



Safeguarding Policy and Procedure Document

December 2018

CONTENTS

Part One: Safeguarding Policy

Section	Page Number
Introduction to the policy	4
Links to other policies	4
Key Principles	4
Our responsibility to children	5
Statutory duties and the legal framework	6
Safer Recruitment	6
What is safeguarding?	7
Warrington MASH	7
Listening to children: capturing the child's voice	7
The Designated Senior Person (DSL)	8
What does the DSL do?	8
The Safeguarding Team Approach to safeguarding children	10
Meet our Safeguarding Team	10
Key functions of the safeguarding team	11
The role of the Governing Body	11
The role of the Safeguarding Governor	12
Managing allegations against members of staff who work with children	12
What we do if there are concerns about a child	13
Expectations of all staff who work with children	13
Whistleblowing	14
Safeguarding Training	14
Dealing with a disclosure of abuse from a child	15
Record keeping and confidentiality	16

Part 2: The key procedures-responding to concerns about a child

Section	Page
Early Help for children and families	18
Working with parents & carers	18
What is abuse?	19
Neglect	19
Emotional Abuse	20
Sexual Abuse	20
Physical Abuse	21
Parenting Capacity	21
Bullying	22
Child Sexual Exploitation (CSE)	22

Peer on Peer Abuse	24
Sexual Violence	24
Sexual Harassment	25
Sexually Harmful Behaviour	25
Domestic Violence & Abuse	26
Teenage Relationship Abuse	27
Substance Misuse	28
Faith Abuse	28
So called 'Honour-Based' Violence	29
Female Genital Mutilation (FGM)	29
Forced Marriage	31
Radicalisation & Violent Extremism	33
Sexting	35
Private Fostering	36
Children Missing Education (CME)	36
Process for making a referral	36
Useful links	37

Part 3: Appendices

	Page number
Appendix 1: Initial Concern Form (Yellow)	29
Appendix 2: Pupil concern form (Green)	
Appendix 3: Preventing Violent Extremism – Roles and Responsibilities of the Single Point of Contact (SPOC)	31
Appendix 4: Child Sexual Exploitation (CSE): additional information	32
Appendix 5: CSE Risk assessment and screening tool	33
Appendix 6: Bullying & Cyberbullying: additional information	38
Appendix 7: Domestic Violence & Abuse: DASH Risk Assessment tool	39
Appendix 8: Additional Information in relation to non-accidental injury: spotting the signs	43

Section One: Safeguarding information for all staff

Introduction to the Purpose of this Policy and Procedure document

The purpose of this policy is to provide absolute clarity for all staff at St. Oswald's Primary School on our shared responsibilities in safeguarding our pupils. This Policy and procedure document aims to help professionals understand what they need to do, and what they can expect of one another, to safeguard children. It focuses on core legal requirements, making it clear what individuals should do to keep children safe and how it is managed practically at St. Oswald's Primary School.

Links with other Policies

This safeguarding policy has obvious links with the wider safeguarding agenda and specifically all policies that make up the safeguarding suite of documents. When ratifying or reviewing the policy, links should be made with other relevant policies.

- Attendance Policy
- Behaviour and Discipline Policy
- Managing Allegations (LA Designated Officers – Fiona Cowan 01925 443101, Beki Byron 01925 443102)
- E-Safety and the use of Mobile Technology and Online Filtering and Monitoring
- Children Missing Education (LA CME Officer – Dave Samson 01925 442261)
- Safer Recruitment
- Whistleblowing (NSPCC whistleblowing helpline 0800 028 0285)
- SEND Policy (children with Special Educational Needs may be more vulnerable to abuse)
- Staff Code of Conduct
- Health and Safety Policy

This Policy is compliant with the (Warrington Children's Safeguarding Board) multi agency safeguarding procedures, available on <http://warringtonlscb.org/>

Key Principles

Everyone who works with children - including teachers, teaching assistants, midday assistants, office staff, coaches, pastoral staff, caretakers, and all other roles at St. Oswald's Primary School including volunteers and governors- have a responsibility in keeping children safe. Everyone who comes into contact with children and their families has a role to play in identifying concerns, sharing information and taking prompt action.

Safeguarding children is a shared responsibility, and it is acknowledged that no single professional or agency can have a full picture of a child's needs and circumstances. It is recognised that school staff are particularly important as they are in a position to identify concerns early and provide early help for children, to prevent concerns from escalating.

