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**Safeguarding and Child Protection Policy**

**children and young people**

Including managing allegations against staff working in a public capacity (LADO) and Mandatory reporting duties under Prevent and FGM

|  |  |
| --- | --- |
| **named Governor responsible for policy:**  **Named Head Teacher / Principal:** | **Martin Oldknow**  **HoS - LORRAINE TOMLINSON**  **EHT – SARAH HALL** |
| **Approved:** | **Date 5.10.2020** |
| **Signed:** | **(One signature must be governing body representative)** |
| **Reviewed/ Revised on:**  **Next review date (at least Annually )** | **(Add date here)** |

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## 

**LA STATEMENT**

**Academy / School / Education Provider Responsibility**

The LA only offers this model policy for all educational settings. The Governing Body must ensure this is adapted/adopted and implemented/reviewed within the establishment context. The LA only offers this as a guide – establishments must ensure they are responsible for their own policies and ensure this is demonstrated and owned by the school community in practice.

**This model LA safeguarding policy does not replace the agreed DSCP Multi Agency Child Protection Tri-x procedures** [**http://doncasterscb.proceduresonline.com/**](http://doncasterscb.proceduresonline.com/)

Staff must ensure they refer to the DSCP procedures on a regular basis.

It is the responsibility of Governors to review the new Ofsted Education Inspection Framework (EIS) alongside Senior Leaders in schools - schools must review this policy in accordance with the new and publish their **intent** for safeguarding with information on how they will **implement** safeguarding and monitor **impact**.

<https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/801429/Education_inspection_framework.pdf>

<https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/828469/School_inspection_handbook_-_section_5.pdf>

It is the Local Authority intent that ALL schools will be Outstanding in safeguarding.

**Keeping children safe in schools and colleges**

KCSIE 2020 is statutory safeguarding guidance that schools and colleges should continue to have regard to as per their legislative duty and/or funding agreement requirements.

Whilst acknowledging the pressure that schools and colleges are under, it remains essential that as far as possible they continue to be safe places for children. This guidance supports governing bodies, proprietors, senior leadership teams and designated safeguarding leads (DSLs) so they can continue to have appropriate regard to KCSIE and keep their children safe. It suggests where schools and colleges might consider safeguarding policy and process differently when compared to business as usual.

**The way schools and colleges are currently operating in response to coronavirus (COVID-19) is fundamentally different to business as usual. However, a number of important safeguarding principles remain the same:**

* with regard to safeguarding, the best interests of children must always continue to come first
* if anyone in a school or college has a safeguarding concern about any child they should continue to act and act immediately
* a DSL or deputy should be available
* it is essential that unsuitable people are not allowed to enter the children’s workforce and/or gain access to children
* children should continue to be protected when they are online

Schools and colleges should, as far as is reasonably possible, take a whole institution approach to safeguarding. This will allow them to satisfy themselves that any new policies and processes in response to COVID-19 are not weakening their approach to safeguarding or undermining their child protection policy.

Schools and Academies are responsible for reviewing and updating the safeguarding policy in line with legislative changes.

***Key Information and contacts to support your policy formation:***

***Immediate contact details for any queries relating to COVID19 is*** [***edulog@doncaster.gov.uk***](mailto:edulog@doncaster.gov.uk)

***EduLog*** *is the single point of information for all National and Local guidance. Daily alerts including safeguarding are forwarded to all schools/academies in Doncaster via edulog.*

*For any safeguarding policy questions please email* [*cypsafeguardingsupport@doncaster.gov.uk*](mailto:cypsafeguardingsupport@doncaster.gov.uk)

*The LA will collate all safeguarding linked guidance during this time and daily emails including safeguarding alerts are sent into all schools/academies via edulog.*

*The LOCYP safeguarding team will also uploaded key documents to the DSL resource bank on Buy Doncaster. Annex C – provides an option for you to list all safeguarding information received during this time (to continue to cross reference to sections within this safeguarding policy).*

*DfE statutory requirements / amendments to your safeguarding policy as contained within:https://www.gov.uk/government/publications/covid-19-safeguarding-in-schools-colleges-and-other-providers/coronavirus-covid-19-safeguarding-in-schools-colleges-and-other-providers.*

**AUTHOR: Sarah Stokoe**

**governors’ statement**

# Safeguarding and Child Protection Education Policies and Good Practice Guidelines

* The Governing Body and staff of Marshland Primary Academy (hereinafter referred to as ‘the academy’) take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our academy to identify, assess, and support those children who are suffering harm and to keep them safe and secure whilst in our care.
* The responsibilities set out in this policy apply (as appropriate) to all members of the academy community including pupils, staff, governors, visitors/contractors, volunteers and trainees working within the school. It is fully incorporated into the whole academy ethos and is under pinned throughout effective leadership; the teaching of the curriculum and within PHSE and within the safety of the physical environment provided for the pupils.
* Part One: 1 ‘Schools and colleges and their staff form part of the wider safeguarding system for children. This system is described in statutory guidance *Working Together to Safeguard Children (2018)*.’ <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779401/Working_Together_to_Safeguard-Children.pdf>
* Part One: 2 ‘Safeguarding and promoting the welfare of children is **everyone’s** responsibility. **Everyone** who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centered. This means that they should consider, at all times, what is in the **best interests** of the child.’

*Keeping Children Safe in Education (KCSiE) DfE September 2020*

* The governors will ensure safeguarding self-evaluation takes place on a regular basis, a safeguarding audit has taken place and statutory S175/157 action plans are measured. The governors ask for a regular safeguarding impact report and ensure all statutory requirements under KCSIE Sept 2020 are fulfilled. The Ofsted Inspection Handbook criteria are also benchmarked to ensure safeguarding aims to be `outstanding` in this setting.

Signed

Chair of Governors and Designated Safeguarding Governor

Date

****

**Safeguarding Children model POLICY**

**Safeguarding Definitions:**

Safeguarding and promoting the welfare of children are defined for the purposes of this policy as:

* Protecting children from maltreatment
* Preventing impairment of children’s health or development
* Ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
* Taking action to enable all children to have the best outcomes

(*Working Together to Safeguard Children 2018 HM Government)*

Safeguarding is not just about protecting children from deliberate harm. It relates to aspects of school life including:

* Pupils’ health and safety
* The use of reasonable force
* Meeting the needs of pupils with medical conditions
* Providing first aid
* Educational visits
* Intimate care
* Internet or e-safety
* Appropriate arrangements to ensure school security, taking into account the local context.

It can involve a range of potential issues such as:

* Bullying, including cyber bullying (by text message, on social networking sites, and so on) and prejudice-based bullying
* Racist, disability, and homophobic or transphobic abuse
* Radicalisation and extremist behaviour
* Child sexual exploitation
* Child criminal exploitation
* Sexting
* Substance misuse
* Issues that may be specific to local area or population, for example gang activity and youth violence
* Particular issues affecting children including domestic violence, sexual exploitation, female genital mutilation and forced marriage
* Educating children and young people to stay safe online during Covid19

**RATIONALE:**

This policy has been developed in accordance with the principles established by the Children Act 1989 and 2004, The Education Act 2002 and *Working Together to Safeguard Children 2018*. This policy reflects the statutory requirements within *Keeping Children Safe in Education September 2020 (KCSIE 2020)*.

Local safeguarding/child protection procedures **must** be followed in all cases. Schools/Academies must not create separate or own policies. See [http://doncasterscb.proceduresonline](http://doncasterscb.proceduresonline.com/)

[.com/](http://doncasterscb.proceduresonline.com/)

Schools and local authorities must have regard to it when carrying out their duties to safeguard and promote the welfare of children under section 175, of the Education Act 2002, paragraph 7(b) of Schedule 1 to the Education (Independent School Standards) Regulations 2014 and paragraph 3 of the Schedule to the Education (Non-Maintained Special Schools)(England) Regulations 2011.

Marshland Primary Academy recognises the responsibility it has under Section 175 of the Education and Inspections Act 2002, to have arrangements for safeguarding and promoting the welfare of children. The Governing Body approve the S175 or 157 and return to the Local Authority (LA) on a yearly basis. This policy demonstrates the academy’s commitment and compliance with safeguarding legislation.

Through their day-to-day contact with pupils and direct work with families, staff at the academy have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to The Doncaster Children’s Trust One Front Door. This also involves understanding serious case reviews and how to improve practice to prevent children from falling through the gaps.

**PURPOSE:**

The purpose of the policy is to ensure that safeguarding is everyone’s responsibility.

* The welfare of the child is paramount.
* All children regardless of age, gender, ability, culture, race, language, religion or sexual identity have equal rights to protection.
* Everyone who works with children has a professional responsibility to keep them safe (Working Together 2018).
* All staff have an equal responsibility to act on suspicion or disclosure that may suggest a child is at risk of harm, any professional with concerns about a child’s welfare should make a referral to the Doncaster Children’s Trust, and professionals should follow up their concerns if they are not satisfied with the response. (*Working Together 2018*).
* Pupils and staff involved in safeguarding issues receive appropriate support and training outlined in the DSCP workforce development strategy and Doncaster Children and Young Peoples Plan.
* Staff to adhere to a Code of Conduct and understand what to do if a child discloses any allegations against teaching staff, Head teachers or the Governing Body.
* To develop and promote effective working relationships with other agencies, especially the police and social care.
* To ensure all staff have been recruited in accordance with safer recruitment principles and a single central record is kept to monitor that all required vetting checks have been carried out before appointments are made. These include satisfactory (enhanced) DBS (incorporating a barred list check), prohibition from teaching, prohibition from leadership and management, satisfactory references which have been validated, medical declaration, right to work in the UK, full identity information are made in accordance with guidance. Any gaps in personnel files are noted and reasonable steps are taken to rectify with on-going supervision (see DMBC update – Annex 1).
* We have a safe academy with confident staff, confident parent/carers and confident pupils who know how to recognise and report safeguarding concerns.
* All staff understand the categories of abuse, indicators and know how, when, who and how to record and report all safeguarding concerns.
* Understand ward level data and local priorities linked to this.

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**TERMINOLOGY:**

**Designated Safeguarding Lead (DSL)** previously known as designated safeguarding officer or designated safeguarding teacher, the named person for safeguarding in education establishments.

**LADO** – Local Authority Designated Officer – deals with any allegation against any member of staff in a public setting.

**Safeguarding** and promoting the welfare of children refers to the process of protecting children from abuse or neglect, preventing the improvement of health and development, ensuring that children growing up in circumstances consistent with the provision of safe and effective care and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

**Child Protection** refers to the process undertaken to protect children who have been identified as suffering, or being at risk of suffering significant harm.

**Staff** refers to all those working for or on behalf of the academy in either a paid or voluntary capacity.

**Child** refers to all young people who have not yet reached the age of 18.

**Parent** refers to birth parents and other adults who are in a parenting role – step-parents, foster parents, carers and adoptive parents.

There are 4 main elements to the Policy:

1. **Prevention** – through the curriculum and pastoral support offered to pupils and through the creation and maintenance of a whole academy protective ethos.
2. **Procedures** – for identifying and reporting cases, or suspected cases of abuse.
3. **Support to Pupils** – who may have been abused, including early preventative work.
4. **Preventing unsuitable people working with children** – by following the Department for Education (DfE) KCSIE September 2020 statutory guidance – Part three: Safer Recruitment. We also follow local Safeguarding Children Partnership (DSCP) and HR procedures.

**1 PREVENTION**

The academy will establish an ethos where:

* Children feel secure and know that there are adults in the academy who they can approach if worried or in difficulty.
* Curriculum opportunities for PSHCE/SMSC/RSE are planned in order to equip children with the skills needed to stay safe. This includes our PREVENT duty. <http://intranet.doncaster.gov.uk/directorates/adults-health-wellbeing/preventing-people-being-drawn-into-extremism>
* Children will develop realistic attitudes to their responsibilities in adult life, delivered through curriculum material.
* It will work in accordance with ‘Working Together to Safeguard Children 2018’ and will support the ‘Doncaster Early Help Offer’

<http://doncasterscb.proceduresonline.com/search/search.html?zoom_sort=0&zoom_query=early+help&zoom_per_page=10&zoom_and=0>

to ensure children and young people receive the most appropriate referral and access provision.

* The approved DSCP whole school safeguarding training will be delivered and the academy will ensure all designated safeguarding officers/deputy safeguarding person attend three out of four annual network meetings and/or attend refresher Designated Safeguarding Person/Lead (DSP/L) training on a two yearly basis.
* We will work collaboratively and with our Early Help Co-ordinators to improve outcomes for children and young people.
* We access the school nursing universal offer for all our children and young people.
* We keep our safeguarding training up to date, access DSCP training events on a regular basis, and understand the safeguarding requirements for Ofsted.
* Parents, carers and families, teachers, staff and young people/agencies know how to raise any safeguarding concerns and we have a named designated/deputy safeguarding lead(s) on our senior leadership team.
* We have a clear complaints policy and all staff are aware of whistleblowing procedures.

**2** **PROCEDURES AND RECORD-KEEPING**

|  |  |  |
| --- | --- | --- |
| The Designated Senior Member of staff for Safeguarding (Child Protection)  Designated Safeguarding Lead (DSL) is:  The Single Point of Contact(s)  for Early Help / DCS Trust  Multi Agency Access Point  In our setting is: | Mrs Lorraine Tomlinson  Mrs Sarah Hall  Mrs Lindsay Blackham | [lorraine.tomlinson@vennacademy.org](mailto:lorraine.tomlinson@vennacademy.org)  [sarah.hall@vennacademy.org](mailto:sarah.hall@vennacademy.org)  [lindsay.blackham@vennacademy.org](mailto:lindsay.blackham@vennacademy.org) |

|  |  |
| --- | --- |
| The Deputy Designated Safeguarding Lead is:  Mrs Lindsay Blackham | [lindsay.blackham@vennacademy.org](mailto:lindsay.blackham@vennacademy.org) |
| The Designated Teacher for Looked After Children is:  Mrs Sarah Hall | [sarah.hall@vennacademy.org](mailto:sarah.hall@vennacademy.org) |

|  |  |
| --- | --- |
| The Nominated Child Protection/ Safeguarding  Governor and Named Governor for Looked After  Children is: Mr Martin Oldknow | [martin.oldknow@vennacademy.org](mailto:martin.oldknow@vennacademy.org) |
| The named PREVENT lead is: Mrs Lorraine Tomlinson | [lorraine.tomlinson@vennacademy.org](mailto:lorraine.tomlinson@vennacademy.org) |
| The named CSE lead is: Mrs Lorraine Tomlinson | [lorraine.tomlinson@vennacademy.org](mailto:lorraine.tomlinson@vennacademy.org) |
| The named FGM lead is: Mrs Lorraine Tomlinson | [lorraine.tomlinson@vennacademy.org](mailto:lorraine.tomlinson@vennacademy.org) |
| The named on-line protection officer is: Mrs Lorraine Tomlinson | [lorraine.tomlinson@vennacademy.org](mailto:lorraine.tomlinson@vennacademy.org) |
| The named complaints handler is: Mrs Lorraine Tomlinson | [lorraine.tomlinson@vennacademy.org](mailto:lorraine.tomlinson@vennacademy.org) |
| The named LAC officer is: Mrs Sarah Hall | [sarah.hall@vennacademy.org](mailto:sarah.hall@vennacademy.org) |

|  |  |
| --- | --- |
| The Local Authority Designated Officer (LADO) is:  **Monday, Tuesday & Thursday – CAROLINE TANNER**  **Wednesday & Friday – HELEN COOPER**  Conference Chairs will deputise where required. | [LADO@dcstrust.co.uk](mailto:LADO@dcstrust.co.uk)  01302 737748 |
| Your Doncaster Council: Children and Young People’s  Safeguarding Manager is: Sarah Stokoe  Doncaster Council: Children and Young People’s  Safeguarding Officer is: Gill Whiteman and  Dana Kelly  Please direct any online protection queries and general safeguarding enquiries to the above named contacts. | 01302 736743  01302 862115  01302 736179  Email contact: [CYPSsafeguarding@doncaster.gov.uk](mailto:CYPSsafegaurding@doncaster.gov.uk)  If unavailable please email  [edulog@doncaster.gov.uk](mailto:edulog@doncaster.gov.uk) |

The academy will:

* Ensure it has a senior Designated Safeguarding Lead (DSL) who has undertaken appropriate Safeguarding (Child Protection) training (see above).
* Ensure that designated staff will take advice from a Safeguarding (Child Protection) specialist when managing complex cases.
* The academy ‘DSL will liaise with the LADO/ Children’s and Young People’s Safeguarding Team before investigating any allegation involving actual or suspected abuse of a child within 24 hours of disclosure and follow up referral in writing, using relevant contact pathways for the **MAAP** *(Multi Agency Access Point), which is Social Care and Early Help as one front door.*
* All academy staff will pass any observations leading to suspicion of abuse, or information received about abuse, immediately to the Designated Safeguarding Lead or deputy Designated Safeguarding Lead.
* In the case of serious injury, risk of serious injury or allegation, the DSL will contact The Doncaster Children’s Trust Multi Agency Access Point without delay.
* If the allegation of abuse is against the deputy or designated safeguarding person, the Head Teacher will speak with the Children and Young People’s Safeguarding Team to discuss the next steps.
* If the allegation is against the Head Teacher, the Chair of Governors should be contacted immediately and advice from the Doncaster Council Children and Young People’s Safeguarding Team sought within 24 hours. If the allegation is against both the Head Teacher and Chair of Governors the Doncaster Council Children and Young People’s Safeguarding Team will be contacted. No member of staff will conduct their own investigation or pass on information to the alleged perpetrator.
* Where an allegation is identified as serious/high level, please see LADO information/DSCP procedures - annex (P88) re protocol/thresholds and submit a referral asap.
* The emergency social services team should be contacted outside normal working hours 01302 796000. All staff will contact the LADO immediately to report any `high level’ concerns that meet the threshold for LADO and complete the DCS Trust secure referral form. With these cases, the Doncaster Council Safeguarding Service does not need to be informed.
* CE (CSE/CCE) – All staff are aware via whole school training on the signs of Child Sexual Exploitation and Child Criminal Exploitation and seek advice without delay.

