

SAFEGUARDING AND CHILD PROTECTION POLICY

<p>Owner: Principal Author: Designated Safeguarding Lead</p>	<p>Document History: Draft: March 2016 First Published: May 2016 Reviewed: May 2017, May 2018, Sept 2018, Sept 2019, Feb 2020, Feb 2021</p>
<p>Date Published: Nov 2019</p>	<p>Date of next review: Feb 2022</p>
<p><i>This policy is regularly monitored by the Principal, nominated Safeguarding Governor and Governing Body to ensure that it is working as effectively as possible.</i></p>	
<p>Monitoring, Evaluation & Review</p> <p><i>The Principal and Governing Body will review this policy every year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout by the UTC community.</i></p>	

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Safeguarding and Child Protection Policy for Greater Peterborough UTC

This policy has been adapted from the LA model child protection and safeguarding policy

1. KEY CONTACTS

Key Contact List for Safeguarding at GPUTC:

	Name	Telephone Contact	Email
Designated Safeguarding Lead	Lynne Donaldson	01733 715950	l.donaldson@gputc.com
Deputy Designated Safeguarding Lead	Emma Coleman	01733 715950	e.coleman@gputc.com
Designated Safeguarding Officer	Katie Elias	01733 715950	k.elias@gputc.com
SPOC (for all Prevent referrals)	Lynne Donaldson	01733 715950	l.donaldson@gputc.com

Key Local Contacts:

	Telephone Contact	Email
Contact Centre	(01733) 864170	
Out of Hours	(01733) 234724	
MASH	(01480) 847743	Mash.cp@cambs.pnn.police.uk
Police Child Abuse Investigation Unit	or 101/999 (in an emergency)	
Early Help	(01733) 863649	helpwithcaf@peterborough.gov.uk
Designated Officer (LADO)	(01733) 864042	gisela.jarman@peterborough.gov.uk

2 INTRODUCTION

2.1 Greater Peterborough UTC fully recognises the responsibility it has under Section 175 (KCSiE 2020) of the Education Act 2002 to have arrangements in place to safeguard and promote the welfare of children.

2.2 This policy is based on the following guidance:

- The School Staffing (England) Regulations 2009, which set out what must be recorded on the single central record and the requirement for at least one person conducting an interview to be trained in safer recruitment techniques.
- The Children Act 1989 (and 2004 amendment), which provides a framework for the care and protection of children.
- Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the Serious Crime Act 2015, which places a statutory duty on teachers to report to the police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18.

- Statutory guidance on FGM, which sets out responsibilities with regards to safeguarding and supporting girls affected by FGM.
- The Rehabilitation of Offenders Act 1974, which outlines when people with criminal convictions can work with children.
- Schedule 4 of the Safeguarding Vulnerable Groups Act 2006, which defines what 'regulated activity' is in relation to children.
- Statutory guidance on the Prevent duty, which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism.

2.3 This responsibility is more fully explained in the statutory guidance for schools and colleges 'Keeping Children Safe in Education' (September 2020). All staff must be made aware of their duties and responsibilities under part one of this document, which are set out below.

2.4 Staff should read the above document together with 'What to do if you're worried a child is being abused: Advice for practitioners' (March 2015).

2.5 Through their day-to day contact with students and direct work with families, all staff in school have a responsibility to:

- Identify concerns early to prevent them from escalating;
- Provide a safe environment in which children can learn;
- Identify children who may benefit from early help;
- Know what to do if a child tells them he/she is being abused or neglected;
- Follow the referral process if they have a concern.

2.6 This policy sets out how the school's governing body discharges its statutory responsibilities relating to safeguarding and promoting the welfare of children who are students at the school. Our policy applies to all staff and volunteers working in the school, including governors. Teaching assistants, office staff as well as teachers can be the first point of disclosure for a child. Concerned parents/carers may also contact the school and its governors.

2.7 It is consistent with the Safeguarding Children Partnership Board procedures.

2.8 There are four main elements to our policy:

PREVENTION, through the teaching and pastoral support offered to students and the creation and maintenance of a whole school protective ethos.

PROCEDURES for identifying and reporting cases, or suspected cases of abuse. The definitions of the four categories of abuse are attached (see Appendix A).

SUPPORTING CHILDREN, particularly those who may have been abused or witnessed violence towards others.