Academies, Schools and Colleges and their staff form part of the wider safeguarding system for children. This system is described in statutory guidance Keeping Children Safe in Education including updates September 2018. Academies, Schools and Colleges should work with Social Care, the Police, Health Services and other services to promote the welfare of children and protect them from harm.

St. Oswald's Primary School is committed to working together with all relevant agencies to ensure that children and families receive the right help at the right time and that appropriate action is taken swiftly to protect children from harm. We comply with the statutory guidance "Working Together to Safeguard Children" (2015) to promote the welfare of children and protect them from harm.

We believe that:

- All children and young people have the right to be protected from harm.
- Children and young people need to be safe and to feel safe in school.
- Children and young people need support which matches their individual needs, including those who may have experienced abuse.
- All children and young people have the right to speak freely and voice their values and beliefs.
- All children and young people must be encouraged to respect each other's values and support each other.
- All children and young people have the right to be supported to meet their emotional, and social needs as well as their educational needs – a happy, healthy, sociable child and young person will achieve better educationally.
- Schools can and do contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk taking behaviours.
- All staff and visitors have an important role to play in safeguarding children and protecting them from abuse.

Our responsibility to children

This policy will make clear the expectation and responsibility that all staff at St. Oswald's Primary School have, to contribute to safeguarding our pupils and promoting their welfare by:

- Clarifying standards of behaviour for staff and pupils.
- Contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect, and shared values.
- Introducing appropriate work within the curriculum.
- Encouraging pupils and parents to participate.
- Training staff to the signs and indicators that a child may be at risk.
- Developing staff awareness, through training, of the types of abuse.
- Developing staff awareness of the risks and vulnerabilities pupils may face.
- Addressing concerns at the earliest possible stage by offering early help.
- Taking action when a child needs protecting and safeguarding.
- Working together with all agencies to help to reduce the potential risks that pupils may face, if being exposed to abuse, neglect, violence, extremism, exploitation, or victimisation.

All staff can contribute to supporting our pupils by:

- Identifying and protecting the most vulnerable
- Identifying individual needs where possible; and
- Designing plans to meet those needs
- Including appropriate work within the curriculum;
- Implementing child protection policies and procedures; and
- Working in partnership with pupils/students, parents and agencies.

Statutory Duties and the legal framework that underpins this policy

This policy and procedure document has been developed in accordance with the principles established in the following legal and statutory framework:

- The Children Acts (1989) and the additions to the Act (2005).
- The Education Act (2002) Section 175
- The Equality Act (2010)
- The United Nations Convention on the Rights of the Child (UNCRC) (1991)
- The Local Safeguarding Children's Board, Multi Agency Safeguarding procedures. In this area via the Warrington Safeguarding Children's Board (WSCB) it is the Pan Cheshire Safeguarding Procedures.
- Keeping Children Safe in Education 2018
- Working Together to Safeguard Children (2015)
- 'What to do if you are worried a child is being abused' (2015) – Advice for practitioners.
- Staff Code of Conduct

Section 175 of the Education Act 2002 places a duty on local authorities (in relation to their education functions and governing bodies of maintained schools and further education institutions, which include sixth-form colleges) to exercise their functions with a view to safeguarding and promoting the welfare of children who are pupils at a school, or who are students under 18 years of age attending further education institutions. The same duty applies to independent schools (which include Academies and free schools) by virtue of regulations made under section 157 of the same Act.

In order to fulfil their duty under sections 157 and 175 of the Education Act 2002, all educational settings to whom the duty applies should have in place the arrangements to safeguard and promote the welfare of its pupils.

This can be achieved by creating an environment where pupils feel safe and are safe to learn and where adults are responsive to the needs of children and take appropriate action if there are concerns about a child. This policy will provide detail and clarity in Part 2 of the document about how St. Oswald's Catholic Primary School fulfils this statutory duty and what the specific arrangements are.

Safer Recruitment

There is a separate specific policy for **Safer Recruitment**, which is part of the safeguarding suite of documents. Find a brief summary in relation to safer recruitment.

St. Oswald's Primary School pays full regard to 'Keeping Children Safe in Education' (DFES 2014, July 2015, and Sept 2016 updates). Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and undertaking appropriate checks through the Disclosure and Barring Service (DBS) and completing checks in relation to Prohibition Orders and disqualifications by association checks for relevant staff. Evidence of such checks can be found in the school's Single Central Register (SCR).

What is safeguarding?