CE Referral pathway

Professionals to refer concerns for advice and guidance through CSE Team Direct Number 01302 737200

Referral to Children’s Services 01302 737200

Low-level intelligence forms below can be used to alert services to suspected involvement in CSE (PLEASE NOTE ADVICE USE ON TOP OF FORM):



And a referral form where CCE is suspected:



Professionals to refer concerns to Targeted Youth Support contact number

Referral to children’s services 01302 737200

Professionals can telephone team members for advice

01302 862012 - Jayne Pezzulo

01302 736929 - Carmel Bartlett

* In the case of poorly explained serious injuries or where behaviour concerns arouse suspicion, the designated teacher will consult with the **DCS Trust MAAP Service** on 01302 737777. If out of hours, the emergency Doncaster Children’s Trust Social Care out of Hours team - (ESST) 01302 796000 (after 5.00pm and before 8.30 am weekdays and weekends).
* For advice relating specifically to concerns around the mental health of a child/young person, advice can be provided by ringing the MAAP Mental Health Specialist Advice Line 01302 796191.
* All parents and carers of families can contact the general contact number on 01302 737777. All staff are aware of the new MAAP/One Front Door Social Care Referral procedures. <https://dscp.org.uk/report-concern>
* The DSL will keep all records on file in a secure locked filing cabinet or secure ICT system and share concerns following information sharing protocols. We adhere to HM Government Information Sharing Advice for Practitioners 2015.
* In the event of an unexplained/sudden child death DSCP DCDOP procedures will be followed <http://doncasterscb.proceduresonline.com/chapters/p_cdop.html>
* Following any serious untoward incidents (SUI) procedure or where `near miss’ situations occur the DSL / Head Teacher will contact the Doncaster Council Learning Provision Service, this covers health and safety related incidents where safeguarding is compromised. Notification of near miss situations can also be emailed to [sarah.stokoe@doncaster.gov.uk](mailto:sarah.stokoe@doncaster.gov.uk) and [paul.ruane@doncaster.gov.uk](mailto:paul.ruane@doncaster.gov.uk)
* The school/academy will have an emergency plan in place to respond to unforeseen circumstances, e.g. staff/child unexpected death, site security threats, floods, storms etc.
* The school will follow the Doncaster Council emergency procedures for hoax emails/threats and notify relevant officers should any email threats be made.
* Governors and senior leaders/DSL will continually review all polices required by law <https://www.gov.uk/government/publications/statutory-policies-for-schools>

**3 ROLES AND RESPONSIBILITIES**

The academy will ensure that every member of staff and person working on behalf of the school/setting:

* Understand part 1 of KCSIE 2020 and the proposed Working Together 2018 changes including the mandatory reporting duty.
* Knows the name of the designated person and her role and responsibility.
* Have an individual responsibility to refer Safeguarding (Child Protection) concerns.
* Will receive training at the point of induction so that they know:
* Their personal responsibility/code of conduct/teaching standards
* DSCP child protection procedures and know how to access them
* Understand the definitions of abuse, physical abuse, emotional abuse, sexual abuse and neglect
* The need to be vigilant in identifying cases of abuse at the earliest opportunity
* How to support and respond to a child who discloses significant harm (either actual or likely)
* Knows their duty concerning unsafe practices in regard to children by a colleague.
* The designated person will disclose any information about a pupil to other members of staff on a need to know basis.
* The academy will undertake appropriate discussion with parents prior to involvement with other agencies unless the circumstances preclude this.
* The academy will ensure that parents have an understanding of their obligations regarding Child Protection by intervention as and when appropriate.
* Understand Ofsted grade descriptors in relation to personal development, behaviour and welfare of pupils
* Monitors internet usage in accordance with PREVENT/ KCSIE and knows how to recognise and respond to inappropriate internet use.

Designated safeguarding leads (DSLs)

It is acknowledged that DSL training is very unlikely to take place during this period (although the option of online training can be explored). For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

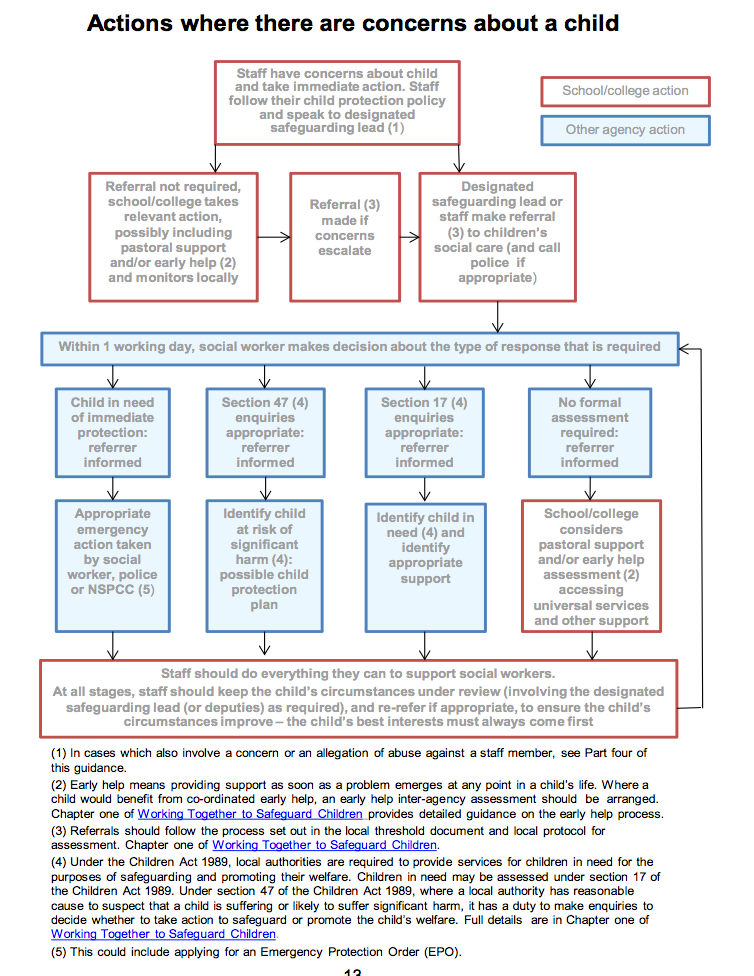
Conversations with a child who discloses abuse should follow the basic principles:

* Listen rather than directly question; remain calm.
* Never stop a child who is recalling significant events.
* Make a record of discussion to include time, place, persons present and what was said (child language – do not substitute words).
* Advise that you will have to pass the information on.
* Avoid coaching/prompting.
* Never take photographs or videos of any injury.
* Allow time and provide a safe haven/quiet area for future support meetings.
* Share all concerns no matter how trivial they may seem to the DSL, who will notify with the DCS Trust MAAP/One Front Door Referral Procedure and follow up any child protection concern immediately in writing.
* For children with CP plans/named lead practitioner/named social worker (CIN) where new information is shared by the young person, the DSL will ensure information is shared with the social worker and not withheld until core/review meetings take place.
* At no time promise confidentiality.

<https://doncasterscb.proceduresonline.com/chapters/p_info_sharing.html>

Working Together (2018) and Keeping Children Safe in Education (2020) provides a diagram to show the expected response to raising any safeguarding concerns.

See table below:



**4 RECORD KEEPING**

<https://cdn.ymaws.com/irms.org.uk/resource/collection/8BCEF755-0353-4F66-9877-CCDA4BFEEAC4/2016_IRMS_Toolkit_for_Schools_v5_Master.pdf>

* The school follows the record keeping guidelines taken from Sections 1 – Child Protection and Section 4 – Pupil Records.

**4.1 Records and Monitoring (*see also Section 16*)**

* Any concerns about a child will be recorded in writing within 24 hours on CPOMS. All records will provide a factual and evidence based account and there will be accurate recording of any actions. Records will be dated and where appropriate, witnessed.
* At no time should an individual teacher/member of staff or school be asked to or consider taking photographic evidence of any injuries or marks to a child’s person; this type of behaviour could lead to the staff member being taken into managing allegations procedures.
* Any paperwork related to safeguarding, child protection and welfare concerns will be recorded and kept in a separate secure file, which will be securely stored and away from the main pupil file.
* Files will be available for external scrutiny for example by a regulatory agency or because of a serious case review or audit.

**4.2 Why recording is important**

* The DSL will share **all** safeguarding information with any transfer/receiving school without delay.
* Our staff will be encouraged to understand why it is important that recording is comprehensive and accurate and what the messages are from serious case reviews are in terms of recording and sharing information.

**5 IN-SCHOOL PROCEDURES FOR PROTECTING CHILDREN**

All staff will:

* Be alert to signs and indicators of possible abuse or specific harms. (Ref: Appendix 1 for current definitions of abuse and examples of harm)
* Be involved in ongoing monitoring and recording to support the implementation of individual education programmes and interagency child protection and child support plans.
* Be prepared to identify children who may benefit from Early Help.
* Be subject to Safer Recruitment processes and checks, whether they are new staff, supply staff, contractors, governors, volunteers etc.
* Will be expected to behave in accordance with Guidance for Safer Working Practice for those Working with Children and Young People in Education settings

**6 RESPONSIBILITIES OF THE DESIGNATED SAFEGUARDING LEAD/OFFICER**

The DSL has a clear job description as outlined in Keeping Children Safe in Education 2020 and agreed safeguarding cover arrangements during school holidays for agencies to contact are in place.

The method for contact will be via email. The named Safeguarding Lead during holiday periods representing the school / academy is: Mrs Sarah Hall and/or Mrs Lorraine Tomlinson. This will be communicated to the DCST Child Protection Team and any changes up-dated.

* The DSL is supported by the following appropriately trained designated staff: Mrs Lindsay Blackham. Along with the Executive Head Teacher, they are responsible for co-ordinating all child protection activity.
* The DSL must ensure that all staff involved in direct case work of vulnerable children, where there are child protection concerns/issues; have access to regular safeguarding supervision.
* Where the school has concerns about a child, the DSL will act as a source of support, advice and expertise to staff on matters of safety and safeguarding, and when deciding whether to make a referral by liaising with relevant agencies.
* The DSL is responsible for referring all cases of suspected abuse to the one front Door Doncaster Children Services Trust. KCSiE (DfE 2020) states that anyone in the school setting can make a referral and this referral can be to the academy’s DSL. Where possible referrals to one front door should be done by appropriately trained designated safeguarding staff.
* The DSL will liaise with the head teacher to inform him or her of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations.
* Child Protection information will be dealt with in a confidential manner. A written record will be made on CPOMS of what information has been shared with who and when. Staff will be informed of relevant details only when the DSL feels their having knowledge of a situation will improve their ability to meet the needs of an individual child and /or family.
* A separate child protection file must be created regardless of whether formal child protection procedures have been initiated. For some children, this single record will be the only concern held for them over their time in the establishment. For others, further information may well be accumulated, often from a variety of sources, over time. This can be electronic i.e. CPOMS.
* Designated staff must keep detailed, accurate, secure written records of concerns and referrals, which clearly reflect the wishes and feelings of the child.
* If concerns relate to more than one child from the same family at the establishment, a separate file for each child should be created and cross-referenced to the files of other family members. This can be organised on CPOMS.
* Child Protection records will be stored securely in a central place separate from academic records. Original files will be kept for at least the period during which the child is attending the academy, and beyond that in line with current data legislation.
* Access to these files by staff other than the designated staff will be restricted, and a written record will be kept of who has had access to them and when.
* Designated staff must understand the assessment process for providing Early Help and intervention, for example through locally agreed common and shared assessment processes such as Early Help assessments.
* Designated staff must have a working knowledge of how local authorities conduct an initial child protection case conference (ICPC) and a child protection review conference (RCPC) and be able to attend and contribute to these effectively when required to do so. *(See Section 9.1)*
* Designated staff must ensure all adults (as appropriate) including each member of staff, trainee and volunteer has access to and understands the academy’s policies and procedures linked to child protection, including new and part time staff.
* Designated staff must be alert to the specific needs of children in need, those with special educational needs and young carers.
* Designated staff must obtain access to resources and attend any relevant or refresher training courses.
* Designated staff must encourage a culture of listening to children amongst all staff.
* Designated staff must highlight the importance of demonstrating children’s wishes and feelings and voice to all staff and that these are clearly evidenced.
* Designated Staff must ensure that they are appropriately trained to fulfil this role.
* Designated staff must follow GDPR policy and procedure.

**6.1 Raising Awareness**

The DSL should:

* Ensure the academy’s policies are known, understood and used appropriately.
* Ensure the academy’s safeguarding and child protection policy is reviewed annually and the procedures and their implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this.
* Ensure the child protection policy is on the website, available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the academy in this.
* Link with the local authority and DSCP to make sure staff are aware of training opportunities and the latest local policies on safeguarding.
* Securely hold child protection records, with access being restricted to the DSL or head teacher. The following information must be kept securely with restricted access, whether paper or electronic:
* Chronology
* All completed child protection cause for concern forms
* Any child protection information received from the child’s previous educational establishment
* Records of discussions, telephone calls and meetings with colleagues and other agencies or services
* Professional consultations
* Letters sent and received relating to child protection matters
* Referral forms sent to DCST other external agencies or education- based services.
* Minutes or notes of meetings, e.g. child protection conferences, core group meetings, etc., copied to the file of each child in the family, as appropriate
* Formal plans for or linked to the child, e.g. child protection plans, Early Help (previously known as CAFs), risk assessments etc.

### A copy of the support plan for the young person

A copy of written and signed consent by parents where appropriate to be kept in the file.

* Each child protection file should contain a chronological summary of significant events and the actions and involvement of the school.
* Where children leave, the academy will ensure that the child protection file is transferred securely and separately from the main pupil file to the receiving school/educational establishment (where this is known), within 15 schools days. This is a legal requirement set out under regulation 9 (3) of ‘The Education (Pupil Information – England) Regulations 2005. A copy of the chronology must be retained for audit purposes.
* The academy will keep copies of the child protection file and the chronology summary. The academy sends the originals and requests a receipt of collection.
* Where there is any ongoing legal action, the original file should be retained by the academy and a copy sent.
* Children’s records should be transferred in a secure manner, for example, by hand. When hand-delivering pupil records, a list of the names of those pupils whose records are being transferred and the name of the school they are being transferred to must be made and a signature obtained from the receiving school as proof of receipt.
* If a pupil moves from our academy, child protection records will be forwarded onto the named DSL at the new school, with due regard to their confidential nature. Good practice suggests that this should always be done with a face-to-face handover and a signed receipt of file transfer obtained for audit purposes by the delivering school. In addition to this, a secure transfer can be made through CPOMS.
* If sending by post, children records should be sent, “Special Delivery”. A note of the special delivery number should also be made to enable the records to be tracked and traced via Royal Mail.
* For audit purposes, a note of all pupil records transferred or received should be kept in either paper or electronic format. This will include the child’s name, date of birth, where and to whom the records have been sent, and the date sent and/or received. A copy of the child protection chronology sheet will also be retained for audit purposes.
* If a pupil is permanently excluded and moves to an alternative or specialist provision, child protection records will be forwarded on to the relevant organisation in accordance with the ‘The Education (Pupil Information – England) Regulations 2005, following the above procedure for delivery of the records.
* If a parent chooses to electively home educate (EHE) their child, the child protection record must be forwarded to the appropriate LA person, following the above procedure for delivery of the records.
* When a DSL member of staff resigns their post or no longer has child protection responsibility, there should be a full face-to-face handover/exchange of information with the new post holder.
* In exceptional circumstances when a face-to-face handover is unfeasible, it is the responsibility of the head teacher to ensure that the new post holder is fully conversant with all procedures and case files.
* All DSLs receiving current (live) files or closed files must keep all contents enclosed and not remove any material.
* All receipts confirming file transfer must be kept in accordance with the recommended retention periods. For further information, refer to the archiving section.

**6.2 Archiving**

Responsibility for the pupil record once the pupil leaves the academy:

* The school that the pupil attended until statutory school leaving age (or the school where the pupil completed sixth form studies) is responsible for retaining the child protection record. The recommended retention period is 35 years from closure when there has been a referral to DCST. If no referral has been made to DCST, the child protection record should be retained until the child’s 25th birthday. The decision of how and where to store these files must be made by the school via the governing body. Due to sensitivity of the information, the records should continue to be held in a secure area with limited access e.g. designated officer or head teacher.

**6.2.1 Children’s and parents’ access to child protection files**

* A pupil or their nominated representative has the legal right to request access to information relating to them. This is known as a subject access request. Therefore, it is important to remember that all information should be accurately recorded, objective in nature and expressed in a professional manner.
* The General Data Protection Regulation, which came into effect on 25th May 2018 and supersedes the Data Protection Act 1998.
* Any child who has a child protection file has a right to request access to it. In addition, the Education (Pupil Information) (England) Regulations 2005 give parents the right see their child’s school records. However, neither the child nor the parent has an automatic right to see all the information held in child protection records. Information can be withheld if disclosure:
* could cause serious harm or is likely to cause serious harm to the physical or mental health or condition of the child or another person; or
* could reveal that the child or another person has been a subject of or may be at risk of child abuse and the disclosure is not in the best interests of the child; or
* is likely to prejudice an on-going criminal investigation; or
* the information about the child also relates to another person who could be identified from it, or
* the information has been given by another person who could be identified as the source, unless the person has consented to the disclosure or the person providing the information is an employee of the establishment or the Local Authority.
* It is best practice to make reports available to the child or their parents unless the exceptions described above apply. If an application is made to see the whole record, advice should be sought
* The establishment’s report to the child protection conference should be shared with the child, if old enough and parent at least two days before the conference.

**6.2.2 Safe destruction of the pupil record**

* Where records have been identified for destruction, they should be disposed of securely at the end of the academic year (or as soon as is practical before that time). Records which have been identified for destruction should be confidentially destroyed. This is because they will either contain personal or sensitive information which is subject to the requirements of the Data Protection Act 2018, or they will contain information which is confidential to school or the Local Education Authority. Information should be shredded prior to disposal, or other confidential disposal can be arranged through private contractors. For audit purposes, the school should maintain a list of records which have been destroyed, and who authorised their destruction. This can be kept securely in either paper or an electronic format.

**7 INFORMATION SHARING**

* When there is a concern that a child is at risk of significant harm, all information held by the establishment must be shared with Children’s Social Care, Police and Health professionals. Section 47 of the Children Act 1989 and sections 10 and 11 of the Children Act 2004 empower all agencies to share information in these circumstances. If DSLs are in doubt, they should consult the DCST MAAP/one front door Professionals Line on 01302 737033 (– see also Section 8).
* On occasions when safeguarding concerns exist for a child in the context of a family situation and siblings attend other educational establishments or the children are known to other agencies, it may be appropriate for the designated safeguarding staff to consult with, on a confidential basis, their counterpart from other establishments or other agencies to share and jointly consider concerns. If in any doubt about the appropriateness of this process, advice can be sought from the MAAP Team Professionals Line on 01302 737033
* In accordance with the Data Protection Act 2018, the Police are allowed access to school records in certain circumstances such as criminal investigations. If you have any queries regarding Police access to any school records, please contact the Safeguarding Team for advice.
* It is good practice to seek consent from the child or their parent before sharing information. Children over the age of 12 years are considered to have the capacity to give or withhold consent to share their information, unless there is evidence to the contrary; therefore, it is good practice to seek their views. If the young person is over 16, they should be involved in decision-making about information sharing, unless they do not have the capacity to give consent.
* However, consent is not always a condition for sharing and sometimes we do not inform the child or family that their information will be shared, if doing so would:
* place a person (the child, family or another person) at risk of significant harm; or
* prejudice the prevention, detection or prosecution of a crime; or
* lead to unjustified delay in making enquiries about allegations of significant harm to a child or serious harm to an adult.
* Consent should not be sought if the establishment is required to share information through a statutory duty, e.g. section 47 of the Children Act 1989 as discussed above, or court order.