PREVENTING UNSUITABLE PEOPLE WORKING WITH CHILDREN *Processes are followed to ensure that those who are unsuitable to work with children are not employed.*

2.9 This policy is available to parents on request and is on the GPUTC website.

3 PREVENTION

3.1 We recognise that for our students, high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps to protect children.

3.2 This school will therefore:

- establish and maintain an ethos where children feel safe, including in a digital context, and are encouraged to talk, and are listened to;
- ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty and their concerns will be taken seriously and acted upon as appropriate;
- engage fully in the Early Help process to maximise the opportunity for timely intervention;
- Incorporate into the curriculum, activities and opportunities which equip children with the skills they need to stay safer from abuse in all contexts, including:
 - How to: determine whether other children, adults or sources of information are trustworthy: judge when a family, friend, intimate or other relationship is unsafe (and to recognise this in others' relationships); and, how to seek help or advice, including reporting concerns about others, if needed.
 - The characteristics of positive and healthy friendships.
 - That some types of behaviour within relationships are criminal, including violent behaviour and coercive control.
 - What constitutes sexual harassment and sexual violence and why these are always unacceptable.
 - About online risks, including that any material someone provides has the potential to be shared online and the difficulty of removed potentially compromising material placed online.
 - What to do and where to get support to report material or manage issues online.
 - The impact of viewing harmful content.
 - That specifically explicit material e.g. pornography presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners.
 - That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail.
 - The concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, forced marriage, honour-based violence and FGM and how they can affect current and future relationships.
 - How people can actively communicate and recognise consent from others, including sexual consent and how and when that can be withdrawn (in all contexts including online).

3.3 Prevention Of Peer On Peer Abuse

3.4 We recognise that peer on peer abuse can manifest itself in many ways. This can include but is not limited to: bullying, cyberbullying, sexual violence, sexual harassment, being coerced to send sexual images (sexting), teenage relationship abuse, physical abuse and upskirting (part of the Voyeurism (Offences) Act, April 2019).

3.5 All forms of peer on peer abuse are unacceptable and will be taken seriously.

3.6 The school will therefore:

- Create a whole school protective ethos in which peer on peer abuse, including sexual harassment will not be tolerated.
- Provide training for staff about recognising and responding to peer on peer abuse, including raising awareness of the gendered nature of peer abuse, with girls more likely to be victims and boys perpetrators.
- Ensure that staff do not dismiss instances of peer on peer abuse, including sexual violence and sexual harassment as an inevitable part of growing up.

- Include within the curriculum, information and, materials that support children in keeping themselves safe from abuse, including abuse from their peers and online.
- Provide high quality Relationship and Sex Education (RSE), including teaching about consent.
- Ensure that staff members follow the procedures outlined in this policy when they become aware of peer on peer abuse.

4. PROCEDURES

- 4.1 We will follow the procedures set out in the Cambridgeshire and Peterborough Safeguarding Children Partnership Board 'Inter-Agency Procedures' A copy of these procedures can be found on the LSCB website: <http://www.safeguardingcambspeterborough.org.uk/children-board/>
- 4.2 The Governing Body will:
- Appoint a senior member of staff, from the leadership team, to the role of Designated Safeguarding Lead (DSL). The DSL will take lead responsibility for safeguarding and child protection. Whilst the activities of the DSL can be delegated to appropriately trained deputies, (Deputy Designated Safeguarding Lead, DDSL), the lead responsibility for child protection remains with the DSL and cannot be delegated.
 - Ensure that the role of DSL and DDSL is explicit in the role holder's job description.
 - Ensure that the DSL has the appropriate status and authority within the school to carry out the duties of the post. Give the DSL the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters. (See 'Keeping Children Safe in Education, Annex B'). Ensure that the DSL and deputies have undertaken the two day training provided by the Education Safeguarding Team and that this training is updated **at least every two years**.
 - Ensure that in addition to the formal training set out above, the DSL and DDSLs refresh their knowledge and skills e.g. via bulletins, meetings or further reading **at least annually**.
 - Ensure that every member of staff, paid and unpaid, and the governing body knows who the Designated Safeguarding Leads and Deputies are and the procedures for passing on concerns from the **point of induction**. Staff are required to log concerns on the My Concern website, for which they will receive a log on and training on their first day, as well as regular refresher training.
 - Ensure that the DSL or DDSL are always available (during school opening hours, during term-time) to discuss any safeguarding concerns and that all staff are clear upon the course of action they must take if in exceptional circumstances the DSL, DDSL and DSO are not available. In such circumstances, staff should speak to a member of the Senior Leadership Team and/or take advice from social care. See APPENDIX A for out of hours emergency arrangements.
- 4.3 The Governing Body has a nominated governor for Safeguarding and Child Protection, who has undertaken appropriate training.
- 4.4 Governing bodies should ensure every member of staff and every governor knows:
- the name of the designated safeguarding leads/deputies and their role;
 - how to identify the signs of abuse and neglect;
 - how to pass on and record concerns about a student;
 - that they have an individual responsibility to be alert to the signs and indicators of abuse; and for referring child protection concerns to the DSL/DDSL;
 - that they have a responsibility to provide a safe environment in which children can learn;
 - where to find the Inter - Agency Procedures on the Safeguarding Children Partnership Board website;

