations made against a member of staff and volunteers, including contractors or security staff working on site, will be dealt with quickly and fairly and in a way that provides effective protection for the child while at the same time providing support for the person against whom the allegation is made.
- 19.3 Training from TSCB is available three times a year – ‘Safer recruitment and managing allegations of professional abuse, multi-agency course’ – please see TSCB website.
- 19.4 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 <http://www.tscb.co.uk/procedures/allegations-of-abuse-made-against-adults-who-work-with-children-and-young-people.aspx> and Part 4 of ‘*Keeping Children Safe in Education*’, DfE (2016) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO).

The LADO can be contacted via e-mail anita.hopkins@trafford.gov.uk or by phone 912 5024/MARAT 912 5215

- 19.5 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 Headteacher immediately. This includes concerns relating to agency and supply staff and volunteers. Should an allegation be made against the Headteacher, this will be reported to the Chair of Governors and the LADO. In the event that neither the Headteacher nor Chair of Governors is not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as Headteacher or the Vice Chair of Governors.

N.B: For schools where the Headteacher is also the sole proprietor of an independent school, the policy should read:

In the event of allegations of abuse being made against the Headteacher, allegations should be reported directly to the designated officer(s) at the local authority. The LADO can be contacted on 0161 9125024 or MARAT 0161 9125125.

- 19.6 The Headteacher 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.
- 19.7 Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or Chair of Governors should contact the LADO directly on 0161 9125010
- 19.8 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 our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.

20. COMPLAINTS OR CONCERNS BY PUPILS, STAFF OR VOLUNTEERS

- 20.1 Any concern or expression of disquiet made by a child will be listened to seriously and acted upon as quickly as possible to safeguard his or her welfare.

We will make sure that the child or adult who has expressed the concern or made the complaint will be informed not only about the action to be taken but also where possible about the length of time required to resolve the complaint. We will endeavour to keep the child or adult informed about the progress of the complaint/expression of concern.

21. SERIOUS CASE REVIEWS

The Trafford Safeguarding Children Board will always undertake a serious case review when a child or young person dies (including death by suicide) and abuse or neglect is known or suspected to be a factor in their death. The purpose of the serious case review is to:

1. Find out if there are any lessons to be learnt from the case about how local professionals and agencies work together to safeguard and promote the welfare of children and young people.

2. Identify what those lessons are, how they will be acted on and what is expected to change as a result of the serious case review.
3. Improve inter-agency working to better safeguard and promote the welfare of children and young people.
4. If required Davyhulme Primary School will provide an individual management report for a serious case review and will cooperate fully with implementing outcomes of the review including reviewing policy, practice and procedures as required.

22. Disqualification by association

This section relates to primary schools with nurseries and/or reception classes and other schools where the school provides after school provision for children under the age of 8.

The school will implement the Childcare (Disqualification) Regulations 2009 by ensuring that staff who are disqualified by association because they live in the same household as a person disqualified under the Childcare Act 2006 are not able to work in an early years setting within the school and will ask the staff member to complete an annual declaration form which will be used to assess their suitability to work with children. A copy of the declaration is below



Childcare
Disqualification Requi

To do this the school will follow the statutory guidance "Disqualification under the Childcare Act 2006":

[Disqualification under the Childcare Act 2006 - Publications - GOV.UK](#)

**Further Information on Safeguarding and Safeguarding Policies can be found on
the TSCB Website at www.tscb.co.uk**

Trafford Local Authority's HR Fair Recruitment Policy states that schools should seek an enhanced DBS and barred list check for those volunteers who:

1. Frequently partake in regulated activity with children and young people
2. Who are undertaking volunteering activity in an unsupervised capacity

Governors

As of September 1st 2016, schools must obtain an enhanced DBS and barred list check for all governors.

Governance is not a regulated activity and so they do not need a barred list check unless, in addition to their governance duties, they also engage in regulated activity."

If governors volunteer or carry out other duties that would be deemed as regulated activity then the appropriate checks must be applied.

23. Single Central Record

Schools and colleges must keep a single central record, referred to in the regulations (described in the following paragraph) as the register. The single central record must cover the following people:

- all staff (including supply staff, and teacher trainees on salaried routes) who work at the school. In colleges, this means those providing education to children; and
- for independent schools, including academies and free schools, all members of the proprietor body.

The information that must be recorded in respect of staff members (including teacher trainees on salaried routes) is whether the following checks have been carried out or certificates obtained, and the date on which each check was completed/certificate obtained:

- an identity check;
- a barred list check;
- an enhanced DBS check/certificate;
- a prohibition from teaching check;
- a section 128 check (for management positions as set out in paragraph 99 for independent schools (including academies and free schools));
- further checks on people who have lived or worked outside the UK; this would include recording checks for those European Economic Area (EEA) teacher sanctions and restrictions described in paragraph 114;
- a check of professional qualifications; and
- a check to establish the person's right to work in the United Kingdom.

For supply staff, schools should also include whether written confirmation has been received that the employment business supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, and the date that confirmation was received and whether any enhanced DBS check certificate has been provided in respect of the member of staff. 45

45 Independent schools and non-maintained special schools should also include the date on which any certificate was obtained.

46 16-19 academies and free schools are covered through their funding agreements.

Where checks are carried out on volunteers, schools should record this on the single central record.

113. For details of records that must be kept, see:

- for maintained schools: Regulations 12(7) and 24(7) and Schedule 2 to the School Staffing (England) Regulations 2009 and the School Staffing (England) (Amendment) Regulations 2013 (applied to pupil referral units through the

Education (Pupil Referral Units) (Application of Enactments) (England) Regulations 2007);

- for independent schools, (including academies and free schools and alternative provision academies and free schools): Part 4 of the Schedule to the Education (Independent School Standards) Regulations 2014;
- for colleges: Regulations 20-25 and the Schedule to the Further Education (Providers of Education) (England) Regulations 2006;46 and
- for non-maintained special schools: Regulation 3 and paragraph 7 of Part 1 and paragraph 18 of Part 2 of the Schedule to the Non-Maintained Special Schools (England) Regulations 2015.

Schools and colleges must not keep copies of DBS certificates in order to fulfil the duty of maintaining the single central record.