## 8 WORKING WITH PARENTS & OTHER AGENCIES TO PROTECT CHILDREN

* In the majority of cases (unless sharing will cause further harm to the child), the DSL will discuss concerns with parents/carers before approaching other agencies and will seek consent/to inform parents/carers when making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the DSL. The exception to this rule will be in situations where a member of staff has reasonable cause to believe that informing parents/carers of a referral to another agency may increase the risk of significant harm to the child.
* Parents/carers are informed about the academy’s safeguarding/child protection policy via the website, newsletters etc. A copy of the safeguarding/child protection policy is available on the school website.

**9**  **EARLY HELP ENQUIRY**

The Early Help enquiry through MAAP (Multi Agency Access Point) has been established to improve communication, information sharing; and to support more effective delivery of services where there is a need. MAAP is composed of the Early Help Hub and Social Care team.

MAAP is a multi-disciplinary team with two main functions:

* Providing information, advice and guidance to professionals who have queries about children who made need a coordinated early help response.
* Screening all early help enquires forms to ensure an appropriate level of response for the child and family.

The team is available from 8.30am to 5.00pm, Monday to Friday, and telephone messages will be responded to within one working day. IAG Telephone: 01302 734110

Email: [earlyhelphub@doncaster.gov.uk](mailto:earlyhelphub@doncaster.gov.uk)

If you believe that an early help is needed, discuss the situation with the parent/carers and gain their signed consent to make the Early Help Enquiry through MAAP. The ‘Early Help for your Family’ information and consent leaflet will help you have this conversation. Once consent is gained, complete the online form within the DSCP website <https://dscp.org.uk/professionals/early-help> and attach a copy of the consent form.  The Early Help Hub within MAAP will screen your enquiry to establish the threshold of need and who would be the most appropriate Lead Practitioner.

The MAAP will assess the case and inform you of the action required. This could be:

* If an EHA has already been completed or there is an existing TAC/F, you will be asked to share your information and join the TAC/F
* Single agency response for a specific piece of work – Lead Practitioner identified
* EHA required – lead practitioner identified
* No further action
* Escalation to Children’s Social Care if this case is already known to them or the information gathered during screening indicates escalation is required.

The Early Help process does not replace the existing ‘front door’ arrangements for children’s social care in Doncaster. If at any stage, you have any concerns that a child is at risk of harm you must follow your agency’s safeguarding procedure and make a referral to Children’s Social Care MAAP Service on:

Telephone: 01302 737777 (available 8:30am – 5pm Monday to Friday)

Telephone: 01302 796000 (outside office hours)

**Contact**

Mental Health Direct Support Line 01302 796191

During this telephone call you will be asked to follow up by completing an online referral form the same day

<https://www.doncasterchildrenstrust.co.uk/worried-about-a-child>

**Young Carers’ Service:**

A young carer is a child or young person who provides regular and on-going care and emotional support to a family member with physical or mental health problems, has a disability, or misuses drugs or alcohol. This does not mean the everyday and occasional help around the home that many young people are often expected to give within families.

The key feature of being a 'young carer' is that the caring responsibilities continue over time and can make a young carer vulnerable, when the level of care and their responsibility to the person they look after, becomes excessive or inappropriate and risks impacting on emotional or physical wellbeing, educational achievement and life chances.

Doncaster has a team of workers who are able to support children who are identified as being Young Carers. See <https://www.doncaster.gov.uk/services/schools/young-carers>, tel: 01302 736099 or email [young.carers@doncaster.gov.uk](mailto:young.carers@doncaster.gov.uk)

**9.1 Multi-agency work**

We work in partnership with other agencies in the best interests of the children. Therefore, the academy will, where necessary, liaise with the school nurse, family GP, Childminder /Early Years provider; Short Breaks or Out of School Club provider; MAAP Service etc. Requests for MAAP Service should wherever possible be made by the Safeguarding Designated Staff to the MAAP Service on 01302 737777. Where a child already has a child protection social worker, the school will immediately contact the social worker involved or in their absence, the team manager of the child protection social worker.

* We will co-operate with MAAP Services in accordance with the requirements of the Children Act and allow access to child and child protection records for them to conduct section 17 or section 47 assessments.
* The academy will ensure representation at appropriate inter-agency meetings (such as Initial and Review Child Protection Conferences, and Planning and Core Group meetings, as well as Family Support Meetings) at all times.
* The academy will provide reports as required for these meetings. If a member of staff is unable to attend, a written report will be sent in time to support the meeting. The report will, wherever possible, be shared with parents/carers at least 24 hours prior to the meeting.
* Where a child in the academy is subject to an inter-agency child protection plan or any multi-agency risk management plan a member of staff will contribute to the preparation, implementation and review of the plan as appropriate. As far as is practicably possible, this will be the same member of staff, using a key worker approach for vulnerable families.

**10 THE CURRICULUM**

* Relevant issues will be addressed through the PSHE curriculum, including self-esteem, emotional literacy, assertiveness, power, sex and relationship education, online safety, online bullying, sexting, child exploitation (CE) , Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE), sexual harassment, female genital mutilation (FGM), preventing radicalisation, peer on peer abuse and anti- bullying.
* Relevant issues will be addressed through other areas of the curriculum. For example, circle time, English, History, Drama, PSHE, Art and assemblies.

**11 OTHER AREAS OF WORK**

* All our policies that address issues of power and potential harm, e.g. Anti- Bullying, Equal Opportunities, Handling, Positive Behaviour, will be linked, to ensure a whole school approach.
* Our safeguarding/child protection policy cannot be separated from the general ethos of the school, which should ensure that children are treated with respect and dignity, feel safe, and are listened to.

## 12 OUR ROLE IN SUPPORTING CHILDREN

### We will offer appropriate support to individual children who have experienced abuse or who have abused others.

In cases where children have experienced abuse/abused others, an individual pastoral support plan will be devised, implemented and reviewed regularly should the pupil require additional pastoral support/intervention. This plan will detail areas of support, who will be involved (i.e. learning mentor, key worker) and the child’s wishes and feelings. A written outline of the individual support plan will be kept in the child’s child protection record.

**13** **CHILDREN WITH ADDITIONAL NEEDS (INCLUDING LOOKED AFTER CHILDREN)**

When the school is considering excluding, either fixed term or permanently, a vulnerable pupil and/or a pupil who is either subject to a S47 Child Protection plan or there are/have previously been child protection concerns, we will call a multi-agency risk-assessment meeting prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision to exclude, the risk assessment must be completed prior to convening a meeting of the Governing body**.**

**14 PART TIME PROVISION / PART TIME TIMETABLES**

The Local Authority has issued guidance to all schools on student entitlement to a full-time education. For safeguarding reasons, we expect all students to be in receipt of a full-time education. There are rare and exceptional circumstances where it may be necessary for a student to be placed on a part-time timetable for a limited period. The statutory guidance says:

*“In very exceptional circumstances there may be a need for a temporary part-time timetable to meet a pupil’s individual need. For example, where a medical condition prevents a pupil from attending full-time education and a part time package is considered as part of a reintegration package. A part-time timetable must not be treated as a long-term solution. Any pastoral support programme or other agreement must have a time limit by which point the pupil is expected to attend full-time or be provided with alternative provision. (p14, School Attendance, DfE)”*

**14.1** Part-time timetables may be used in circumstances such as:

* Where a pupil has a short-term medical condition that prevents full-time attendance for a time limited period
* As part of a staged reintegration following an extended period of absence.
* When there are behavioural difficulties and the school is trying a part-time timetable as an intervention to avoid permanent exclusion

We expect that when any part-time arrangement is made that the school inform the local authority using the reporting form, which is included in the guidance.

**15 THE CONCERNS FILE (FOR SCHOOLS WITHOUT ELECTRONIC RECORDING SYSTEMS (ie CPOMS)**

The establishment of a ‘concern’ file, which is separate from the child’s main school file, is an important principle in terms of storing and collating information about children which relates to either a child protection or safeguarding concern or an accumulation of concerns about a child’s welfare which are outside of the usual range of concerns which relate to ordinary life events. It needs to be borne in mind that what constitutes a ‘concern’ for one child may not be a ‘concern’ for another and the particular child’s circumstances and needs will differ i.e. a child subject to a child protection plan, looked after child, CiN may be looked at differently to a child recently bereaved/parental health issues etc. Professional judgement will therefore be an important factor when making this decision and will need clear links between pastoral staff and designated safeguarding leads in school (named designated person).

* A ‘concern’ or ‘confidential’ file should be commenced in the event of:
* A referral to DCST MAAP (unless EHA system is updated) or CPOMS chronology provided to support the referral.
* A number of minor concerns on the child’s main school file
* Any children open to social care.

Electronic systems are better and in all cases, EHA is recommended and all DSLs need to maintain, share and update any concerns. CPOMS must be updated and monitored to ensure any new risk identified is followed up immediately, especially when risks have been previously identified.

* It is suggested that within a child’s ‘concern’ file there is:
* A front sheet
* A chronology
* A record of concern in more detail and body map, where appropriate
* A record of concerns and issues shared by others.
* The school will keep written records of concern about children even where there is no need to refer the matter to MAAP/One Front Door (or similar) immediately but these records will be kept within the separate concerns file (or school system).
* Records will be kept up to date and reviewed regularly by the Senior Designated Person to evidence and support actions taken by staff in discharging their safeguarding arrangements. Original notes will be retained (but clearly identified as such) as this is a contemporaneous account, they may be important in any criminal proceedings arising from current or historical allegations of abuse or neglect.
* The concern file can be active or non-active in terms of monitoring i.e. a child is no longer LAC, subject to a child protection plan or EHAF and this level of activity can be recorded on the front sheet as a start and end date. If future concerns then arise, it can be re-activated and indicated as such on the front sheet and on the chronology as new information arises.
* If the child moves to another school, the concern file will be sent or taken, as part of the admission/transition arrangements, to the Senior Designated Person at the new establishment/school. There will be a timely liaison between each school Senior Designated Person for Safeguarding to ensure a smooth and safe transition for the child.

**16 RECORDING PRACTICE**

Timely and accurate recording will take place when there are any issues regarding a child. A recording of each and every episode/incident/concern/activity regarding that child, including telephone calls to other professionals, needs to be recorded on CPOMS. This will include any contact from other agencies who may wish to discuss concerns relating to a child. Actions will be agreed and roles and responsibility of each agency will be clarified and outcomes recorded. The chronology will be brief and log activity; the full recording will be on the record of concern.

More detailed recording on the record of concern will be signed and dated and include an analysis, taking account of the holistic needs of the child, and any historical information held on the child’s file. Support and advice will be sought from social care, or early help whenever necessary. In this way, a picture can emerge and this will assist in promoting an evidence-based assessment and determining any action(s) that needs to be taken. This may include no further action, whether an Early Help Co- ordinator advice should be sought or whether a referral should be made to Children’s Services Trust MAAP Service in line with the Early Help model.

Such robust practice across child protection and in safeguarding and promoting the welfare of children will assist the school in the early identification of any concerns which may prevent future harm.

The Senior Designated Person will have a systematic means of monitoring children known or thought to be at risk of harm (through the concern file and through an on-going dialogue with pastoral staff). They will ensure that we contribute to assessments of need and support multi-agency plans for those children.

Any concerns are shared and where CP Plans are in place, the social worker is informed of any new information immediately. All referrals to the Multi Agency Access Point (MAAP) are followed up in writing within 24 hours. The DSL has an equal responsibility to follow up referrals and keep in touch with social care teams on the support/outcomes from any S17/47 referral.

**17 THE DESIGNATED SAFEGUARDING LEADS ARE RESPONSIBLE FOR:**

* Referring a child if there are concerns about possible abuse, to the Doncaster Children’s Services Trust MAAP Service Professional advice lines and acting as a focal point for staff to discuss concerns.
  + Referrals should be made via the online form on the Doncaster Children’s Trust website or through DSCP website
  + Referrals should be made in writing following a telephone call, using the Doncaster Children’s Services Trust MAAP Service referral form or the CE referral forms, depending on the nature of the referral.
* Keeping written records of concerns about a child even if there is no need to make an immediate referral.
* Having a clear job description (Annex B KCSIE) and time to attend statutory meetings and regular training/network meetings.
* Ensuring that all such records are kept confidentially and securely and are **separate** from pupil records, until the child’s 25th birthday, and are copied on to the child’s next school or college.
* Liaising with other agencies and professionals/accessing local networks.
* Ensuring that either they or the staff member attend case conferences, core groups, or other multi-agency planning meetings, contribute to assessments, and provide a report which has been shared with the parents/carers.
* Ensuring that any pupil currently with a child protection plan who is absent in the educational setting without explanation is referred to their key worker’s Social Care Team.
* Organising child protection/safeguarding induction for all new staff, and updating whole school training on a regular basis via staff meetings. DSCP mandatory Level 3 equivalent training must be refreshed in line with DSCP requirement every 3 years. Safeguarding training is accessed via the LA Buy Doncaster website, delivered by the Children’s Safeguarding Team or DSCP. Designated Safeguarding Network meetings count towards this.
* Providing, with the Head Teacher, an annual report for the governing body detailing any changes to the policy and procedures; training undertaken by the DSL, and by all staff and governors; number and type of incidents/cases, and number of children on the child protection register (anonymised). This supports the S175 annual safeguarding report.
* Understanding children in need / children on protection plans and support all children’s EHCPs.
* Providing information and audits to the DSCP when required.
* Attending local DCST/Early Help weekly meetings to discuss any cases/share knowledge and also access any support in relation to safe practice.

**18 LIAISON WITH OTHER AGENCIES DURING C19**

DfE coronavirus helpline Email DfE.coronavirushelpline@education.gov.uk

Telephone 0800 046 8687

If you have a query about coronavirus (COVID-19), relating to schools and other educational establishments in England contact our helpline.

Lines are open Monday to Friday from 8am to 6pm and weekends 10am to 4pm.

Doncaster Single Point of Contact

Locally Doncaster Council LOCYP Team have developed a one point of contact email address for any enquires during this time [edulog@doncaster.gov.uk](mailto:edulog@doncaster.gov.uk)

The following Doncaster Council LOCYP officers may be contacted for advice and support:

Health and Well Being of all Headteachers and DSLs will be supported by:

* Sameena Choudry (Primary) [Sameena.Choudry@doncaster.gov.uk](mailto:Sameena.Choudry@doncaster.gov.uk) Mobile: 07970267827
* Sarah- Jane Smith (Primary) [Sarah-Jane.Smith@doncaster.gov.uk](mailto:Sarah-Jane.Smith@doncaster.gov.uk) Mobile: 07976952962
* Rebecca Rowett (Primary) [Rebecca.Rowett@doncaster.gov.uk](mailto:Rebecca.Rowett@doncaster.gov.uk) Mobile: 07929371310
* Kevin Drury (Secondary) [Kevin.Drury@doncaster.gov.uk](mailto:Kevin.Drury@doncaster.gov.uk) Mobile: 07971396033

In addition, colleagues from Partners in Learning have kindly offered their support too:

* Janet Foster [janet.foster@Partnersinlearning.org.uk](mailto:janet.foster@Partnersinlearning.org.uk)
* Helen Bellinger [helen.bellinger@Partnersinlearning.org.uk](mailto:helen.bellinger@Partnersinlearning.org.uk)
* Jonathan Sharp [Jonathan.Sharp@Partnersinlearning.org.uk](mailto:Jonathan.Sharp@Partnersinlearning.org.uk)

The LOCYP Safeguarding Team will support all DSLs in their role and support policy writing and training contact[cypsafeguardingsupport@doncaster.gov.uk](mailto:cypsafeguardingsupport@doncaster.gov.uk) or [edulog@doncaster.gov.uk](mailto:edulog@doncaster.gov.uk)

**19** **SUPPORTING PUPILS AT RISK**

The school/setting will endeavour to support vulnerable pupils through:

* Its ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued
* Its behaviour policy aimed at supporting vulnerable pupils in school/setting. All staff will agree a consistent approach which focuses on the behaviour or the offence committed by the child
* Liaison with other appropriate agencies which support the pupil (*see 9.1*)
* Developing supportive relationships
* Recognition that children living in difficult home environments are vulnerable and in need of support and protection
* Monitoring pupil welfare, keeping accurate records and notifying appropriate agencies as and when necessary
* Allowing designated staff opportunities to attend appropriate face to face Safeguarding training
* When a pupil on the Child Protection register transfers to another school/setting, information will be transferred safely and securely to the new school/setting immediately
* Recognising, reporting and responding any behaviours consistent with radicalisation/ extremist behaviours
* Recognising, reporting and responding to any suspected FGM practice
* The academy acknowledges serious case review findings and shares lessons learned with all staff to ensure no child falls through the gap
* The academy knows how to identify and respond to the four main categories of abuse. All staff understand the main categories of abuse from the whole school training; Physical, Emotional, Sexual and Neglect
* All staff are aware and understand of the definitions by reading Part 1, KCSIE 2020:

<https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/912593/Keeping_children_safe_in_education_part_1_Sep_2020.pdf>

* The academy works with a variety of agencies and arranges opportunities for young people to discuss and understand a wide range of specific safeguarding issues
* The designated safeguarding lead will cascade information to all staff in relation to specific safeguarding concerns listed in KCSIE.
* Academy staff are aware of the DSCP Neglect Policy and Toolkit available from DSCP to help identify and recognise any child subject to neglect: <https://dscp.org.uk/professionals/neglect>
  + Neglect is defined as “the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing or 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 caregivers); ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.’  (Glossary, p93)

The academy will:

• Work to develop effective links with relevant agencies in relation to Safeguarding (Child Protection).

• Send representatives to case conferences, core groups and Child Protection review meetings.

• Notify any allocated Social Worker if:

* A pupil subject to a Child Protection Plan (CPP) is excluded (fixed term or permanent);
* if there is an unexplained absence of a pupil on a CPP of more than 2 days or 1 day following a weekend, or as agreed as part of a CPP.

• Follow the LA policy and statutory guidance on Children Missing Education (CME) and Elected Home Education (EHE)

**Child Protection Conferences and LAC reviews during COVID19**

During C19 the following procedures apply for child protection conferences are (updated 9/4/2020) :



During C19 the following procedures apply for LAC reviews are:



In the event of staff absence in our setting – a virtual report will be provided to conference. The social worker contacted, and if the social worker is unavailable to MAAP team contacted to ensure the report is forwarded to the correct conference chair.

**20   EARLY HELP SUPPORT**

The Early Help Coordinators will support with TAF meetings, Lead Professional roles, stepping cases up to social care under section 17 and provide case advise/ guidance. In addition to the Early Help Enquiry ‘One Front Door’ DSLs will also liaise with Early Help Coordinators to ensure early help assessments are supported, implemented and reviewed.