- their role in the early help process;
 - the process for making referrals to children’s social care.
- 4.5 Governing bodies should ensure that all staff members have satisfactory checks, including DBS, in place and undergo safeguarding and child protection training **at induction**. The training content should be regularly updated, in line with Keeping Children Safe in Education 2020.
- 4.6 Ensure all staff members undergo safeguarding and child protection training at induction. Ensure that staff training is regularly updated and that in addition to this training all staff members receive regular safeguarding and child protection updates as required but at least annually.
- 4.7 Ensure that all staff, paid and unpaid, recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies.
- 4.8 Ensure that parents are informed of the responsibility placed on the school and staff in relation to child protection by setting out these duties in the school website.
- 4.9 Ensure that this policy is available publicly either via the school website or in print, if requested.
- 4.10 Promote educational outcomes by requiring the DSL or DDSL to regularly share information about the welfare, safeguarding and child protection issues that children (including children with a social worker) are experiencing/have experienced with teachers and school and leadership staff.
- 4.11 Where students are educated off site or in alternative provision, the school and the provider will have clear procedures about managing safeguarding concerns between the two agencies. Written confirmation that the alternative provider has carried out appropriate safeguarding checks on individuals working at the establishment will be sought by the school.
- 4.12 **Liaison with Other Agencies**
- 4.13 The school will:
- work to develop effective links with relevant services to promote the safety and welfare of all students;
 - cooperate as required, in line with 'Working Together to Safeguard Children 2018', with key agencies in their enquiries regarding child protection matters including attendance and providing written reports at child protection conferences and core groups;
 - notify the relevant Social Care team immediately if:
 - it should have to exclude a student who is subject to a Child Protection Plan (fixed term or permanently)
 - there is an unexplained absence of a student who is subject to a Child Protection Plan
 - there is any change in circumstances to a student who is subject to a Child Protection Plan.
 - When a student who is subject to a Child Protection Plan leaves, information will be transferred to the new school immediately. The child Protection Chair and Social Work Team will be informed.

4.14 Record Keeping

4.15 The school will:

- keep clear, detailed, accurate written records of concerns about children (noting the date, event and action taken), even when there is no need to refer the matter to Social Care immediately;
- ensure all paper records are kept securely, separate from the main student file, and in a locked location;
- ensure all electronic records are kept on an identified, purpose-built secure platform (My Concern)
- ensure all relevant child protection records are sent to the receiving school or establishment when a student moves schools in accordance with 'Keeping Children Safe in Education (September 2020) and the Education Safeguarding Team's Guidance on Keeping and Managing Child Safeguarding Records. The DSL will consider whether it would be appropriate to share information with the new school or college in advance of the child leaving;
- make parents aware that such records exist, except where to do so would place the child at risk of harm.
- Ensure all actions and decisions are to be led by what is considered to be in the best interests of the child.

4.16 All actions and decisions will be led by what is considered to be in the best interests of the child.

4.17 Confidentiality and Information Sharing

4.18 The Data Protection Act 2018 and GDPR (KCSiE 2020) does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child.

4.19 The school will:

- Ensure staff and volunteers adhere to confidentiality protocols and that information is shared appropriately.
- Ensure staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children, (as set out in 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018).
- Ensure that if a member of staff receives a Subject Access Request (under the Data Protection Act 2018) from a student or parent they will refer the request to the DSL or Principal.
- Ensure staff are clear with children that they cannot promise to keep secrets.