* Early Help Coordinator contacts:

Tel: 01302 736250 or Email:  [earlyhelpcoordinator@doncaster.gov.uk](mailto:earlyhelpcoordinator@doncaster.gov.uk)

* Central & East – Emma McDonagh Tel : 01302 862682 or

email: [emma.mcdonagh@doncaster.gov.uk](mailto:emma.mcdonagh@doncaster.gov.uk)

* Early Help Pathway Manager:

Dawn Lawrence Tel: 01302 734946 or email: [dawn.lawrence@doncaster.gov.uk](mailto:dawn.lawrence@doncaster.gov.uk)

**21 CHILDREN MISSING EDUCATION**

* A child going missing from education is a potential indicator of abuse or neglect. Academy staff members must follow the Doncaster Safeguarding Children Partnership and LA procedures for children missing education and notify the APSW team in accordance with LA procedures.
* The school will have a number of contacts for each child, that are checked on a regular basis.
* Children who are absent, abscond or go missing during the school day are vulnerable and at potential risk of abuse or neglect. Academy staff members should follow the procedures for dealing with children who are absent/ go missing, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future.
* We will comply with our statutory duty to inform the local authority of any pupil who falls within the reporting notification requirements outlined in Children Missing Education – Statutory guidance for local authorities 2016 <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550416/Children_Missing_Education_-_statutory_guidance.pdf>
* Where child sexual exploitation or child criminal exploitation, or the risk of it, is suspected, frontline practitioners should complete a cause for concern form and pass onto the designated member of staff for child protection or contact the Child Exploitation Team. Education contacts are Carmel Bartlett/Jayne Pezzulo*. (see referral forms page 14)*
* The DSL should complete the CE checklist tool (see below) for partners and refer to the table at the end of the tool to help decide how to proceed; a copy of the completed tool must be kept in the child’s child protection records for future reference.
* If the child/young person already has an allocated social worker, the DSL must contact them (or their team manager) to discuss any concerns about child exploitation.
* A copy of the CE checklist tool for partners can be obtained from:

[http://www.DSCP.co.uk/sexual-exploitation](http://www.dscb.co.uk/sexual-exploitation)

<http://doncasterscb.proceduresonline.com/chapters/p_gang_activity.html?zoom_highlight=CCE>

* We will ensure the academy works in partnership with parents/ carers and other agencies as appropriate. This includes facilitating return to home interviews as requested.

1. **SCHOOL NURSING – ACCESS TO UNIVERSAL PROVISION**

* If health needs are identified, the DSL will contact the school nursing service for information and advice. Where a new diagnosis is received and further advice and support are required school may contact the School Nursing Single Point of Contact (where all enquiries need to go) on 01302 566776 or email [rdash.doncasterchildrenscaregroup@nhs.net](mailto:rdash.doncasterchildrenscaregroup@nhs.net)
* The school nurse will offer guidance and support in the form of signposting to specialist practitioners; where appropriate and advice re care planning. The school nursing service can offer early identification cases where some concerns are being raised. Help with managing healthy weight/lifestyles, CSE, domestic abuse, FGM, childhood illnesses and support managing medicines and health care plans/allergies. The service also provides training for staff.

1. **CAMHS**

[**https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2**](https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2)

All children requiring additional mental health support will have access to the CAMHS provision. All DSLs understand the Traffic Light system and referral pathway. Steps are taken to ensure staff are trained in spotting the signs of any mental health indicators and understand how to refer children and young people to services.

**Fabricated Induced Illness**

Fabricated or Induced Illness is a condition whereby a child suffers harm through the deliberate action of their main carer and which is attributed by the adult to another cause.

It is a relatively rare but potentially lethal form of abuse.

Concerns will be raised for a small number of children when it is considered that the health or development of a child is likely to be significantly impaired or further impaired by the actions of a carer or carers having fabricated or induced illness.

It is important that the focus is on the outcomes or impact on the child's health and development and not initially on attempts to diagnose the parent or carer.

The range of symptoms and body systems involved in the spectrum of fabricated or induced illness are extremely wide.

Investigation of Fabricated and Induced Illness and assessment of significant harm to a child falls under statutory framework provided by Working Together to Safeguard Children and Safeguarding Children in whom illness is fabricated or induced (Supplementary guidance to Working Together to Safeguard Children) The DfE have provided additional guidance for schools.

DSLs will liaise with professionals and follow DSCP agreed procedures

[**https://doncasterscb.proceduresonline.com/p\_fab\_ind\_illness.html**](https://doncasterscb.proceduresonline.com/p_fab_ind_illness.html)



**24.1 SUICIDE PREVENTION**

DSLs have had the opportunity to access Safe Talk or Papyrus (Prevention of Young Suicide) training. The school has a Suicide Prevention Policy and is working towards building a suicide safer school or college.

Information is available from the below:

<https://papyrus-uk.org/shop/> <http://www.childline.org.uk/Pages/Home.aspx>

<https://www.samaritans.org/your-community/samaritans-education/step-step>

<http://www.supportaftersuicide.org.uk/>

The school has promoted HOPELineUK (0800 068 41 41) so teachers, children/young people and parents/carers know who to contact for any support or advice for young people.

<https://papyrus-uk.org/hopelineuk/>

**25 GAMBLING & SOCIAL GAMING**

Young people need to be 18 years and over to legally gamble in casinos, high street bookmakers and in most cases on-line. However, there are certain categories of slot machines (such as those found in arcades, predominantly at seaside resort towns) which have no age restriction. Similarly, young people wanting to buy National Lottery Scratch Cards or Lottery Tickets can do so at the age of 16 years. All these type of activities are classed as gambling and with the explosion of adverting and the presence of high street bookmakers, gaming is more prevalent in society today.

In addition to the above traditional forms of gambling, social gaming is hugely popular among young people. Social gaming has no age restriction and is predominantly accessed by young people via mobile phones or tablets in the form of a downloadable app (such as Candy Crush or Game of Thrones). These apps are free to download and play but have countless opportunities for players to purchase (often with real cash) tools or tips to advance levels in such games. Though many young people do not experience harm, for some young people such games can be highly addictive and lead to (i) isolation and time lost to playing and (ii) financial pressure due to consistently purchasing tools to advance. If you notice or suspect students may be experiencing harm, here are some of the warning signs:

* Be male and aged 13 – 18 years.
* Use gambling to cultivate status among peers.
* Fallen out with family, truant from school or college.
* Low self-esteem, but irrational behaviour.
* Preoccupied on mobile, restless or irritable.
* Lies to family members, friends and college staff to conceal behaviour.
* Never has any money.

Advice or help can be accessed via:

* National Problem Gambling Helpline (0808 8020 133).
* Gamble aware website (<https://www.begambleaware.org/>) – generic website offering advice.
* Inviting the Young Gamblers Education Trust (YGAM) in to school to talk to students or deliver workshops on gambling & social gaming as part of PSHE or school enrichment days. <https://www.ygam.org/> .
* All the materials used by YGAM are PSHE quality assured and accredited by ASDAN.

**26 WHISTLEBLOWING**

* We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
* All staff should be aware of their duty to raise concerns, where they exist, about the management of child protection, which may include the attitude or actions of colleagues. If it becomes necessary to consult outside the school, they should speak in the first instance, to the Doncaster Council, Children and Young People Safeguarding Team or LADO following the Whistleblowing Policy.
* Whistleblowing re the Head Teacher should be made to the Chair of the Governing Body whose contact details are readily available to staff (as pertinent to setting).
* Ofsted also may wish the LA to investigate any whistleblowing concerns and the academy will work with the LA should this arise.
* KCSIE details Ofsted and NSPCC as additional whistleblowing options.

**27** **PHYSICAL INTERVENTION**

* We acknowledge that staff must only ever use physical intervention as a last resort, when a child is endangering him/ herself or others, and that at all times it must be the minimal force necessary to prevent injury to another person.
* Staff who are likely to need to use physical intervention will be appropriately trained in the Team Teach technique or equivalent training.
* We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
* The academy understands how to report any injuries to staff to the health and safety team.
* We recognise that touch is appropriate in the context of working with children, and all staff have been given ‘Safe Practice’ guidance to ensure they are clear about their professional boundary and a clear Code of Conduct is in place for all staff.
* All staff are aware of the role of LADO and what constitutes a referral to LADO following any allegation of using force or restraint.

**28** **ANTI-BULLYING / INTERNET SAFETY / SOCIAL MEDIA/ PEER ON PEER ABUSE**

**ON LINE SAFETY**

**Online safety in schools and colleges**

The UK Council for Internet Safety provides information to help the governing body and leaders assure themselves that any new arrangements continue to effectively safeguard children online.

The UK Safer Internet Centre’s professional online safety helpline also provides support for the children’s workforce with any online safety issues they face.

The LOYP Safeguarding team provides advice and guidance on all safeguarding on line concerns – email [cypsafeguardingsupport@doncaster.gov.uk](mailto:cypsafeguardingsupport@doncaster.gov.uk)

The team provide EduLog with up to date resources and work in partnership with the Ineqe safer schools programme. This provides weekly 60 second updates and provides training for all the school community.

Safeguarding on line:

Recognising any immediate significant concerns to be raised by the designated safeguarding lead to the MAAP team, police, and/or SY PREVENT team or CTU team. Following the procedures contained within the sections above.

* We adhere to DfE Statutory Guidance

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf> (July 2017)

* Our academy policy on anti-bullying is set out in a separate document and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. This includes all forms e.g. cyber, racist, homophobic, trans, and gender related bullying.
* We are guided by DfE documentation Teaching Online Safety in Schools <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/811796/Teaching_online_safety_in_school.pdf>
* We record all incidents of cyber bullying in accordance with DfE Statutory Guidance

[https://www.gov.uk/government/uploads/system/uploads/attachment\_data/file/374850/Cyberbullying\_Advice\_for\_Head Teachers\_and\_School\_Staff\_121114.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf)

* We keep a record of known bullying incidents. All staff are aware that children with SEND and/or differences/perceived differences are more susceptible to being bullied/victims of child abuse. We keep a record of bullying incidents.
* Internet Safety/E-Safety – The academy has an e-safety policy in place.
* The conduct of staff/pupils/parents/carers using social media are outlined in a separate social media policy
* We have CEOP trained staff in school and take part in National and local activities to reduce bullying.
* Sexting/ Youth Produced Imagery – we include reporting of any sexual images within our policy.
* The CEOP eye is promoted and viable around school so all young people know how to report any inappropriate content received on-line.
* Abuse is Abuse and should never be passed off as ‘banter’ or ‘having a laugh’.
* We have recognition of the gendered nature of peer on peer abuse (i.e. that it is more likely that girls will be victims and boys perpetrators), but that all peer on peer abuse is unacceptable and will be taken seriously; and
  + the different forms peer on peer abuse can take, such as:
  + sexual violence and sexual harassment

<http://doncasterscb.proceduresonline.com/chapters/p_sexually_harm_behav.html?zoom_highlight=sexual+harmful+behaviour>

* + physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
  + sexting/youth produced imagery: The school takes sexting very seriously and has a separate policy to address this. The DfE provides searching screening and confiscation advice for schools. The UK Council for Child Internet Safety (UKCCIS) Education Group has recently published sexting advice for schools and colleges <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/609874/6_2939_SP_NCA_Sexting_In_Schools_FINAL_Update_Jan17.pdf> ; and
  + initiation/”hazing” type of violence and rituals (forcing someone to perform humiliating/dangerous actions).
  + Upskirting – “*changes to the Voyeurism (Offences) Act 2019 criminalises the act of 'up skirting'. The* [*Criminal Prosecution Service (CPS)*](https://www.cps.gov.uk/legal-guidance/voyeurism) *defines 'up skirting' as a colloquial term referring to the action of placing equipment such as a camera or mobile phone beneath a person’s clothing to take a voyeuristic photograph without their permission. It is not only confined to victims wearing skirts or dresses and equally applies when men or women are wearing kilts, cassocks shorts or trousers. It is often performed in crowded public places, for example on public transport or at music festivals, which can make it difficult to notice offenders."*
  + Serious Violence – “*“All staff should be aware of indicators, which may signal that children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs. “All staff should be aware of the associated risks and understand the measures in place to manage these.”*

**29** **RACIST INCIDENTS/HOMOPHOBIC/ TRANS-PHOBIC LANGUAGE /EQUALITY ACT 2010 PROTECTED CHARACTERISTICS**

**Hate crime**

* Our policy on Equality, Inclusion and Diversity includes racist incidents and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of racist incidents and incidents reportable under the Equality Act 2010.
* The DSL understands how to report Hate Crime.
* The DSL understands how to support young people and families to access LGBTQ support through family and Youth Hubs. Young people requiring additional support may access CAMHS provision or School Nursing services. For details of the Youth Group please email:

[steve.tudberry@doncaster.gov.uk](mailto:steve.tudberry@doncaster.gov.uk) or [Nicola.Paterson@dcstrust.co.uk](mailto:Nicola.Paterson@dcstrust.co.uk)

* The school curriculum reflects opportunity to explore difference and celebrate diversity and has resources listed on the Stonewall website.

**29.1 Trans Young People - An individualised approach**

Marshland Primary Academy plays a vital role in supporting LGBT children and young people We create an inclusive environment where all learners feel welcome and valued.

Given the breadth of trans identities and experiences, it is important that any support offered to a trans child or young person starts with identifying their individual needs. The DSL is responsible for ensuring the voice of the child/young person remains at the centre and is listened to. The DSL role, in line with DfE requirements, is to ensure staff are trained, referral pathways are available, and the safeguarding procedures contained within this policy are followed. The DSL will share all support services available to Doncaster children, young people, families and carers and may liaise with the CAMHS practitioner and named nurse where appropriate. The DSL will consider a whole school approach and seek additional advice if required from Professionals listed within LGBTQ : Doncaster Support Services & Referral Pathways <http://buy.doncaster.gov.uk/Page/12408>

The DSL will consider the whole school approach and seek additional advice if required by emailing: cypsafegardingsupport@doncaster.gov.uk

Stonewall also has guidance for schools and settings on supporting LGBT children and young people, including dedicated sections on supporting trans children and young people. It can be found below. The school will continue to work in partnership with all to ensure all children and young people feel supported and our LGBTQ community feel safe

.

https://www.stonewall.org.uk/system/files/cymru\_introduction\_to\_supporting\_lgbt\_young\_people\_english.pdf

**30 HUMAN TRAFFICKING**

The Trafficking Protocol defines human trafficking as:

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

(b) The consent of a victim of trafficking in persons to the intended exploitation set forth in sub-paragraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;

(c) The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered "trafficking in persons" even if this does not involve any of the means set forth in sub-paragraph (a) of this article;

(d) "Child" shall mean any person less than eighteen years of age. [14]

Staff are aware of potential signs, especially and will immediately report any concerns to the DSL lead. This may involve contacting 101, and the MAAP Service or CSE team for advice.

<http://doncasterscb.proceduresonline.com/>

<http://hopeforjustice.org/>

**31 PREVENTING RADICALISATION**

Our setting knows how to recognise and respond to any behaviour that could link to radicalisation/extremism. Our Children and Young Persons Police Officer (CYPO) is the first point of contact and any behaviour from staff or pupils that may point to concerns relating to radicalisation/extremism will be discussed with the CYPO immediately, or if unavailable to call 101. If travel abroad is a suspected/immediate threat, staff are aware to call 999/MAAP one front door service and they also have access to the confidential anti-terrorist hotline 0800789321. The South Yorkshire Police PREVENT team will also provide a response to any PREVENT related concerns - Prevent Inbox: [Prevent\_Inbox@southyorks.pnn.police.uk](mailto:Prevent_Inbox@southyorks.pnn.police.uk) . *or complete the referral form below:*



**31.1 Radicalisation**

Radicalisation is defined as the process by which people come to support terrorism and violent extremism and, in some cases, to then participate in terrorist groups. The process of radicalisation is different for every individual and is a process, not a one-off event; it can take place over an extended period or within a very short time frame. It is important that staff are able to recognise possible signs and indicators of radicalisation.

Children and young people may be vulnerable to exposure or involvement with groups or individuals who advocate violence as a means to a political or ideological end.

Children and young people can be drawn into violence or they can be exposed to the messages of extremist groups by many means. These can include family members or friends, direct contact with members, groups and organisations or, increasingly, through the internet, including through social media sites. This can put children and young people at risk of being drawn into criminal activity and has the potential to cause significant harm.

Examples of extremist causes that have used violence to achieve their ends include animal rights, the far right (UK) and international terrorist organisations such as Al Qaeda and the Islamic State.

Potential indicators identified include:

* Use of inappropriate language
* Possession of violent extremist literature
* Changes in behaviour, language, clothing or appearance
* The expression of extremist views
* Advocating violent actions and means
* Association with known extremists
* Seeking to recruit others to an extremist ideology

**32 PREVENT**

PREVENT is part of the UK’s counter terrorism strategy. It focusses on supporting and protecting vulnerable individuals who may be at risk of being exploited by radicalisers and subsequently drawn into terrorist related activity. PREVENT is not about race, religion or ethnicity, the programme is to prevent the exploitation of susceptible people.

Schools and colleges are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them. The CYPOs and LA Prevent leads can advise and identify local referral pathways and Doncaster Channel Panel/Process.



Effective early help relies on all staff to be vigilant and aware of the nature of the risk for children and young people and what support may be available. Our school will ensure as a minimum that the Designated Safeguarding Lead undertakes Prevent awareness training and is able to provide advice and support to other members of staff on protecting children from the risk of radicalisation.

How to report on-line extremist material is available and visible in our school/setting. <https://www.gov.uk/report-terrorism>

The Doncaster CYPOS listed above may also support low level advice:

|  |  |
| --- | --- |
| **CHILDREN & YOUNG PEOPLE POLICE OFFICERS** | |
| **PC 3362 Rachel Ely-Hiscock**  **Doncaster East & South & Schools** | * Trinity Academy, Thorne * Ash Hill Academy, Hatfield * Hungerhill School, Edenthorpe * Rossington All Saints, Rossington * Hayfield School, Auckley * Armthorpe Academy, Armthorpe * New College |

**32.2** **Staff are aware of the PREVENT agenda and understand the Doncaster Channel Process**



In Doncaster, all early / low-level concerns will be co-ordinated via your CYPO. Staff know how social media can be used to encourage travel to Syria and Iraq and what to do if they suspect travel to areas where travel warnings are in place. The school has undertaken a prevent self-assessment and all staff are aware of spotting the signs.

* The school SMSC curriculum explores shared values and beliefs.
* The school includes Educate Against Hate <http://www.educateagainsthate.com/>
* School leaders have completed a PREVENT self-assessment (see Buy Doncaster – Children’s Safeguarding Team PREVENT resources)
* The designated safeguarding lead will access/has accessed Home Office approved WRAP training – workshop to raise awareness of prevent.
* The LA trained trainer is [sarah.stokoe@doncaster.gov.uk](mailto:sarah.stokoe@doncaster.gov.uk)
* All staff access basic Prevent Awareness Training either through the WRAP3 offer or via the Home Office free online learning module <https://www.elearning.prevent.homeoffice.gov.uk/>
* All staff, young people and parents/carers understand how to report terrorist and/or extremist, illegal or harmful information see <https://www.gov.uk/report-terrorism>

The Doncaster Channel Procedure is available at 

**Additional Resources / References:**

Prevent Tragedies: [www.preventtragedies.co.uk](http://www.preventtragedies.co.uk)

Report Extremist Material: <https://www.gov.uk/report-terrorism>

Preventing Terrorism: [www.ltai.info](http://www.ltai.info) Stay Safe Advice: [www.npcc.police.uk/staysafe](http://www.npcc.police.uk/staysafe)

North East Counter Terrorism Unit : [www.northeastctu.police.uk](http://www.northeastctu.police.uk)

UK Anti-Terrorist Hotline Number: 0800 789 321

NaCTSO website is www.nactso.gov.uk (lockdown & protected space guidance)

**Guidance around Bomb Threats**

**National Counter Terrorism Security Office Guidance Note:**

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The diagram below shows the different stages within the Channel process, for information:

|  |
| --- |
| **Identification** |

|  |
| --- |
| **Exit**  Or referral to alternative support |

|  |
| --- |
| **Screen Referrals**   * Screen referral to ensure there is a specific vulnerability around radicalisation and the referral is not malicious or misinformed * Maintain proper record |

**Appropriate**

|  |
| --- |
| **Preliminary Assessment**   * Determine suitability (alternative support mechanisms) * Collective assessment of vulnerability and risk |

**Seek endorsement**

|  |
| --- |
| **Multi-Agency Panel**   * Review of vulnerability assessment and risk * Collective assessment of support needs * Develop support plan * Identify and procure appropriate support packs * Review progress |

|  |
| --- |
| Delivery of Support Package   * Review panel decisions at 6 and 12 months |

**Review**

**33 FGM (FEMALE GENITAL MUTILATION)**

**Female Genital Mutilation: The Mandatory Reporting Duty**

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, along with social workers and healthcare professionals, to report to the police where they discover FGM appears to have been carried out on a girl under 18.

It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies.

Under the mandatory reporting requirements, teachers must personally report to the police cases where they discover that an act of FGM appears to have been carried out (either through disclosure by the victim or visual evidence) on a girl under 18. Those failing to report such cases will face disciplinary sanctions. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the school’s designated safeguarding lead and involve children’s social care as appropriate (KCSiE, September 2019).

The academy recognises the areas where FGM is prevalent and works in partnership with agencies to safeguard any chid at risk of FGM. The designated safeguarding lead understands this is classed as child abuse in the UK and will report any risk to 101 immediately. The school have access to DSCP training on FGM and the designated safeguarding teacher includes FGM in whole school safeguarding training. Any children attending/starting school from one of the most prevalent areas where this is practiced will seek advice from school nursing / DCST MAAP service. A Department for Health risk assessment is available on engage Doncaster website.

All staff have read and understand the mandatory reporting included in Keeping Children Safe in Education September 2020 – Part 1.

<https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/912593/Keeping_children_safe_in_education_part_1_Sep_2020.pdf>

Designated safeguarding leads understand local DSCP procedures for reporting suspected FGM. <http://doncasterscb.proceduresonline.com/chapters/p_female_gen_mutilat.html>

DSLS are aware of breast ironing/flattening practiced in some societies and will make appropriate referrals to safeguard children and young people.

Online training is available for all staff <https://www.fgmelearning.co.uk/>

**34 HONOUR BASED VIOLENCE**

The police definition of Honour Based Violence is:

* ‘*A crime or incident which has or may have been committed to protect or defend the honour of the family and or community*’
* Honour Based Violence is where a person is being punished by their family or community for actually or allegedly undermining what they believe to be the correct code of behaviour. By not conforming it may be perceived that the person may have brought shame or dishonour on the family.
* This type of violence can be distinguished from other forms of violence, as it is often committed with some degree of approval and/or collusion from the family and/or community.
* Staff are fully aware of risks and how to report concerns to the DSL lead.

**35 FORCED MARRIAGE**

* Forced Marriage is defined as *‘a marriage conducted without the valid consent of one or both parties, where duress is a factor*’.
* Duress involves emotional pressure as well as criminal actions such as an assault or abduction.
* Forced marriage is domestic and/or child abuse. It may include physical or sexual violence, threatening behaviour, stalking/harassment, imprisonment, abduction, financial control any other form of demeaning or humiliating behaviour or control.
* A Forced Marriage is distinct from an Arranged Marriage, which is arranged by families but the choice remains with the individuals who give full and free consent.
* Other provisions include making the use of a deception in order to entice someone abroad so that they can be married against their will an offence and giving protection to those lacking mental capacity to make an informed decision about whether to marry or not.

Staff will report any concerns immediately to the DSL lead.

**36 PRIVATE FOSTERING**

**Private Fostering – A Definition**

A private fostering arrangement is essentially one that is made privately (that is to say without the involvement of the Authority) for the care of a child or young person under the age of 16 (under 18 if disabled) by someone other than a parent or close relative with the intention that is should last for 28 days or more. The period for which the child is cared for or accommodated by the private foster carer should be continuous, but that continuity is not broken by the occasional short break.

(National Minimum Standard for Private Fostering DFES 2005)



All staff are aware of the Think Private Fostering flowchart and how to refer any cases to the DSL lead or the Private Fostering Team.

More information is on the website:

<http://www.doncasterchildrenstrust.co.uk/private-fostering>

To notify the DCST of a private fostering arrangement or proposed arrangement, or for general information relating to private fostering please contact:

Katie Fisher – Fostering Team Manager 01302 735060 [Katie.Fisher@dcstrust.co.uk](mailto:Katie.Fisher@dcstrust.co.uk)

**37 DOMESTIC ABUSE**

<http://doncasterscb.proceduresonline.com/chapters/p_dom_viol_abuse.html>

\*\*\* Schools to adapt

All staff recognises the signs of domestic abuse and knows how to refer concerns to the DSL lead. The early hub acts as a gatekeeper to all referrals and if at immediate risk the DSL will liaise with the MAAP service.

We embrace best practice and offer all children a time out card (sometimes a yellow card), so they may access to pastoral care when they need to talk.

**Operation Encompass**

Designated staff have an understanding of Operation Encompass and have attended a briefing. This school is committed and has agreed the MOU and ISA with partner agencies.

<https://www.operationencompass.org/>

**38 SUBSTANCE MISUSE**

Schools are to adapt this paragraph to match the setting or comment on a cross reference to the schools substance misuse policy at this stage/section.

* The academy policy incorporates the possession and or use of such drugs in school, during the school day or while travelling to/ from school. The drugs/substances covered by this policy are not to be bought, sold or otherwise exchanged or brought onto the academy premises during the day, or while pupils are on educational visits. Individual exceptions may be made for pupils who require prescription medicines where appropriate.
* The academy has a ‘Smoke Free Environment policy’ that includes banning the use of e-cigarettes on school premises and grounds.
* For support on the above issues CONTACT PUBLIC HEALTH: publichealthenquiries@doncaster.gov.uk | Tel: 01302 734581
* Appropriate referrals will be made to Project 3 <https://www.rdash.nhs.uk/services/our-services/children-young-people-and-families-doncaster-community-integrated-services/project-3/> / school nursing and additional agencies, if required.

**39 HIDDEN HARM**

The Governments ‘Hidden Harm’ reports (ACMD 2003, 2007) revealed the large numbers of children across the UK living with parents who misuse drugs – an estimated 200,000

For some of these vulnerable children, attendance at school provides a respite from difficult home circumstances. For others, the consequences of family substance misuse include poor attendance, lack of progress with their education and failure to develop the necessary social and behavioural skills. This can be particularly difficult for children if they are also taking on a carer role for parents or siblings. Children can "act out", through challenging behaviour, or "act in", through withdrawal or self-harming behaviours, the distress that they are experiencing due to difficulties at home.

The DSL will refer any concerns to the Early Help Hub/MAAP service and work with partner agencies and Project 3 so children in these circumstances can be responded to appropriately.

Families where parents/carers drink problematically, use illicit drugs or misuse prescribed medication can still provide a safe, secure and supportive family environment for children. However, for some families drug and/or alcohol misuse can become the central focus of the adults’ lives, feelings and social behaviour, and has the potential to impact on a child at every age from conception to adulthood. It is therefore essential that the implications for each child in the family are carefully assessed and guidance followed as detailed in the Doncaster Hidden Harm Strategy:



**40 CE - Child Exploitation (CCE and CSE)**

The Doncaster Definition of Child Criminal Exploitation is:

* *Child Criminal Exploitation relates to any activity where a child, or vulnerable young adult up to the age of 21 ( if they are also Care Leavers or accessing a service from the Children with Disabilities team), is coerced, groomed, incentivised or threatened to become involved in criminal activity where they are too fearful to refuse the activities requested of them.*
* *Child Criminal Exploitation may also apply to socially- isolated young people who feel a kinship to other young people, adults or groups who offer inclusion into a group in exchange for engaging in criminal activities, which they otherwise would not have done.*
* *Child Criminal Exploitation should also be considered in the cases of children whose parents are organised crime nominals and who are therefore exposed to criminal activity, whether they are engaged in it themselves, or observe it, as a consequence of residing in that household and the child’s emotional, mental or physical health is impacted upon as a result.*

It is important to have a clear definition of what constitutes CE if we are to accuratel gauge the scale of the issue locally. The following is an extract from the Doncaster Child

Sexual Exploitation Strategy where it seeks to define CCE:

Child Exploitation relates to any activity where a child, or vulnerable young adult up to the age of 21 (if they are also Care Leavers or accessing a service from the Children with Disabilities team), is coerced, groomed, incentivised or threatened to become involved in criminal activity where they are too fearful to refuse the activities requested of them.

**Indicators of involvement in child criminal exploitation:**

* Child withdrawn from family;
* Sudden loss of interest in school. Decline in attendance or academic achievement (although it should be noted that some gang members will maintain a good attendance record to avoid coming to notice);
* Being emotionally ‘switched off’, but also containing frustration / rage;
* Starting to use new or unknown slang words;
* Holding unexplained money or possessions;
* Staying out unusually late without reason, or breaking parental rules consistently;
* Sudden change in appearance – dressing in a particular style or ‘uniform’ similar to that of other young people they hang around with, including a particular colour;
* Dropping out of positive activities;
* New nickname
* Unexplained physical injuries, and/or refusal to seek / receive medical treatment for injuries;
* Graffiti style ‘tags’ on possessions, school books, walls;
* Constantly talking about another young person who seems to have a lot of influence over them;
* Breaking off with old friends and hanging around with one group of people;
* Associating with known or suspected gang members, closeness to siblings or adults in the family who are gang members;
* Starting to adopt certain codes of group behaviour e.g. ways of talking and hand signs;
* Going missing;
* Returning home looking dishevelled;
* Being found by Police in towns or cities many miles from home;
* Expressing aggressive or intimidating views towards other groups of young people, some of whom may have been friends in the past;
* Being scared when entering certain areas;
* Concerned by the presence of unknown youths in their neighbourhoods.

An important feature of gang involvement and child exploitation is that, the more heavily a child is involved, the less likely they are to talk about it.

If there is any concern that a child/ young person is being criminally exploited there is a duty to safeguard their well- being. Early intervention is key to prevent escalation. A referral to children’s services is necessary or if the child/ young person is thought to be at immediate danger then DCST MAAP/One Front Door and or the Police need to be informed without delay. Prompt response may prevent them or others being harmed.

Anyone with concerns about gang involvement can contact the Targeted Youth Support Service (TYS) and they will arrange to visit the child or young person and carry out an assessment at that point. The Team EPIC worker will keep the school informed of the outcome of the assessment, and any interventions that are put in place as a result. You will be part of any multi-agency meeting that arises as a result of their involvement with Team EPIC or other provision available from TYS.

In Doncaster a low level intelligence form (not a referral form) is in place. The DSL should complete this form and pass to the police should low level concerns emerge that may indicate CE. 

The previous CSE team will now take on the name of CE to tackle both CSE and CE. Local procedures are still developing – all procedures, including referral pathways and services can be accessed via the DSCP procedures

<http://doncasterscb.proceduresonline.com/chapters/p_gang_activity.html?zoom_highlight=CCE>

<http://doncasterscb.proceduresonline.com/chapters/p_child_sexual_exploit.html?zoom_highlight=CSE>

**41 PROCEDURE FOR MANAGING ALLEGATIONS AGAINST STAFF, CARERS AND VOLUNTEERS**

* The school follows the agreed DSCP local procedures for Procedure for Allegations Against Staff, Carers and Volunteers

<https://dscp.org.uk/professionals/allegations-against-people-who-work-children>

* Procedures in the event of an allegation against a member of staff or person in school. Please also refer to the DCSP LADO page as above.
* These procedures must be followed in any case in which it is alleged that a member of staff, governor, visiting professional or volunteer has:-
* behaved in a way that has harmed a child or may have harmed a child
* possibly committed a criminal offence against or related to a child
* behaved in a way that indicates s/he is unsuitable to work with children

Inappropriate behaviour by staff/volunteers could take the following forms:

* Physical includes, for example, intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.
* Emotional includes, for example, intimidation, belittling, scapegoating, sarcasm, lack of respect for children’s rights, and attitudes which discriminate on the grounds of race, gender, disability or sexuality.
* Sexual includes, for example, sexualised behaviour towards pupils, sexual harassment, sexual assault and rape.
* Neglect: may include failing to act to protect a child or children, failing to seek medical attention or failure to carry out appropriate/proper risk assessment etc.

The role and function of the LADO is set out in statutory guidance (*Working Together to Safeguard Children 2018 and Keeping Children Safe in Education September 2020)* and included within the wider framework for inter-agency cooperation as set out in Section 11 Children Act 2004.

Doncaster Safeguarding Children Board reviews procedures on a regular basis – All procedures are available on-line. Section 3.2 (on-line procedures) refers to the procedure for responding to allegations against staff, carers and volunteers, provides guidance on how to deal with allegations against staff

<https://dscp.org.uk/professionals/allegations-against-people-who-work-children>

The objective of the **LADO r**ole and function is to ensure that there is a coordinated and timely response to concerns that an adult has:

* Behaved in a way that has harmed a child(ren) in a way that indicates he/she would pose a risk of harm to children;
* Where he/she possibly has committed a criminal offence against or related to a child(ren) or;
* Behaved towards a child (ren) in a way that indicates he/she would pose a risk of harm to children.

These are the criteria for a direct referral to the LADO.

The LADO role is also established to provide advice and guidance to schools, colleges and academies to help them decide whether a referral is necessary in accordance with the criteria above, or whether other action is more appropriate given initial findings. Where referral criteria are met, the LADO role facilitates a monitoring and tracking process, arranges strategy meetings and liaises with the police and other agencies in accordance with individual circumstances.

The focus of activity is on the adults who are the subjects of concerns and ensuring that investigation processes are applied in continuous and consistent ways. Where concerns exist that a child or young person is suffering or likely to suffer significant harm the matter must be referred immediately and as a matter of priority, to the Children’s Services Trust Multi Agency Access Point (MAAP) and not the LADO.

**LADO arrangements in Doncaster**

The local authority has commissioned the Children’s Trust to provide the LADO service in accordance with the criteria for referral set out above.

Direct referrals to the LADO must be made by the Executive Head Teacher usually in consultation with the designated safeguarding lead, where there is reasonable cause to believe that one or more of the criteria set out above are met. It is important that referrals are made by the Executive Head Teacher to ensure that accountability requirements are maintained in accordance with current statutory guidance. Referrals must be made without undue delay.

**The LADO referral form can be accessed from the on-line DSCP procedure manual**

<https://dscp.org.uk/professionals/allegations-against-people-who-work-children>

Where the concern relates to the Executive Head Teacher the rule of upward reporting prevails and it will be the responsibility of the Chair of Governors/ Trust Lead to refer to the LADO as above.

Concerns regarding the immediate safety of children and young people must be referred to the Children’s Services Trust without unnecessary delay, or if no response is available and an immediate significant threat is posed via direct contact with the Police / NSPCC. In normal circumstances, it is expected that sufficient information is obtained by the Executive Head Teacher or Head of School, without embarking on formal interviews, regarding the exact circumstances of the concern about an adult to ensure that reasonable decisions can be taken with regard to further action. Where there is doubt about meeting the criteria for direct referral to the LADO, initial advice should be sought from the Doncaster Council: Children and Young Peoples Safeguarding Service. Where necessary, referrers can seek advice from the LADO service to determine whether an immediate referral is warranted or whether additional steps are required first in order to gather more information.

The Doncaster Council Children and Young People Safeguarding Inbox details are

[EducationSafeguarding@doncaster.gov.uk](mailto:EducationSafeguarding@doncaster.gov.uk) (please note this will show up as [EduSafe@.......](mailto:EduSafe@.......))

The Executive Head Teacher, Head of School or other education staff should not investigate the matter by interviewing the person against whom an allegation has been made, the child or potential witnesses, but should only gather sufficient information to establish whether there is enough credible information to determine whether the criteria for referral have been met (this is known as a ‘fact find’). ***Where there is a concern a child may be at risk of harm,*** ***referrals must not be delayed in order to gather information***:

* Obtain written details of the allegation, signed and dated by the person receiving the complaint, or allegation and any other relevant person at the point the allegation has been made;
* Countersign and date the written details;
* Record discussions about the child and/or member of staff, any decisions made, and the reasons for those decisions;
* Decide whether any immediate action needs to be taken to safeguard any child or whether an urgent referral needs to be made to either the Children’s Services Trust and/or the Police;
* The adult against whom an allegation has been made must not be informed of the allegations before joint consideration has been given to the implications this may have on any subsequent investigation by the police and/or LADO.

**Referrals**

If a concern is identified in a the academy regarding the conduct of an adult towards a child or children, it is for the Executive Head Teacher to determine whether a referral to the LADO is required. If one or more of the criteria set out above are met, a referral must be made within **one working day** using the referral form (Appendix 1).

If advice is required at the initial stage the Doncaster Council Children and Young People Safeguarding service can be contacted. [EducationSafeguarding@doncaster.gov.uk](mailto:EducationSafeguarding@doncaster.gov.uk)

or to speak to team staff directly:

Sarah Stokoe – Safeguarding Manager on 01302 736743.

Gill Whiteman on 01302 862115 / Mobile: 07866 032788

Dana Kelly on 01302 736179

If unavailable email, [EducationSafeguarding@doncaster.gov.uk](mailto:EducationSafeguarding@doncaster.gov.uk)

If the criteria set out above are met to make a direct LADO referral the LADO will also be able to provide advice on any further actions or steps that may need to be considered before a strategy meeting is convened.

It is the responsibility of the Executive Head Teacher or Head of School to make the referral.

Where the concern relates to the Executive Head Teacher or Head of School it will be the responsibility of the chair of governors or the Trust Lead to make the referral or to seek further advice from the LADO.

The LADO will not be able to respond to referrals made by designated school staff as it will always be expected that referrals will be made either by the Executive Head Teacher, Head of School, Chair of Governors or Trust Lead. This is in line with current statutory guidance and will ensure that accountabilities are maintained.

If other issues have been identified, but there is doubt that the criteria set out above for direct referral to the LADO have not been met, further advice can also be obtained from the Doncaster Council Children and Young People Safeguarding Service. It should be noted that this is not the LADO service (as this is commissioned by the council from the Trust in accordance with the arrangements set out above). However, the Children and Young People Safeguarding service is available to provide advice and guidance on matters of concern where it is not felt they meet the criteria for direct LADO referral. This service is not established to provide immediate feedback to schools and this should be borne in mind when contacts are made. Staff within the Doncaster Council: Children and Young People Safeguarding service will maintain a rota of availability in order to respond to contacts within a reasonable time.