4.20 The Designated Safeguarding Lead/Deputies will:

- Disclose information about a student to other members of staff on a 'need to know' basis. Parental consent may be required.
- Aim to gain consent to share information and be mindful of situations where to do so would place a child at increased risk of harm. Information may be shared without consent if a person believes that there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner.
- Record when decisions are made to share or withhold information, who information has been shared with and why. (See 'Working Together to Safeguard Children,' July 2018)

- In cases where the ‘serious harm test’ is met, schools must withhold providing the data in compliance with schools’ obligations under the Data Protection Act 2018 and the GDPR. Where in doubt schools should seek independent legal advice.
- Seek advice about confidentiality from outside agencies if required. (See ‘Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,’ DfE, July 2018).

4.21 **Communication With Parents/ Carers**

4.22 The school will:

- ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations on the school website;
- undertake appropriate discussion with parents prior to involvement of another agency unless specific circumstances preclude this.
- seek advice from Social Care if the school believes that notifying parents could increase the risk of harm to the child. Particular circumstances where parents may not be informed include any disclosure of sexual abuse or physical abuse where the child has an injury or where it may lead to the loss of evidence.
- record what discussions have taken place with parents on My Concern about a child’s welfare. If a decision has been made not to discuss with parents, the reason should be recorded.

4.23 **Dealing With Sexual Violence And Sexual Harassment Between Children**

4.24 The school recognises that sexual violence and sexual harassment can occur between two children of any age and sex. Sexual violence may include rape, assault by penetration or sexual assault. Sexual harassment refers to ‘unwanted conduct of a sexual nature’, such as sexual comments, sexual taunting or physical behaviour such as deliberately brushing against someone. Online sexual harassment may include non-consensual sharing of sexual images and videos, sexualised online bullying, unwanted sexual comments and messages, and sexual exploitation, coercion and threats.

4.25 The school will:

- Be clear that sexual violence and sexual harassment will not be tolerated.
- Provide training for staff on how to manage a report of sexual violence or sexual harassment.
- Make decisions on a case-by-case basis.
- Reassure victims that they are being taken seriously, offer appropriate support and take the wishes of the victim into account when decision making.
- Implement measures to keep the victim, alleged perpetrator and, if necessary, other children and staff members safe. Record any risk assessments and keep them under review.
- Give consideration to the welfare of both the victim(s) and perpetrator(s) in these situations.
- Liaise closely with external agencies, including police and social care when required.

4.26 Further guidance can be found in ‘Keeping Children Safe in Education 2020’ Part Five, ‘Sexual violence and sexual harassment between children in schools and colleges’ (DfE May 2018) and ‘Sexting in schools and colleges: Responding to incidents and safeguarding young people’ (UKCCIS).

5 SUPPORTING CHILDREN

- 5.1 The school recognises that **any** child may be subject to abuse and that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation and as such will support all children by;
- Providing curricular opportunities to encourage self-esteem and self-motivation.
 - Creating an ethos that actively promotes a positive, supportive and safe environment and values the whole community.
 - Applying the school's Student Conduct policy effectively. All staff will agree on a consistent approach, which focuses on the behaviour of the child but does not damage the student's sense of self-worth. The school will ensure that the student knows that some behaviour is unacceptable but s/he is valued and not to be blamed for any abuse which has occurred.
 - Liaising with other agencies which support the student such as Social Care, Child and Adolescent Mental Health Services, Cambridgeshire Sexual Behaviour Service or Early Help Teams.
 - Developing productive and supportive relationships with parents/carers.
- 5.2 The school recognises that whilst **any** child may benefit from early help, staff are encouraged to consider the wider environmental factors present in a child's life which could pose a threat to their welfare or safety (contextual safeguarding). Staff are required to be particularly alert to the potential need for early help for those:
- 5.3 **Children With Disabilities, Additional Needs Or Special Educational Needs**
- 5.4 We recognise that, statistically, children with additional needs, special educational needs, emotional and behavioural difficulties and disabilities are most vulnerable to abuse. School staff who deal with children with complex and multiple disabilities and/or emotional and behavioural problems should be particularly sensitive to indicators of abuse.
- 5.5 The school has students with emotional and behavioural difficulties and/or challenging behaviours. The school will support staff to decide appropriate strategies that will reduce anxiety for the individual student and raise self-esteem as part of an overall behaviour support plan agreed with parents/carers.
- 5.6 As part of the PSHE curriculum staff will teach students personal safety skills commensurate with their age, ability and needs. Students will be taught personal safety skills such as: how to recognise if they are feeling unsafe including within family relationships and friendships; how to ask for help; the difference between safe and unsafe secrets; the difference between safe and unsafe physical contact; and how recognise and manage risk including in a digital context. The content of lessons will be shared with parents/carers so that these skills can be supported at home.
- 5.7 The school has students who may have communication difficulties and we are aware that they are vulnerable to abuse because they are unable to express themselves to others. Instead such students will often exhibit changes in behaviours or signs and indicators of abuse recognised by staff with a good knowledge of the student.
- 5.8 We promote high standards of practice, including ensuring that disabled students know how to raise concerns, and have access to a range of adults with whom they can communicate.

5.9 Young Carers

- 5.10 The school recognises that children who are living in a home environment which requires them to act as a young carer for a family member or a friend, who is ill, disabled or misuses drugs or alcohol can increase their vulnerability and that they may need additional support and protection.
- 5.11 School will: seek to identify young carers; offer additional support internally; signpost to external agencies; be particularly vigilant to the welfare of young carers and follow the procedures outlined in this policy, referring to Early Help or Social Care as required if concerns arise.

5.12 Children At Risk Of Criminal Exploitation

- 5.13 Criminal exploitation of children is a form of harm that is a typical feature of county lines activity. Drug networks or gangs exploit children and young people to carry drugs and money from urban areas to suburban and rural areas. Exploitation can occur even if activity appears to be consensual.
- 5.14 All staff will consider whether children are at risk of abuse or exploitation in situations outside their families. School will address indicators of child criminal exploitation with staff through training. Staff will follow the procedures outlined in this policy if concerns of criminal exploitation arise.
- 5.15 The Designated Safeguarding Lead will complete Safeguarding Children Partnership Board's Exploitation (CSE / Criminal/Gangs) Risk Assessment and Management Tool and refer to Social Care if there is a concern that a young person may be at risk of criminal exploitation.
- 5.16 The school recognises that young people who go missing can be at increased risk of child criminal exploitation and/or trafficking and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions – (see 5.18).

5.17 Children Frequently Missing Education

- 5.18 School recognises that children going missing, particularly repeatedly, can act as a warning sign of a range of safeguarding possibilities including abuse, neglect, child sexual exploitation and child criminal exploitation, mental health problems, risk of substance abuse, risk of travelling to conflict zones, and risk of FGM or forced marriage.
- 5.19 The school monitors attendance of individual students closely, as outlined in the Attendance Policy, and analyses patterns of absence to aid early identification of concerning patterns of absence.
- 5.20 The school endeavours to hold more than one emergency contact for each student to provide additional options to make contact with a responsible adult when a child missing education is identified as a welfare and/or safeguarding concern.
- 5.21 When a child is missing from education, the school follows the procedure as set out in Cambridgeshire's Children Missing Education guidance. The school will inform the Education Welfare Officer and Social Care if a missing child is subject to a Child Protection Plan or there have been ongoing concerns.

5.22 Children Misusing Drugs or Alcohol

5.23 The discovery that a young person is misusing legal or illegal substances or reported evidence of their substance misuse is not necessarily sufficient in itself to initiate child protection proceedings but the school will consider such action in the following situations:

5.24 When there is evidence or reasonable cause:

- To believe the young person's substance misuse may cause him or her to be vulnerable to other abuse such as sexual abuse;
- To believe the student's substance related behaviour is a result of abuse or because of pressure or incentives from others, particularly adults;
- Where the misuse is suspected of being linked to parent/carer substance misuse.
- Where the misuse indicates an urgent health or safeguarding concern
- Where the child is perceived to be at risk of harm through any substance associated criminality.

5.25 Children at Risk of Child Sexual Exploitation

5.26 Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity; (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

5.27 Sexual exploitation can take many different forms from the seemingly 'consensual' relationship to serious organised crime involving gangs and groups. Potential indicators of sexual exploitation will be addressed within staff training, including raising awareness with staff that some young people who are being sexually exploited do not show any external signs of abuse and may not recognise it as abuse. Staff will follow the procedures outlined in this policy if concerns of child sexual exploitation arise.

5.28 The Designated Safeguarding Lead will complete the Safeguarding Children Partnership Board's Exploitation (CSE / Criminal/Gangs) Risk Assessment and Management Tool and refer to Social Care if there is a concern that a young person may be at risk of CSE.

5.29 The school recognises that young people who go missing can be at increased risk of sexual exploitation and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions (see 5.18).

5.30 Children Living with Substance Misusing Parents/Carers

5.31 Misuse of drugs and/or alcohol is strongly associated with Significant Harm to children, especially when combined with other features such as domestic violence.