Where contacts are made and it is felt that the information provided indicates that the criteria for LADO referral are met, the matter will be referred by the academy direct to LADO.

Where referrals to the LADO service are made it is expected that agencies will act in accordance with the advice, guidance and direction provided by the LADO service.

Strategy Meeting

Criteria not met – No Further Action

**Referral and contact process**

**Contacts**

LADO, Mary Woollett Centre, Danum Road, Doncaster, DN4 5HF  
Tel: [01302 737748](tel:+441302737748) or [01302 737332](tel:+441302737332)

Email:  [LADO@dcstrust.co.uk](mailto:LADO@dcstrust.co.uk)

Doncaster Safeguarding Children Board (DSCP) Procedure for Allegations Against Staff, Carers and Volunteers can be found at: <http://doncasterscb.proceduresonline.com/chapters/p_alleg_staff_vols.html>

|  |  |
| --- | --- |
| The Local Authority Designated Officer (LADO) is:  **Monday, Tuesday & Thursday – CAROLINE TANNER**  **Wednesday & Friday – HELEN COOPER**  Conference Chairs will deputise where required.  E mail LADO <LADO@dcstrust.co.uk  Contact Details:01302 737748  Low level LADO enquiries, as per your LA safeguarding procedures please contact Sarah Stokoe / Gill Whiteman / Dana Kelly [educationsafeguarding@doncaster.gov.uk](mailto:educationsafeguarding@doncaster.gov.uk) | Schools **must only use the LADO email**  [LADO@dcstrust.co.uk](mailto:LADO@dcstrust.co.uk)  The LADO inbox is the only reliable line of communication during this time for incidents meeting threshold.  Schools must follow local DSCP/DCSTrust procedures. Please read the criteria before completing the LADO referral form. If your allegation is significant please call LADO without delay and then follow up with a completed referral.  See  <https://dscp.org.uk/professionals/allegations-against-people-who-work-children> |

**Doncaster Children’s Services Trust**  
Multi Agency Access Point (MAAP) Service:  
Office hours: [01302 737777](tel:+441302737777)  
Out of hours: [01302 796000](tel:+441302796000)

**Police**:  
Phone [101](tel:101) or in an emergency [999](tel:999).

**Doncaster Council: Children and Young People Safeguarding Service**

[**EducationSafeguarding@doncaster.gov.uk**](mailto:EducationSafeguarding@doncaster.gov.uk) **(monitored daily)**

Sarah Stokoe on 01302 736743

Gill Whiteman on 01302 862115

Dana Kelly on 01302 736179

**Recording, monitoring and tracking**

The LADO service will maintain a confidential system to monitor and track the progress of referrals in line with Data Protection requirements. Referral information relating to the academy will be routinely shared with the Head of Service for LOCYP. We must ensure that the records kept meet confidentiality standards which respect the confidentiality of the alleged victim(s) and/or the alleged adult perpetrator of harm to a child(ren). Records should only contain factual information about the alleged perpetrator and care must be taken not to incorporate information about the alleged victim(s) into this record (which should be kept separate).

**41.1 Procedure for Allegations Against Staff, Carers and Volunteers**

This procedure deals with allegations against staff, volunteers and foster carers, it is for employers and organisations responsible for providing services to children and young people, and to adults who are parents or carers.

The aim of the procedure is to:

* Ensure that allegations are dealt with expeditiously and in a fair manner;
* Ensure that where staff are not suitable to work with children that they are prevented from doing so by notification to relevant bodies.

Each local authority has to appoint a designated officer (Local Authority Designated Officer - LADO) to oversee the investigation of all allegations and to maintain detailed records of their conduct and the outcomes. The Local Authority Designated Officer (LADO) is responsible for this work and can be contacted to answer general enquiries about these procedures and their implementation. (See Annex A)

* The academy will operate safe recruitment practices including appropriate Disclosure and Barring Service (DBS) and reference checks according to DBS and DfE procedures. The single central record meets Ofsted recommended practice contained within the KCSIE September 2020.
* The named person to manage all allegations is the Executive Head teacher (unless the allegation is against this member of staff) the LADO advice is sought.
* The academy will ensure that staff adhere to a published code of conduct and other professional standards at all times, including after school activities. Staff are aware of social media/on-line conduct.
* The academy will ensure any disciplinary proceedings against staff related to Child Protection matters are concluded in full in accordance with Government guidance “Working Together to Safeguard Children 2018” and “Keeping Children Safe in Education 2020”. We follow DSCP, LADO and HR Policy and Procedures.
* The academy will ensure that all staff and other adults on site are aware of the need for maintaining appropriate and professional boundaries in their relationship with pupils and parents following the model LA Code of Conduct. Adequate risk assessments are in place for extended school, volunteer and holiday activities.
* The academy will ensure that there is a culture where staff are confident to report any misconduct.
* All staff are aware of their Duty of Care and know how to respond to medical/first aid needs.

**42** **GOVERNING BODY RESPONSIBILITIES**

**A safer school culture**

### Governors have agreed and ratified the following policies, which must be read in conjunction with this policy.

**42.1 Safer Recruitment, selection and pre-employment vetting**

It remains essential that people who are unsuitable are not allowed to enter the children’s workforce or gain access to children. If schools and colleges are recruiting new staff, they should continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of KCSIE.

Where schools and colleges are utilising volunteers, they should continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances should a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Regarding members of the school or college workforce already engaging in regulated activity and who already have the appropriate DBS check, there is no expectation that a new DBS check should be obtained where that member of the workforce temporarily moves to another school or college to support the care of children. The type of setting on the DBS check, for example a specific category of school, is not a barrier. The same principle applies if childcare workers move to work temporarily in a school setting. The receiving institution should risk assess as they would for a volunteer (see above). Whilst the onus remains on schools and colleges to satisfy themselves that someone in their setting has had the required checks, including as required those set out in part 3 of KCSIE, in the above scenario this can be achieved, if the receiving institution chooses to, via seeking assurance from the current employer rather than requiring new checks.

Schools and colleges must continue to follow their legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Schools and colleges should continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA’s ‘Teacher misconduct advice for making a referral. All referrals received by the TRA will continue to be considered. Where referrals on serious safeguarding matters are received and it is deemed that there is a public interest in doing so consideration will be given as to whether an interim prohibition order (IPO) should be put in place.

* The academy pays full regard and commitment to following the safer recruitment, selection and pre-employment vetting procedures as outlined in part three of KCSiE (2020), including the recommendation of Section 128 checks for Governors and/or those responsible for the management of a school setting.
* The academy will maintain a single central record which demonstrates the relevant vetting checks required including: a barred list check, DBS check at the correct level, identity, qualifications, prohibition order and right to work in the UK. Governors check the SCR against personnel files on a regular basis.
* All recruitment materials will include reference to the academy’s commitment to safeguarding and promoting the wellbeing of pupils.
* The academy will ensure that all recruitment panels include at least one person that has undertaken safer recruitment training as recommended by the Local Authority.
* The academy will ensure that a person who is prohibited from teaching will not be appointed to work as a teacher.
* The academy will ensure that appropriate DBS risk assessments will be undertaken as required.
* A change in the law means that Disqualification by Association will only apply on domestic premises. However, Disqualification under the Childcare Act 2006, still applies to staff themselves. The academy must no longer ask about the cautions or convictions of someone living or working in a household. Disqualification under the Child Care Act still applies to staff themselves who work in a child care capacity, whether paid, voluntary or are on work placements. Relevant staff are those working in child care, or in a management role because they are: working with reception age children at any time; or working with children older than reception until age eight, outside school hours.
* The Governing Body fully recognises its responsibilities with regard to Safeguarding and promoting the welfare of children and has ensured at least part 1 of DfE Keeping Children Safe in Education 2020 has been implemented and understood by all staff.
* This states that the Governing Body should ensure that:
* The academy has Child Protection procedures in place
* The academy operates safe recruitment procedures and appropriate checks are carried out on new staff and adults working on the school site
* The academy has procedures for dealing with allegations of abuse against any member of staff or adult on site
* The academy has a member of the Leadership Team who is designated to take lead responsibility for dealing with Child Protection issues with a job description and time allocated to attend meetings and training.
* The Governing Body should remedy any deficiencies or weaknesses with regard to Child Protection arrangements.
* The Governing Body has nominated a member responsible for liaising with the LA and/or partner agencies in the event of allegations of abuse against the Head Teacher which should be the Chair of Governors.
* The Governing Body reviews its Safeguarding policy and procedures annually,
* The Governing Body approves the LA/DSCP annual Safeguarding Audit.
* It undertakes a review of behaviour and safety (safeguarding) as part of the Governing Body self-evaluation on a regular basis.
* All members of the governing body understand and fulfil their responsibilities and discharge KCSIE 2020 requirements. They support the role of the designated safeguarding lead in managing referrals, training and raising awareness.
* The academy is compliant with Part 2: The Management of Safeguarding KCSIE 2019.
* The governing body has ensured all staff have read at least part 1 of the new KCSIE 2020 statutory guidance and this is now included in all staff induction and whole school training.
* The procedures contained in this policy apply to all staff, volunteers, sessional workers, agency staff, contractors or anyone working on behalf of the Doncaster school/setting. They are consistent with South Yorkshire Child Protection procedures/Doncaster Safeguarding Children Board (DSCP) child protection procedures.
* We fully embrace the KCSIE quotation “It could happen here” and “thinking the unthinkable”
* The Governing Body are responsible for liaising with the Executive Headteacher/ Head of School/ Designated Staff over all matters regarding child protection issues. The role is strategic rather than operational – they will not be involved in concerns about individual pupils.
* The nominated Safeguarding Governor will support the designated safeguarding lead in their role from the perspective of ensuring the allocation of funding and resource is sufficient to meet the current safeguarding and child protection activity.
* The DSL and named safeguarding governor are responsible for providing an annual report to the governing body of child protection activity. The local authority annual review monitoring return for safeguarding should be sufficient as an annual report for governors.
* The DSL must ensure that the annual review child protection monitoring submission is completed and returned in a timely manner to the local authority/LSCB. The return must be signed by the Chair of Governor’s to confirm that it is an accurate reflection of the safeguarding arrangements of the school/college.
* The governing body should have child protection training on their strategic responsibilities in order to provide appropriate challenge and support for any action to progress areas of weakness or development in the academy’s safeguarding arrangements.
* The chair is nominated to liaise with the local authority and/or partner agencies on issues of child protection and in the event of allegations of abuse made against the Executive Head Teacher or Head of School.
* In the event of allegations of abuse being made against the Executive Head Teacher, allegations should be reported directly to the local authority designated officer (LADO) without delay and within one working day.
* Under no circumstances should the establishment’s governors or trustees be given details of individual cases. Governors may, however, be provided with a report at the end of the academic year, outlining the number of cases dealt with and other statistics which do not identify individual children.
* Governors will ensure that appropriate internet filters and appropriate web-use monitoring systems are in place. Children should not be able to access harmful or inappropriate material from the academy IT system.

**43 TRAINING & SUPPORT**

All existing academy staff will already have had safeguarding training and have read part 1 of KCSIE. The important thing for these staff will be awareness of any new local arrangements so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter the school or college, they should continue to be provided with a safeguarding induction. An up to date child protection policy will support this process as will part 1 of KCSIE.

Any safeguarding training requests can be emailed to cypsafeguardingsupport@doncaster,gov.uk

The Doncaster Safeguarding Children Partnership offer the following Level 1 online Safeguarding courses (5 learners per setting covering the following):

• Safer Recruitment

• An Introduction to safeguarding children

• Safeguarding Everyone – protecting children, young people and adults at risk

• Understanding pathways to extremism and the Prevent programme

All staff members should be aware of systems within our academy that support safeguarding and these will be explained to them as part of our staff induction. This includes: the academy’s child protection policy; the school’s safer working practice document, the school’s whistleblowing procedures and the DSL and their cover or nominated deputy.

We recognise the stressful and traumatic nature of child protection work. Support is available for any member of staff and staff may access union support and health and well-being advice.

Annex B provides DSCP guidance “Guidance on Supporting Adults who disclose non recent (historical) child/young person sexual abuse support for staff”.

* Designated Safeguarding staff must have attended the mandatory DSCP modules and 8 hours learning over 2 years. They will attend DSL network meetings to ensure they meet the KCSIE `regular refresh` requirement. Buy Doncaster contains all training for schools. The DSL will undertake Prevent Awareness Training to enable them to provide advice and support to other members of staff on protecting children from the risk of radicalisation.
* The academy will ensure all staff including temporary and volunteers receive induction and updated INSET appropriate to their roles and responsibilities, especially staff new to the academy. All staff will access refresher training at least every three years and regular safeguarding and child protection updates (for example, via email, e-bulletins, staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. Access to training can be via the DSCP Training page or Buy Doncaster.
* Governors, including the nominated Governor will attend specific training for their role to maintain DSCP Level 3 Safeguarding status. Designated Safeguarding Lead Network Meetings can be part of this training.
* A print out of the school’s training history can be obtained from the school.
* Any training accessed through third party/independent providers must reflect the DSCP protocols and the DSCP minimum standards checklist. This training should be recorded by the school on a separate database and maybe cross referenced to the single central register SCR.

**44**        **HEALTH & SAFETY**

Our Health & Safety Policy set out in a separate document, reflects the consideration we give to the protection of our children both physically within the school environment, and for example in relation to internet use, and when away from the school and when undertaking school trips and visits. There is an adequate first aid risk assessment in place. This includes how to access the Emergency Care Practitioner (ECP) Service or 999 and when to contact parents/carers.

The ECP Service contact number is **0300 123 1221** (minor injuries & minor-moderate illness & falls etc.)

In line with HSE & DfE guidance for schools on first aid provision and reporting and recording accidents including RIDDOR, staff understand the reporting mechanisms in place, via the main office.

**44.1**  **Managing medicines**

* The procedures for managing medicines are outlined in the Managing Medicines Policy. All children with an identified illness have a detailed healthcare plan in line with the DfE requirements.

**45** **MONITORING AND EVALUATION**

* Safeguarding ‘Keeping Children Safe in Education 2020’ procedures will be monitored and evaluated by the Chair of Governors/ Trust Executive Leader
* S175/157 action plan
* SEF/Governors toolkit linked to personal development, behaviour and safeguarding
* Prevent risk assessment
* Training and development (section 3 s175)
* Complaints linked to safeguarding concerns
* CP case file auditing
* Ofsted `quantifiable complaints` Ofsted parental complaints received via the LA
* Using the new Ofsted Inspection Handbook to review what constitutes `outstanding in safeguarding`
* Ofsted parental dashboard
* Governing Body visits to the school
* Safeguarding audit tools
* Anti-Bullying audit tools (ABA website)
* CPOMS data (if applicable)
* SLT ‘drop ins’ and discussions with children and staff:
* Pupil surveys and questionnaires
* Scrutiny of Attendance data
* Scrutiny of range of risk assessments
* Scrutiny of GB minutes
* Logs of bullying (including homophobic)/racist/behaviour incidents for SLT and GB to monitor
* Review of parental concerns and parent questionnaires.
* Review of the use of nurture room and fun club at lunchtime.
* Reviewing risk assessments for holiday club activities run on school sites
* First aid procedures and health care plans

**45.1 This safeguarding policy also links to our policies on: (school to adapt) – Or see Annex 1**

* Complaints policy
* Staff Recruitment and retention – safer recruitment
* Managing Medicines
* Behaviour and Inclusion
* Staff Behaviour/ Code of Conduct
* Social Media
* E-Safety Policy
* Children Missing Education
* Whistleblowing
* Anti-bullying
* Health & Safety
* Allegations against staff
* Attendance
* Curriculum
* PSHE
* SMSC – Including Fundamental British Values
* Teaching and Learning
* Drug/alcohol/substance misuse
* Hidden Harm
* Relationships and Sex Education
* Physical intervention
* Recruitment and Selection
* Child Criminal/Sexual Exploitation
* Part time Timetables
* Emergency Plans
* Bereavement Support
* Mental Health and Well-being
* Young Carers

**DONCASTER LOCAL AUTHORITY \* school/setting can add name here.**

School/setting policies relevant to safeguarding children cross-referenced/linked to the school's Safeguarding Children and Young People Policy

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **LEGALLY REQUIRED (DfE statutory/ recommended policies and procedures highlighted in RED)** | **Notes - (suggested details)** | **In place?** | **Name of Policy (if different)** | **Person(s) responsible** | **Review Date** |
| Action Plan following OfSTED Inspection | Address any issues relating to safeguarding  Speak with your lead governor and map Working Together and Keeping Children Safe in Education –RAG rate per section  Virtual College S175/157 annual safeguarding report – check actions from previous years and agree any development for safeguarding  Consider Full Health Check to review safeguarding via PiL or Sarah Stokoe  DSL uses Buy Doncaster resources and also attends relevant training - see CPD guide – additional training sought to ensure ` regular updates are provided to all the school community. |  |  |  |  |
| Register of pupils’ attendance  Attendance Policy  Register of pupils admission to schools | Include targets and links with safeguarding  CME  CiC / LAC  EHE  Managed Moves  Several contact numbers for each child (Sept 2018 requirement for improving attendance)  Support for the inclusion charter mark  Patterns of absence explored in the context of safeguarding – DSL meets key professionals in school, e.g SENCO |  |  |  |  |
| GDPR  Freedom on Information | Security of information. Named data controller.  Record keeping. Sharing of information.  Security of information  Safe storage of records  Encrypted emails |  |  |  |  |
| Single Central Record of Recruitment and Vetting Checks | Ensure all crb references removed from current policies – now the DBS service. KCSIE and DBS checking requirements  Recruitment and retention policy – safer recruitment, gaps in employment? Risk assessment in place    Regular audit of staff personnel files conducted and SCR signed termly by Chair of Governors?  Safer recruitment training undertaken |  |  |  |  |
| Child Protection Policy (safeguarding)and Procedures | Detailed procedures familiar to **all** staff, Governors and volunteers, all of whom have a copy  All staff know how to access DSCP on line procedures  Model LA safeguarding policy adapted or adopted in the setting  Updates accessed via buy Doncaster DSL resource bank. |  |  |  |  |
| Complaints Procedure Statement | Head Teacher, Deputy Head Teacher, Chair and Vice-Chair of Governors to be thoroughly versed  Clear policy available on the schools website for all  Serious untoward incidents reported to the LA  Any EFA/Ofsted complaints notified via the LA and clear response in place. |  |  |  |  |
| Equality Information and Objectives (Public Sector Equality Duty) statement of publication | Includes all protected characteristics  Includes reporting and recording incidents (homophobic, race, SEN, disability etc.) |  |  |  |  |
| School Behaviour Policy  Behaviour Principles written statement | Include measures taken for safeguarding children; cross-reference to physical restraints policy/positive handling  Staff code of conduct  Rewards/Sanctions  Could link Anti-Bullying Policy here\* however recommended to have separate policy by ABA lead. |  |  |  |  |
| Health and Safety | Include measures taken for safeguarding children  First Aid. Administration of medicines. RIDDOR and reporting incidents. Access to ECPs or 999 for injuries.  First Aid Risk Assessment in place  Risk Assessments include measures taken for safeguarding children; evidence of a clear procedure and record keeping systems |  |  |  |  |
| Home-School Agreements | Include measures taken for safeguarding children |  |  |  |  |
| Minutes of and papers considered at meetings of the Governing Body and its Committees | Includes reviewing and monitoring of safeguarding procedures as a regular item. |  |  |  |  |
| Premises management documents | Visitor protocols  Uncollected children protocol  Volunteers and contractors in school |  |  |  |  |
| Prospectus | Include information on school's duties and procedures regarding safeguarding children; include name of Designated Officer(s) |  |  |  |  |
| School/setting Information published on website | Latest safeguarding policy is up to date (no more than 1 year old) |  |  |  |  |
| The Safeguarding Curriculum  This could link to:  Relationship and Sex Education (RSE)  SMSC Curriculum | Include how curriculum contributes to safeguarding children. In addition, a school flow chart for staff to prevent, recognise and respond to:  Young Carers  Child Sexual Exploitation  Forced Marriage  FGM  Domestic Violence  Lesbian/Gay/Bi/Questioning-challenging Homophobic, Transphobic or bi-phobic language  Drug/Alcohol/Substance misuse  Risky Behaviours  Teenage Pregnancy  Obesity  Mental health  Self-harm/eating disorders etc.  Link to healthy schools / PSHE curriculum  Primary school safeguarding training for young people via the NSPCC  On line safety included  CEOP Think u Know resources or training accessed |  |  |  |  |
| Special Educational Needs | Include reference to safeguarding children, particularly regarding identifying safeguarding needs of individuals |  |  |  |  |
| Young Carers | Include how young carers are identified supported and referred to the young carers support service |  |  |  |  |
| Statement of procedures for dealing with allegations of abuse against staff  Managing Allegations of abuse against staff    Staff Discipline, Conduct and Grievance  Procedures) | Include details of procedures that must be followed if allegations of abuse are made and information for staff involved.  Clear LADO procedures in place and Headteacher is the main contact under KCSIE for all allegations against staff (unless against the Head)  DSCP on line procedures accessed and clear immediate referral to LADO if thresholds are met. |  |  |  |  |
| Code of Conduct | In line with the recommended LA Code of Conduct  All staff receive a copy  Safer working practice guidelines in place to |  |  |  |  |
| Managing Long Term Illness  Managing Medical Conditions . | DfE templates used  Specialist training in place  Triangulation with named school nurses / parents to implement health care plan. |  |  |  |  |
| Suicide Prevention Policy | Papyrus (Prevention of Young Suicide) Safer Schools Guidance is implemented. |  |  |  |  |
| PREVENT | Self-assessment in place  Filtering system in place on all ICT equipment  Staff have received WRAP training  Trained trainers in place (if applicable)  School curriculum reflects fundamental British Values |  |  |  |  |
| Emergency Planning | The school has a robust Emergency Plan in place |  |  |  |  |
| Serious Untoward Incident (SUI) | The school is aware of how to investigate any near misses and completes the LA SUI where appropriate |  |  |  |  |

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| --- | --- | --- | --- | --- | --- |
| **DONCASTER RECOMMENDED CROSS REFERENCING OF SAFEGUARDING POLICY TO THE FOLLOWING:** |  |  |  |  |  |
| Anti-Bullying Policy | Agreed school definition in line with DSCP/LA definition  Doncaster anti-bullying charter mark  Peer mentoring policy  Policy makes reference to homophobic bullying  Reporting and recording procedures in place  Common staff approach in tackling homophobic language and any incidents of bullying |  |  |  |  |
| Safe working practices for the protection of children and staff in education settings - boundaries to professional behaviour  LA Code of conduct | \*include in department handbooks guidance about which behaviours constitute safe practice and which behaviours should be avoided.  Conduct and what constitutes a referral to LADO |  |  |  |  |
| Internet access and use  e-safety  E-SAFETY POLICY | Include clear rules regarding what is permissible for staff and pupils and pupil supervision requirements  Social media policy communicated with parents  Staff clear on how to stay safe on line  DSL aware of legal support where needed |  |  |  |  |
| Loss/Divorce/Separation Bereavement Policy |  |  |  |  |  |
| Suicide Prevention Policy |  |  |  |  |  |
| Support for Mental Health and Well being Policy |  |  |  |  |  |
| Out of school visits  After school clubs | Include explicit references to safeguarding children  Care Taken within risk assessments to rooms, transport arrangements etc  Clear registers and communication between class and club in place and parents provide emergency contact number |  |  |  |  |
| Use of photography and video recording | Include protocols for displaying photographs, publication in prospectuses, newspapers and guidelines for parents at school events. Parental consent to the use of photographs should be obtained  (See DSCP policies and procedures)  Clear to protect LAC/CiC  Safe entry/exit at key times of the year to ensure children always leave with the appropriate adult |  |  |  |  |
| Recruitment Procedures | Have rigorous procedure, as detailed in DfE Safer Recruitment and Safeguarding Children in Education. On-going observations/staff supervision. Holiday clubs/extended school activities also considered.  CPD training record. |  |  |  |  |
| Staff and departmental handbooks | Induction guide – specific for safeguarding children available (safeguarding policy front sheet). Example lanyard/poster in reception.  Include measures school takes for safeguarding children |  |  |  |  |
| Positive Handling | Clear procedures based on Team-Teach principles or similar should be referenced for more extreme behaviours. Clear recording systems should be in place |  |  |  |  |
| Whistleblowing | Clear information for staff on steps to take if they have concerns about persons working in school.  Ofsted whistleblowing procedures |  |  |  |  |

Please note this table only contains a checklist for safeguarding against National and Local (DfE and DSCP) guidance.

When reviewing all your school policies schools/settings need to refer to the latest DfE guidance on policies schools/settings require by Law – see DfE website for full list of requirements and details.

Governing bodies and proprietors of independent schools are required to hold each of these policies and other documents, as outlined, however:

• The drafting of school policies can be delegated to any member of school staff;

• There is no requirement for all policies to be reviewed annually; and

• Not all policies need to be signed off by the full governing body.

The full DfE document also covers how often each policy must be reviewed and shows the level of approval required, where this is prescribed in regulations. There are instances where statutory guidance states that policies and procedures should be in place. Although this is not the same as a legal requirement, the full DfE document makes clear the policies referenced in statutory guidance.

Revised 30/12//2019

Author: Sarah Stokoe – LA/DMBC

Review Date: September 2020 (Or when changes occur)

**Enable them to share information easily**

**The Safeguarding Children Team in your setting includes:**

**Head Teacher/Senior Manager:** responsible for implementing policies and procedures, allocating resources to the safeguarding team and addressing staff safeguarding concerns.

Name: Tel no:

**Designated Safeguarding Lead / Child Protection Liaison Teacher or Officer (DSL/CPO):** a senior member of the leadership team, responsible for dealing with safeguarding issues, providing advice and support to other staff, liaising with the local authority, and working with other agencies.

Name: Tel no:

**Deputy Child Protection Lead / Teacher or Officer(s):** a member of theteaching, support or pastoral staff, in a post which requires assessment of children, with sufficient status and authority to effectively deputise for the CPLT/O role above. Cannot be an administrative or finance worker.

Name: Tel no:

**Special Educational Needs Coordinator (SENCo):** staff member who providesadvice, liaison and support for school staff and other agencies working with pupils with special educational needs and their parents or carers.

Name: Tel no:

**Learning Mentor (or equivalent):** addresses difficulties preventing a child from reaching their full potential e.g. behaviour, attendance, achievement, timekeeping, homework, safeguarding issues, and develops strategies to overcome these barriers.

Name: Tel no:

**Looked After Children (LAC) Designated Teacher:** promotes the educational achievement of ‘looked after’ children who are on the school roll, and helps staff understand issues that affect how they learn and achieve.

Name: Tel no:

**E-safety Coordinator:** to develop and maintain an e-safe culture within a school.

Name: Tel no:

**Your Safeguarding Children Team also links in with the:**

**Safeguarding/Child Protection Governor:** ensures there are appropriate safeguarding children policies and procedures in place, monitors whether they are followed and, together with the rest of the governing body, remedies deficiencies and weaknesses that are identified.

Name: Tel no:

**Chair of Governors:** takes the lead in dealing with allegations of abuse made against the Head Teacher (and other members of staff when the Head Teacher is not available), in liaison with the Local Authority; and on safe recruitment practices with the Head Teacher.

Name: Tel no:

**BEST PRACTICE RECORD KEEPING – DOCUMENT EXAMPLES**

**INFORMATION / FRONT SHEET EXAMPLE**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Name:** | | | **DOB:** | | **Class/Form:** | | | **Ethnicity:** | |
| **Home Address:** | | | | | **Telephone:**  **e mail:** | | | | |
| **Status of file and dates:** | | | | | | | | | |
| OPEN |  | |  | |  | |  | |  |
| CLOSED |  | |  | |  | |  | |  |
| TRANSFER |  | |  | |  | |  | |  |
| **Any other child protection records held in school relating to this child/child closely connected to him/her?**  **YES/NO WHO?** | | | | | | | | | |
| **Members of household** | | | | | | | | | |
| Name | Age/DOB | | Relationship to child | | | | Home work | | Contact No |
|  |  | |  | | | |  | |  |
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| **Significant Others (relatives, carers, friends, child minders, etc.)** | | | | | | | | | |
| Name | Relationship to child | | | | Address | | | | Tel No |
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| **Other Agency Involvement** | | | | | | | | | |
| Name of officer/person | | Role and Agency | | Status of Child i.e. EHAF/CPP/LAC/CiN | | Tel No | | | Date |
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**Example Chronology CONFIDENTIAL**

Sheet Number:

Complete for all incidents of concern including where a ‘logging the concern’ sheet has not been completed. If one has been completed, then add a note to this chronology to cross reference (significant information may also be added).

|  |  |  |  |
| --- | --- | --- | --- |
| Name: | | | |
| DOB: | | Form: | |
| Date | Information/Details of concerns or contact | | Print Name and Signature |
|  |  | |  |

**Logging a concern about a child’s safety and welfare**

Part 1 (for use by any staff)

|  |  |
| --- | --- |
| **Pupil’s Name:** | **Date of Birth: FORM:** |
| **Date and Time of Incident:** | **Date and Time (of writing):** |
| **Name:**  **…………………………………………………………….. …………………………………………………………….**  **Print Signature**  **Job Title:** | |
| **Note the reason(s) for recording the incident.** | |
| **Record the following factually: Who? What (if recording a verbal disclosure by a child use their words)? Where? When (date and time of incident)? Any witnesses?** | |
| **Professional opinion where relevant (how and why might this has happened)** | |
| **Note actions, including names of anyone to whom your information was passed.** | |
| **Any other relevant information (distinguish between fact and opinion).** | |

**Check to make sure your report is clear to someone else reading it.**

**Please pass this form to your Designated Person for Child Protection.**

Part 2 (for use by Designated Person)

|  |  |
| --- | --- |
| **Time and date information received by DP, and from whom.** |  |
| **Any advice sought by DP (date, time, name, role, organisation and advice given).** |  |
| **Action taken (referral to MASH/children’s social care/monitoring advice given to appropriate staff/ecaf etc.) with reasons.**  **Note time, date, names, who information shared with and when etc.** |  |
| **Parent’s informed Y/N and reasons.** |  |
| **Outcome**  **Record names of individuals/agencies who have given information regarding outcome of any referral (if made).** |  |
| **Where can additional information regarding child/incident be found (eg pupil file, serious incident book)?** |  |
| **Should a concern/ confidential file be commenced if there is not already one? Why?** |  |

|  |  |
| --- | --- |
| **Signed** |  |
| **Printed Name** |  |

**External concern shared**

**Logging concerns/information shared by others external to the school (Pass to Designated Person)**

|  |  |  |
| --- | --- | --- |
| **Pupil’s Name:** | | **Date of Birth:**  **FORM:** |
| **Date and Time of Incident:** | | **Date and Time of receipt of information:**  **Via letter / telephone etc.** |
| **Recipient (and role) of information:** | |  |
| **Name of caller/provider of information:** | |  |
| **Organisation/agency/role:** | |  |
| **Contact details (telephone number/address/e-mail)** | |  |
| **Relationship to the child/family:** | |  |
| **Information received:** | | |
|  | | |
| **Actions/Recommendations for the school:** | | |
|  | | |
| **Outcome:** | | |
|  | | |
| **Name:** |  | |
| **Signature:** |  | |
| **Date and time completed:** |  | |
| **Counter Signed by Designated Person** |  | |
| **Name:** |  | |
| **Date and time:** |  | |

**EXAMPLE SUMMARY SHEET**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name of Child** | **DOB Form** | **Home Address** | **Parents/carer contact details** | **Name of Social worker and contact details** | **Other Agencies** | **Type of Plan**  **CP/CIN/**  **ECAF/SEN**  **Health care plan**  **PEP** | **Dates of: Conferences, Reviews and Meetings** |
|  |  |  |  |  |  |  |  |
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Safeguarding Children Data Base (example template)

Based on Nottingham Best Practice

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name of Child** | **DOB Form** | **Home Address** | **Parents/carer contact details** | **Name of Social worker and contact details** | **Other Agencies** | **Type of Plan** | **Dates of: Conferences, Reviews and Meetings** |
| **Michael Smith** | 17-4-1999 7EJ | 8 Fair View  Carlton  Nottingham.  NG  Tel:- | Sue, Dave Green  Tel:-  mobile | Andrew Jones  Sir John R Way  Tel: 0115 843564 | Lucy Grey EP  Tel:- 01623 433433  John Newton ISS  Tel:- 01623 433433 | Child Protection | **ICPC** 28-6-2010  **RCPC** 15- 12 2010  **Core group Mtgs**  14-7-2010 2.30pm at school.  9-9-2010  15-10-2010 |
| **Amy Plant** | 14-10-1999 8PT | 9 Loveday Road,  Carlton  Nottingham  NG  Tel:- | Mrs Shirley Plant  Mr Peter Plant  Tel:-  P Plant Mob:- |  | Jane Forbes EWO  Tel:-01623 4334332  Julie Walters S Nurse  Tel:- 0115 954335 | Child Protection  Child In Need | **ICPC** 12-11-2009  **RCPC** 23-3-2010  **CiN** 12-5-2010  21-7-010 |
| **Neil Brooks** | 23-7-1995 10KL | 22 Sandy Lane  Arnold  Nottingham  NG  Tel:-  **Respite Care**  75 Green Lane  Edwinstowe Notts | Mr Bob Brooks  Mrs Jill Brooks  Bob Mob:-  Jill Mob:-  Robin, Daisy Hood | Andrew Cool  Meadow House Mansfield Tel:- 01623 433498  T Manager:-Steve Parks | Julie Brown EP  Tel:-  Hayley Barr ISS  Tel:-  Joe Brown Health  Tel:-  Gay Taylor Physio  Tel:- | Child in Need  Statement of SEN | **CiN** 22-7-2010  **SEN Review 19**-9-2010. |

**Body Map Guidance for Schools**

Body Maps should be used to document and illustrate visible signs of harm and physical injuries.

Always use a black pen (never a pencil) and do not use correction fluid or any other eraser.

Do not remove clothing for the purpose of the examination unless the injury site is freely available because of treatment.

\***At no time should an individual teacher/member of staff or school be asked to or consider taking photographic evidence of any injuries or marks to a child’s person, this type of behaviour could lead to the staff member being taken into managing allegations procedures, the body map below should be used in accordance with recording guidance. Any concerns should be reported and recorded without delay to the appropriate safeguarding services, e.g. MASH or the child’s social worker if already an open case to social care.**

**When you notice an injury to a child, try to record the following information in respect of each mark identified e.g. red areas, swelling, bruising, cuts, lacerations and wounds, scalds and burns:**

* Exact site of injury on the body e.g. upper outer arm/left cheek.
* Size of injury - in appropriate centimetres or inches.
* Approximate shape of injury e.g. round/square or straight line.
* Colour of injury - if more than one colour, say so.
* Is the skin broken?
* Is there any swelling at the site of the injury, or elsewhere?
* Is there a scab/any blistering/any bleeding?
* Is the injury clean or is there grit/fluff etc.?
* Is mobility restricted as a result of the injury?
* Does the site of the injury feel hot?
* Does the child feel hot?
* Does the child feel pain?
* Has the child’s body shape changed/are they holding themselves differently?

Importantly the date and time of the recording must be stated as well as the name and designation of the person making the record. Add any further comments as required.

**Ensure First Aid is provided where required and record**

A copy of the body map should be kept on the child’s concern/confidential file.

|  |
| --- |
| **BODYMAP** |

**(This must be completed at time of observation)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Names for Child: |  | | Date of Birth: | |  |
| Name of Worker: |  | | Agency: |  | |
| Date and time of observation: | |  | | | |

|  |  |
| --- | --- |
| BODY-1 | BODY-2 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name of Child: |  | | Date of observation: |  |
| HEAD-1 | | HEAD-2 | | |
| **FRONT** | | **BACK** | | |
| HEAD-3 | | HEAD-4 | | |
| **RIGHT** | | **LEFT** | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name of Child: | |  | | | | | | | Date of observation: | | | |  | | |
| HAND-1 | | | | | | | HAND-2 | | | | | | | | | |
| **R** | | | | | | | **L** | | | | | | | | | |
| **BACK** | | | | | | | | | | | | | | | | |
| HAND-3 | | | | | | | HAND-4 | | | | | | | | | |
| **R** | | | | | | | **L** | | | | | | | | | |
| Name of Child: | |  | | | | | | Date of Observation | | | |  | | | | |
| FOOT-1 | | | | | | FOOT-2 | | | | | | | | | | |
| **R** | **TOP** | | | | **L** | **R** | | | | **BOTTOM** | | | | | **L** | |
|  | | | | | | | | | | | | | | | | |
| FOOT-3 | | | | | | FOOT-4 | | | | | | | | | | |
| **R** | | | | | | **L** | | | | | | | | | | |
| **INNER** | | | | | | | | | | | | | | | | |
| FOOT-5 | | | | | | FOOT-6 | | | | | | | | | | |
| **R** | | | | | | **L** | | | | | | | | | | |
| **OUTER** | | | | | | | | | | | | | | | | |
| Printed Name and Signature of worker: | | | |  | | | | | | | Date:  Time: | | |  | | |
| Role of Worker | | |  | | | | | | | | | | | | | |
| Other information: | | | | | | | | | | | | | | | | |

**Auditing of Pupil Records**

The Named Governor for child protection and safeguarding, on behalf of the governing body, has confirmed that the school’s record keeping in relation to children of concern is appropriate, by conducting an audit of a sample of pupil files every year.

Guidelines for conducting such an audit are contained below and referred to in the Clerks briefing paper as Question 17.