5.32 When the school receives information about drug and alcohol abuse by a child's parents/carers they will follow appropriate procedures.

5.33 This is particularly important if the following factors are present:

- Use of the family resources to finance the parent's dependency, characterised by inadequate food, heat and clothing for the children.
- Children exposed to unsuitable caregivers or visitors, e.g. customers or dealers.

- The effects of alcohol leading to an inappropriate display of sexual and/or aggressive behaviour.
- Chaotic drug and alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance.
- Disturbed moods as a result of withdrawal symptoms or dependency.
- Unsafe storage of drugs and/or alcohol or injecting equipment.
- Drugs and/or alcohol having an adverse impact on the growth and development of the unborn child.

5.34 **Children Living With Domestic Abuse**

5.35 Domestic Abuse is defined as any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial and emotional.

5.36 The school recognises that where there is Domestic Abuse in a family, the children/young people will always be affected; the longer the violence continues, the greater the risk of significant and enduring harm, which they may carry with them into their adult life and relationships. Domestic Abuse can also affect children in their personal relationships as well as in the context of home life.

5.37 Staff will follow the procedures outlined in this policy if concerns of Domestic Abuse arise. The school will vigilantly monitor the welfare of children living in domestic abuse households, offer support to them and contribute to any Multi-Agency Risk Assessment Conference (MARAC) safety plan as required.

5.38 At Greater Peterborough UTC we are working in partnership with Cambridgeshire Police and Peterborough City Council to identify and provide appropriate support to students who have experienced domestic abuse in their home; this scheme is called Operation Encompass.

5.39 In order to achieve this, Cambridgeshire's Education Safeguarding Team will share police information of all domestic incidents, where one of our students has been present, with the Designated Safeguarding Lead(s) (DSL)/Domestic Abuse (DA) Lead.

5.40 On receipt of any information, the DSL/DA Lead will decide on the appropriate support the child may require. The Operation Encompass information is stored in line with all other confidential safeguarding and child protection information. All information sharing and resulting actions will be undertaken in accordance with the 'Cambridgeshire and Peterborough Joint Agency Protocol for Domestic Abuse – Notifications to Schools, Colleges and Early Years settings'.

5.41 **Children At Risk Of 'Honour- Based' Violence Including Female Genital Mutilation**

5.42 So called 'honour-based' violence encompasses incidents which have been committed to protect or defend the honour of the family and/or community, including breast ironing, female genital mutilation (FGM) and forced marriage. The school takes these concerns seriously and staff are made aware of the possible signs and indicators that may alert them to the possibility of HBV through training. Staff are required to treat all forms of HBV as abuse and follow the procedures outlined in this policy.

- 5.43 FGM is a procedure involving the partial or total removal of the external female genitalia or other injury to the female genital organs. FGM is illegal in the UK. Any indication that a child is at risk of FGM, where FGM is suspected, or where the woman is under 18, will be dealt with under the child protection procedures outlined in this policy. Staff will report concerns to the DSL, who will make appropriate and timely referrals to social care. In these cases, parents will not be informed before seeking advice and the case will still be referred to social care even if it is against the student's wishes.
- 5.44 In accordance with the Female Genital Mutilation Act, it is a statutory duty for teachers in England and Wales to report 'known' cases of FGM in under-18s which they identify in the course of their professional work to the police. Teachers should still consider and discuss any such case with the DSL and involve social care as appropriate, but the teacher will personally report to the police that an act of FGM appears to have been carried out.
- 5.45 **Children Who Have Returned Home To Their Family From Care**
- 5.46 The school recognises that a previously looked after child potentially remains vulnerable. School will vigilantly monitor the welfare of previously looked after children, keep records and notify Social Care as soon as there is a recurrence of a concern in accordance with the Cambridgeshire and Peterborough Safeguarding Children Partnership Board 'Inter - Agency Procedures.'
- 5.47 **Children Showing Signs Of Abuse And/Or Neglect**
- 5.48 School recognise that experiencing abuse or neglect may have an adverse impact on those children which may last into adulthood without appropriate intervention and support. School may be the only stable, secure and predictable element in the lives of children at risk. Children who have experienced abuse or neglect may display this through their own behaviour, which may be challenging and defiant or passive and withdrawn. We recognise that children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.
- 5.49 All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children outside of these environments. All staff, but especially the designated safeguarding lead (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.
- 5.50 The school will provide training for staff to ensure that they have the skills to identify and report cases, or suspected cases, of abuse in accordance with the procedures outlined in this policy. The definitions of the four categories of abuse are attached (see Appendix A).
- 5.51 **Children At Risk Of Radicalisation**
- 5.52 The school recognises that children are vulnerable to extremist ideology and radicalisation and that protecting children from this risk forms part of the school's safeguarding response.
- 5.53 The governing body will ensure that the DSL has undertaken Prevent awareness training and that all staff receive training about the Prevent duty.

5.54 Staff are required to be alert to changes in children's behaviour which could indicate they need help or protection. Concerns that a child is at risk of radicalisation are referred to the DSL in the usual way. If appropriate the DSL will make a Channel referral.

5.55 See also 'The Prevent Duty, Departmental advice for schools and childcare providers', DfE (June 2015), and 'Revised Prevent Duty Guidance: for England and Wales,' HM Government, (July 2015).

5.56 **Privately Fostered Children**

5.57 Private fostering is when a child under the age of 16, (under 18 if disabled) is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or relative in their own home for 28 days or more.

5.58 The school will follow the mandatory duty to inform the local authority of any 'Private Fostering' arrangements and refer to the Specialist Fostering Team.

5.59 **Children Who Have Family Members In Prison**

5.60 The school is committed to supporting children and young people who have a parent or close relative in prison and will work with the family to find the best ways of supporting the child.

5.61 The school recognises that children with family members in prison are at risk of poor outcomes including: poverty, stigma, isolation, poor mental health and poor attendance.

5.62 The school will treat information shared by the family in confidence and it will be shared on a 'need to know' basis.

5.63 The school will work with the family and the child to minimise the risk of the child not achieving their full potential.

6 **PREVENTING UNSUITABLE PEOPLE FROM WORKING WITH CHILDREN**

6.1 The school operates safer recruitment practices, including ensuring appropriate DBS and reference checks are undertaken according to Part three of 'Keeping Children Safe in Education (2020).

6.2 The governing body will ensure that at least one person on any appointment panel has undertaken safer recruitment training.

6.3 Any allegation of abuse made against a member of staff (including supply staff and volunteers) will be reported straight away to the Head Teacher or Principal. In cases where the Head Teacher or Principal is the subject of an allegation, it will be reported to the Chair of Governors. (See Allegations flowchart Appendix C1 (Cambridgeshire) and Appendix C2 (Peterborough). The school will follow the procedures set out in Part four of 'Keeping Children Safe in Education' (2020).

6.4 The school will consult with the Local Authority Designated Officer (LADO) in the event of an allegation being made against a member of staff, supply staff or volunteer and adhere to the relevant procedures set out in 'Keeping Children Safe in Education', (2020) and the school's HR Policies, and seek advice from their HR provider.

- 6.5 The Principal or Chair of Governors will ensure that all allegations are reported to the LADO within one working day. The LADO will advise on all further action to be taken. Please note that the Head Teacher or Chair of Governors should not seek to interview the child/ren or members of staff involved until advice has been sought. Doing so may compromise any police interviews that may be necessary.
- 6.6 The school will ensure that any disciplinary proceedings against staff, supply staff or volunteers relating to child protection matters are concluded in full even when the member of staff, supply staff or volunteer is no longer employed at the school and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.
- 6.7 Staff (including supply staff and volunteers) who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress. Suspension is not mandatory, nor is it automatic but, in some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected.
- 6.8 Consideration must be given to the needs of the child and a recognition that a child may make an allegation against an innocent party because they are too afraid to name the real perpetrator. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.
- 6.9 The school will ensure that all staff, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with students and parents/carers as advised within the Local Authority's Code of Conduct: 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings' (May 2019). As part of the Induction process, all staff, paid and unpaid, will receive guidance about how to create appropriate professional boundaries (in both the real and virtual world) with all children, especially those with a disability or who are vulnerable.
- 6.10 All staff have signed to confirm that they have read 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings' (May 2019).
- 6.11 The school will ensure that staff, supply staff and volunteers are aware that sexual relationships with students aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of Position of Trust).
- 6.12 The school will ensure that communication between students and adults, by whatever method, are transparent and take place within clear and explicit professional boundaries and are open to scrutiny.