**Governor Compliance**

**Auditing your school’s record keeping.**

**Good record keeping is not bureaucracy - it is safeguarding!**

**Background**: Recent serious case reviews and domestic homicide reviews in Nottinghamshire have repeatedly identified poor record keeping by schools as a problem. Governors need to be confident that schools keep careful records in relation to children of concern. One way to do this is for school to conduct an audit of a sample of pupil files each year. The audit could be undertaken by the Head Teacher, Deputy Head Teacher, Senior Designated Person, Deputy Designated Person, lead governor for safeguarding or any combination of these people.

**Purpose**: The aim of such an audit is to learn how effective school record keeping is in relation to children of concern – potentially the most vulnerable pupils in the school. Lessons from the audit can then be fed back to all staff to improve future practice.

**Sample**: Clearly the more files that you examine, the fuller the picture you will have of processes in your school. However, this needs to be balanced against the time demands of an audit. In smaller primary schools looking at one file from each year group might give sufficient information, while in larger primary schools two from each year group might seem more appropriate. In a secondary school the audit may need to look at as many as three or four files from each year group. It is also reasonable to take a proportionate approach; if audits regularly show widespread good practice then fewer files may need to be examined in future. If, however, the audit reveals poor practice this will indicate the need not only for training and guidance but also more careful monitoring of this issue.

**Confidentiality**: Material in pupil files is often of a very sensitive nature and the highest standards of confidentiality are required by anyone reading these files.

**Checklist**:

To guide an audit of ‘concern files’ this checklist will help to identify key issues.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Yes/No** | | **Follow up action/further information** |
| Does the child’s main pupil record have a clear marker on it to indicate that a concern file is also held? (We recommend that a clear red C is written on the top right hand corner of the main file. This alerts any member of staff to the existence of a separate concern file.) |  | |  |
| Was all confidential information transferred from the main pupil file to the concern file when it was opened? (Check there are no confidential documents still sitting in the main file.) |  | |  |
| Does the concern file have an up-to-date and accurate ‘Front Sheet’ giving basic factual information about the child and family? |  | |  |
| Does the file have a brief running chronology of events/concerns? This chronology would normally be begun in the child’s main pupil file and then transferred when the threshold for concern is reached and a ‘concern file’ is opened. |  | |  |
| Is every entry in the file timed, dated and have the name and signature of the person who wrote the entry? |  | |  |
| Have staff made use of the ‘logging a concern’ template or a similar school template to help them record issues? |  | |  |
| Where applicable, have any original contemporaneous notes been kept, in addition to later more formal records. |  | |  |
| Have telephone calls and discussions with other agencies (police, health, social care) been recorded and is it clear from these notes what action is to be taken and by whom? |  | |  |
| Is there evidence that the school’s Senior Designated Person has reviewed the file and discussed the child with relevant staff? |  | |  |
| Is there evidence that school staff have weighed up the information they have about a child of concern, discussed it appropriately with others and then taken appropriate action such as sharing information with another agency, completing an ECAF or referral to another agency. Have these actions been followed through? |  |  | |
| If meetings relating to the child and their family have been called did school:  i) send a report if requested  ii) send a representative  iii) receive minutes of the meeting  iv) complete any actions they were assigned by the meeting  v) ensure that other key people in school were aware of any important issues. |  |  | |
| If injuries to the child have been noted by school, did staff use the body map recording form and were the records clear? |  |  | |
| Moving between schools can be a time of risk as children may be leaving a school where they and their family are known well, to attend one where they may not be known. It would be wise to include in the audit a consideration of a child who has ‘moved in’ recently and one who has ‘moved out’.  i) If the pupil concerned has transferred in from another school is there evidence that the Senior Designated Person from this school and previous school discussed the pupil at transfer and that a note was made of that discussion.  ii) For a pupil of concern who moved out recently did the Senior Designated Person make contact with the new Senior Designated Person at the new school? Is there a note to that effect? Was the pupil’s concern file delivered to the new school? Is there evidence that the file was received? |  |  | |

**Learning from the audit**

An audit such as this is not intended to be a ‘box ticking exercise’. The purpose is to understand how well staff fulfil their duties in relation to safeguarding in terms of how well records are maintained. Following the audit there should be a discussion about any strengths and weaknesses identified. The intention is not to criticise any individual member of staff but to see what lessons the school community, as a whole, needs to learn. The lessons from the audit can be fed back to all staff using the school’s normal staff training or briefing routes.



**Allegations Against Staff, Carers and Volunteers**

All organisations providing services to children (anyone under 18years old) must ensure that those who work with or on behalf of children and young people are competent, confident and safe to do so. Likewise, anyone who comes into contact with children and young people in their work has a duty of care to safeguard and promote their welfare.

The vast majority of adults who work with children act professionally and aim to provide a safe and supportive environment which secures the well-being and very best outcomes for children and young people in their care. However, it is recognised that in this area of work tensions and misunderstandings can occur. It is here that the behaviour of adults can give rise to allegations of abuse being made against them. Allegations may be misplaced or malicious. They may arise from differing perceptions of the same event, but when they occur, they are inevitably distressing and difficult for all concerned.

Equally, it must be recognised that some allegations will be genuine and there are adults who will deliberately seek out, create or exploit opportunities to abuse children. It is therefore essential that a clear process exists for the investigation and resolution of allegations made for the benefit of all concerned.

**Who is covered by the allegations against staff process?**

This process covers all persons working within the children’s workforce in either a paid or unpaid capacity and includes volunteers and foster carers. This includes anyone working in a health, education, social care, faith groups or voluntary sector service setting as well as any other service provided to children. An adult may have more than one role working with children and their suitability must be considered in whatever capacity they are working with children.

**Who is responsible for the allegations against staff process in Doncaster?**

The process is managed by Doncaster’s LADO (Local Authority Designated Officer). All local authorities must have a LADO who is responsible for

* managing individual cases
* providing advice and guidance
* liaising with police and other agencies
* Monitoring progress of cases for timeliness, thoroughness and fairness.

The LADO can be contacted as follows:

LADO

Mary Woollett Centre

Danum Road

Doncaster

DN4 5HF

LADO Tel: 01302 737748

LADO Administrator Tel: 01302 737332

email: [LADO@dcstrust.co.uk](mailto:LADO@dcstrust.co.uk)

Education related enquiries may be emailed to [educationsafeguarding@doncaster.gov.uk](mailto:educationsafeguarding@doncaster.gov.uk) or contact Sarah Stokoe Gill Whiteman or Dana Kelly

**When is it necessary to contact the LADO?**

All allegations that meet the following criteria must be reported to the LADO within one working day, where it is alleged that someone has:

• behaved in a way that has harmed a child, or may have harmed a child;

• possibly committed a criminal offence against or related to a child;

• behaved towards a child or children in a way that indicates he or she would pose a risk of harm if they work regularly or closely with children.

The LADO can also be contacted for advice regarding concerns or suspicions about behaviour towards children by staff within Doncaster’s children’s workforce.

**What happens when I contact the LADO?**

Most referrers will be asked to complete a referral form and where necessary provide other supporting information. The LADO will then complete an initial evaluation and provide advice regarding the pathway to be followed to resolve the allegation.

The LADO will advise the employer whether or not informing the parents of the child(ren) involved will impede the disciplinary or investigative processes. Acting on this advice, if it is agreed that the information can be fully or partially shared, the employer should inform the parent/s. In some circumstances, however, the parent/s may need to be told straight away (e.g. if a child is injured and requires medical treatment).

The parent/s and the child, if sufficiently mature, should be helped to understand the processes involved and be kept informed about the progress of the case and of the outcome where there is no criminal prosecution. This will include the outcome of any disciplinary process, but not the deliberations of, or the information used in, a hearing.

The employer should seek advice from the LADO, the police and / or LA children's social care about how much information should be disclosed to the accused person.

Subject to restrictions on the information that can be shared, the employer should, as soon as possible, inform the accused person about the nature of the allegation, how enquiries will be conducted and the possible outcome

The LADO may also need to hold a LADO strategy meeting and will need to ensure that the relevant people are invited to it and any follow up meetings to ensure that the full scope of the enquiry can be effectively addressed. This will include an invitation to the employers Senior Manager unless there is good reason not to do so.

A LADO strategy discussion or initial evaluation can be conducted by way of a series of video/telephone calls with a dedicated minute taker wherever practicable.

The LADO will normally chair the LADO strategy/evaluation meeting and the participants should be sufficiently senior to contribute all relevant available information about the allegation, child and accused person and make decisions on behalf of their agencies.

The LADO should regularly monitor the progress of cases either by:

• Holding review LADO strategy discussions/meetings; or

• By liaising with the police and/or children’s social care, employers and any other relevant parties.

A final LADO strategy or evaluation discussion/meeting should be held at the end of enquiries to ensure that all tasks have been completed and where appropriate to agree an action plan for learning lessons in order to inform future practice.

There should be an identified outcome for all allegation investigations:

**Substantiated:** there is sufficient identifiable evidence to prove the allegation;

**False:** there is sufficient evidence to disprove the allegation;

**Malicious:** there is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false;

**Unsubstantiated:** this is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation; the term therefore does not imply guilt or innocence.

**Will suspension be necessary?**

Decisions about suspension are made on a case by case basis and depend on the nature and seriousness of the allegation. Whilst the LADO can offer advice only an employer may make a decision to suspend a staff member. Many people subject to allegations are not suspended although their working arrangements may be adjusted whilst the matter is followed up.

The possible risk of harm to children posed by an accused person needs to be evaluated and managed effectively - in respect of the children involved in the allegations, and any other children in the individual’s home, work or community life. In some cases, this requires the employer to consider suspending the person. Suspension should be considered in any case where;

• There is cause to suspect a child has suffered, or is likely to suffer significant harm; or

• The allegation warrants investigation by the police; or

• The allegation is so serious that it might be grounds for dismissal.

People must not be suspended automatically or without careful thought and it should not be considered as a default option. Employers must consider carefully whether the circumstances of a case warrant a person being suspended from contact with children until the allegation is resolved.

**How long will an allegation take to investigate?**

It is important that allegations are investigated as quickly as possible for all concerned. Initial evaluations by the LADO begin immediately and initial advice is given within a few days and usually concluded within a month. More complex investigations or those involving the police can take longer but the LADO is expected to monitor these for timeliness and assist in resolving delays where possible.

**Key points**



<http://www.doncasterchildrenstrust.co.uk/>

**If you are worried about a child in an emergency**

Contact **01302 734100** between **8:30am and 5pm, Monday to Friday**

Outside of these hours call

**01302 796000**

**or**

**Children’s Services**

**Multi Agency Access Point**

**01302 737777**

* Regardless of the nature of allegations and who receives the allegation, it must be reported to the LADO. This must include situations where the worker resigns. Compromise agreements are not acceptable in such circumstances and may put others at risk in the future.
* Complaints procedures are separate to the allegations process and just because someone does not wish to make a complaint, this does not mean the allegation should not be considered and investigated.
* Any allegation is likely to cause anxiety and distress to all those involved. Early contact with the LADO for advice and guidance will assist with the process and ensure that support is considered at the earliest opportunity.
* It is extremely important that when an allegation is made, the organisation makes every effort to maintain confidentiality. This is important for both the adult who has been accused and for the child(ren) concerned.
* There is a legal requirement for organisations to make a referral to the DBS (Disclosure and Barring Service) where they think that an individual has engaged in conduct that harmed (or is likely to harm) a child; or if a person otherwise poses a risk of harm to a child. This applies even if that person has subsequently resigned or the organisation no longer uses their services.

**LADO**

**01302 737748**

**LADO details Monday, Tuesday & Thursday – CAROLINE TANNER**

**Wednesday & Friday – HELEN COOPER**

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**Doncaster Safeguarding Children Partnership Procedures can be found at:**

**http://doncasterscb.proceduresonline.com/**

**Doncaster Safeguarding Children Partnership website can be found at:**

[**http://www.dscp.org.uk**](http://www.dscp.org.uk)

ANNEX B

Guidance on Supporting Adults who disclose non recent (historical) child/young person sexual abuse

**DOCUMENT CONTROL**

|  |  |
| --- | --- |
| **Version:** | V1.0 |
| **Date written:** | 23rd October 2018 |
| **Ratified by:** | Doncaster Safeguarding Adults Board (DSAB) Doncaster Safeguarding Children’s Board (DSCP) |
| **Date ratified:** | 23rd October 2018 |
| **Name of originator/author:** | Ian Boldy, Doncaster Clinical Commissioning Group Kate Baxendale, Rotherham Doncaster and South Humber NHS Foundation Trust  Review and Learning Sub Group |
| **Date issued:** | 22nd November 2018 |
| **Review date:** | November 2019 |
| **Target Audience:** | All member organisations of DSAP |

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2. Rational for the guidance
3. Principles applying to the disclosure of non-recent sexual abuse
4. Definition of non-recent sexual abuse
5. Reasons why individual may be reluctant to disclose their experiences of abuse
6. Responses to a disclosure of non-recent sexual abuse
7. Timescale

***The Joint DSCP and DSAB Safeguarding Strategic Plan 2019:***



***South Yorkshire Principles and Approaches for Safeguarding Adults 2019:***



1. **Acknowledgements**

We would like to thank C who has bravely shared her experiences and supported the development of this guidance.

1. **Rationale**

This guidance has been developed as a result of a brave individual who shared her experience of sexual abuse as a young adult. Nationally there is a growing recognition of child sexual abuse and that it is not uncommon for individuals not to disclose until their adult years. The National Inquiry into Child Sexual Abuse is underway and a number of high profile cases have reinforced the extent and long term impact of abuse in childhood/ adulthood.

It is very difficult for individuals to speak out about the abuse they have suffered and it takes courage to come forward and share their experiences. The response and support individuals receive is crucial and it is incumbent on agencies to ensure that staff are trained and demonstrate compassion and competence in knowing where to report and how to support an individual who makes a disclosure.

There is a large amount of literature on the negative consequences of untreated trauma of abuse. The impact of sexual abuse on mental health can be long term and profound particularly if people do not get a helpful response when they disclose.

1. **Principles applying to disclosures of non-recent (historical) sexual abuse**
   * Historical allegations of abuse should be responded to in the same way as contemporary allegations
   * Abuse can be reported regardless of how long ago it happened
   * Abuse is never the fault of the victim
   * Individuals who make allegations of non-recent abuse will be believed and supported to seek the help they wish
   * It is important to consider whether the alleged offender could still pose a possible risk to children or vulnerable adults, if so safeguarding procedures should be followed
   * The individual who made a disclosure should always be fully informed regarding the process
   * The individual who made a disclosure should have one consistent staff member to support them
   * Consideration should be given to whether the individual who made the disclosure wants a male or female supporter allocated and this should be facilitated wherever possible
   * Support for individuals should be coordinated and independent support outside of the organisation where a concern is raised about a professional within it, should be incorporated into the package
   * In all cases there should multi agency consideration of the issues which will involve joint discussion and liaison between agencies.
   * The Local Authority Designated Officer (LADO)/ People in Positions of Trust (PiPOT) Lead has a specific response to historical allegations against people who work or worked with children, young people/ vulnerable adults
   * The individual who made the disclosure should have regular contact with the same person at intervals agreed with the individual
2. **Definition of non-recent (Historical abuse) sexual abuse**

An allegation of sexual abuse made by or on behalf of someone who is now 18 years or older, relating to an incident which took place in their childhood or early adult years.

Abuse will often involve the corruption of a trusting relationship through a process commonly termed as ‘grooming’.

People may perpetrate abuse for many years and they can abuse the same victim or a number of victims over a period of time.

It is common for offenders to seek a position of trust either in their personal lives or through employment which allows them to gain access to children and young people.

1. **Reasons why individuals may be reluctant to disclose their experiences of abuse**
   * Fear of not being believed
   * Fear of being blamed by others for what has happened
   * Feeling shame about what has happened to them
   * Fear caused by threats
   * Love or attachment to the person who abuse them
   * Being in denial about what has happened or experiencing dissociation triggered by memories of abuse
   * Feeling that they are the only person this has happened to
   * Feeling scared that the family will break up as a result of disclosure
   * Fear of racism
   * Gender stereotyping
   * Fear of exclusion from the community
   * Fear they may lose their job, damage their career
   * Fear of re victimisation
   * Fear of court
2. **Responses to a disclosure of non-recent sexual abuse**

When an adult makes a disclosure to a professional that he/she has suffered abuse as a child/young person the professional to whom the disclosure is made should:

* + Clarify whether there are any children/ young people or adults who may currently be at risk from the alleged perpetrator
  + Ascertain whether the adult is aware of the alleged perpetrators recent or current whereabouts and any contact the alleged perpetrator may have with children/ young people/ adults
  + Advise the adult to make a formal complaint to the police and offer the individual support in making the formal complaint to the police
  + A referral can be made to children or adult social care and where it is believed that the alleged perpetrator has contact with children/ young people a referral to children’s social care should be made. Equally if it is believed that the alleged perpetrator has contact with vulnerable adults then a referral to adult social care should be made.
  + It is recognised that disclosure can be anxiety provoking for individuals, however feedback given by victims of abuse identify the reason for their disclosure is that they do not want others to suffer the same experiences as they did and are prepared to pass on information to protect others.
  + In the circumstance where the adult does not wish to report to the police, but it is believed other children/ young people or vulnerable adults could be at risk, it should be explained to the individual the professional’s duty to refer to social care to safeguard other individuals.
  + The professional should record the discussion in detail
  + If the individual wishes to remain anonymous, where possible this will be respected.
  + The professional receiving the disclosure should liaise with the named safeguarding professional in their organisation for advice and guidance and to ensure a comprehensive package of support can be put into place

The two main referral points for receiving non recent allegations of abuse are the police and adult or children’s social care services.

Upon receipt of an allegation of non-recent abuse it is important that agencies come together to consider the parameters of multi-agency support for the

individual alongside the criminal investigation. In order to facilitate this, a historical abuse strategy/planning meeting will be called by either the police/ social care/ LADO/ PIPOT Lead.

Relevant agencies will be invited to participate in the historical abuse strategy/planning meeting through:

* + Sharing all the relevant information
  + Ensuring that all safeguarding checks and any resulting actions have been completed or are in the process of
  + Ensure all appropriate support is in place for the victim
  + Consider advocacy for the individual ensuring that it is informed through discussion with them
  + Decide on how best to progress the case
  + Consider if the there are several unrelated children/ young people/vulnerable adults and/or more than one perpetrator and the Investigating Complex (organised or multiple) Abuse procedure should be followed
  + Agree a plan for any further work
  + Agree when the alleged perpetrator should be made aware of the allegation
  + Consider if a referral needs to be made to a regulatory body
  + Consider if a further meeting is required
  + Arrange independent support for the individual e.g. DRASACS

1. **Conflicts of Interest**

It is recognised that there may be occasions where an individual receives or is made aware of a disclosure and there could be a conflict of interest due to a personal connection to the person whom is alleged to have perpetrated abuse. It is important that this is disclosed to a manager/ member of the safeguarding team immediately. Action can then be taken to remove the individual affected by the conflict of interest from further enquiries/ investigation/ support regarding the disclosure made.

1. **Timescales**

Disclosures of non-recent abuse where there are concerns about other potential victims should be reported to either the police or social care services within 1 working day.

Timescales for action will follow the statutory guidance being applied e.g. Working Together to Safeguard Children 2018, the Care Act 2014