7 OTHER RELATED POLICIES OR PROCEDURES

- 7.1 This policy links to our:
- Anti-bullying policy
 - Attendance policy
 - Student Conduct policy
 - Complaints procedure
 - Critical Incident plan
 - Equality policy
 - First Aid policy
 - Health and Safety policy
 - Lone Working policy
 - Online Safety and Acceptable Use policy

- Safer Recruitment policy
- Staff Discipline and Grievance procedures
- Supporting Pupils with Medical Conditions policy
- Whistleblowing policy

8 MONITORING and EVALUATION

- The governing body fully recognises its responsibilities with regard to child protection and safeguarding and promoting the welfare of children. It aims to ensure that the policies, procedures and training in school are effective and comply with the law and government guidance at all times.
- It will:
 - Nominate a governor for safeguarding and child protection who will take leadership responsibility for the school's safeguarding arrangements and practice and champion child protection issues.
 - Ensure an annual report is made to the full governing body, and copied to the Education Safeguarding Team. Any weaknesses will be rectified without delay.
 - Ensure that this Safeguarding and Child Protection policy is annually reviewed and updated and shared with staff. It will be made available on the school website.
 - Ensure that children's exposure to potential risks while using the internet is limited by having in place age appropriate filtering and monitoring systems.
 - Ensure children's wishes and feelings are taken into account where there are safeguarding concerns.

9 PANDEMIC SAFEGUARDING ARRANGEMENTS

In response to the 2020 COVID-19 pandemic schools and colleges were required to take measures to ensure the health and wellbeing of both children and staff. This included children spending significant amount of time at home and away from the school environment.

An addendum document was issued that applied to the educational provision of the schools during the pandemic relating to Covid-19. This document will be reviewed, and updated according to developments and advice from government and the local authority. Unless otherwise communicated, normal safeguarding and child protection policy and procedures continue to apply.

APPENDIX A : OUT OF HOURS EMERGENCY ARRANGEMENTS

Greater Peterborough UTC has a very clear procedure and policy regarding Child Protection. There may, however, be a situation where you receive a child or young person's disclosure and the relevant staff are not available to contact, for example, on a late return from an educational trip/visit.

It is important to stress that ALL staff have a legal 'duty of care' to ensure the safeguarding of a child or young person you believe to be at risk. The first people to contact on receiving a disclosure from a child or young person are the Designated Safeguarding Leads or Deputy or the Principal. In their absence you should contact any member of the Senior Leadership Team.

If you are unable to contact ANY of the above you must contact the child or young person's parents/carers prior to your emergency referral UNLESS you believe the parents/carers to be involved in the risk.

If you are unable to make contact with anyone listed above, the following applies:

If you think that a child or young person is at immediate risk of serious harm please call the Police (999) or the Social Care Contact Centre:

- **Peterborough Telephone: 01733 864170 (9am to 5pm Monday to Friday)**
- **Out of Hours Emergencies: 01733 234724**
- **Cambridgeshire Telephone: 0345 045 5203 (8am to 6pm Monday to Friday)**

If an emergency referral is made staff must ensure that the DSLs, Deputy DSP and/or Principal are notified as soon as possible.

APPENDIX B : FOUR CATEGORIES OF 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.

Neglect - 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.

- It may occur during pregnancy as a result of maternal substance misuse.
- It may involve the neglect of or lack of responsiveness to a child's basic emotional needs.
- It also includes parents or carers failing to:
 - Provide adequate food, clothing and shelter including exclusion from home or abandonment
 - Protect a child from physical and emotional harm or danger
 - Ensure adequate supervision including the use of inadequate care-givers
 - Ensure access to appropriate medical care or treatment

Emotional Abuse - Is the persistent emotional maltreatment so as to cause severe and adverse effects on a child's emotional development.

It may involve conveying to a child that they are:

- Worthless;
- Unloved;
- Inadequate;
- Valued only insofar as they meet another person's needs.

It may include:

- not giving the child opportunities to express their views;
- deliberately silencing them;
- 'making fun' of what they say or how they communicate.

It may also feature age or developmentally inappropriate expectations being imposed on children including:

- interactions that are beyond the child's developmental capability;
- overprotection and limitation of exploration and learning;
- preventing participation in normal social interaction.

It may involve:

- Seeing or hearing the ill-treatment of another;
- Serious Bullying (including cyber-bullying) causing children frequently to feel frightened or in danger;
- The exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment although it may occur alone.

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.

This may involve:

- physical contact including assault by penetration (e.g. rape or oral sex);
- non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing;
- non-contact activities involving:
 - children in looking at, or in the production of, sexual images;
 - children in watching sexual activities;

- or encouraging children to behave in sexually inappropriate ways;
- grooming a child in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.