Safeguarding children is the action we take to promote the welfare of children and protect them from harm, and it is everyone's responsibility. Everyone who comes into contact with children and families has a role to play.

Safeguarding and promoting the welfare of children is 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.
- Taking action to enable all children to have the best outcomes. (KCSIE 2018)

Online Safety

Keeping children safe online is an integral part of safeguarding in an increasing technological age and school is aware of the need to ensure our children are safe online. In line with WBC, school has systems in place that are reviewed regularly to ensure the safety of our pupils. This includes the physical supervision of children whilst using the Internet and assigning additional classroom support staff to monitor screen activity.

School have clear procedures in place should there be a breach of security as outlined in the Online Safety Policy 2018. The web filtering and monitoring service is provided by Warrington Borough Council (WBC) and is compliant with legal requirements. School is ever vigilant to ensure the filter works correctly and provides protection for all users. Any breaches of security will be identified by WBC and school will be notified immediately. School is proactive in ensuring children only access the internet under adult supervision and all sites accessed are under adult surveillance. Any access to inappropriate sites will be reported to the Online Safety Coordinator immediately. The filtering system covers every device connected to the school internet provision, whether wireless or hardwired. Breaches of security will be monitored by the SLT and reported to the Governing Body

Warrington MASH

In February 2016, Warrington Borough Council and Cheshire Police launched a Multi-Agency Safeguarding Hub (MASH) where agencies can share relevant information and act together quickly to safeguard children and provide early help when families are facing complex problems. The MASH brings together the Police Referral Unit and the Public Protection Unit along with WBC Assessment and Intervention Service into one location to manage safeguarding concerns for children. This multi-agency approach includes safeguarding teams from Health, Domestic Abuse advisors from Refuge, staff working with children missing from home and/or at risk of child sexual exploitation from Catch 22 and leads from the Police and WBC. Referrals are made via the usual safeguarding procedures, using the updated MARF. The Education Safeguarding Team is the contact who can escalate cases and can arrange for early help interventions.

Listening to children: Capturing the child's voice

Effective safeguarding systems are child centred. Failings in safeguarding systems are too often the result of losing sight of the needs and views of the children within them, or placing the interests of adults (potentially the child's parents) ahead of the needs of children.

Children want to be respected, their views to be heard, to have stable relationships with professionals built on trust and for consistent support provided for their individual needs. This should guide the behaviour of professionals. Anyone working with children should see and speak to the child; listen to what they say; take their views seriously; and work with them collaboratively when deciding how to support their needs. A child-centred approach is supported by:

- The Children Act (1989) (as amended by section 53 of the Children Act 2004).
- The Equality Act 2010
- The United Nations Convention on the Rights of the Child (UNCRC) (1991)
- Working Together to Safeguard Children (2015)
- Keeping Children Safe in Education (2016)

Whilst professionals can NOT promise confidentiality, they must do the right thing in all cases. No child or group of children must be treated any less favourably than others in being able to access effective services which meet their particular needs; which includes child protection action and the offer of 'Early Help'.

The Designated Senior Lead (DSL) for Safeguarding

The role of the Designated Safeguarding Lead (DSL) was specified in the Children Act (2005) which stated that every organisation must have a "named person" for safeguarding children and young people. The DSL therefore must be a member of the Senior Leadership Team within school. The DSL role is one of great importance, with this member of staff being a champion of safeguarding and a source of support for all staff. There must also be a 'Deputy DSL' (DDSL), who is equally trained to the DSL, who can deputise for the DSL in their absence and must be available to staff if needed.

It is key that all staff know who the DSL And DDSL is and ensure that all concerns about a child are shared with the DSL/DDSL immediately.

The name of the Designated Senior Lead for St. Oswald's Primary School is:

Miss Helen Lennon (Head Teacher).

Telephone number: 01925 813015

Email: stoswalds_primary_head@warrington.gov.uk

The name of the Deputy Designated Senior Lead for St. Oswald's Primary School is:

Mrs Sharon Orwin (Assistant Head Teacher).

Telephone number: 01925 813015

Email: stoswalds_primary_assistanthead@warrington.gov.uk

What does the DSL do?

- Lead responsibility for dealing with safeguarding and child protection concerns at the school or academy and should be available at all times during the school day. This may mean having a deputy or team approach.
- Should act as source of support, advice and expertise within school when deciding whether to make a referral by liaising with relevant agencies.

- The DSL will be trained to a high level, which includes both single agency and multi-agency training (Level 3). This must be updated at least every two years; good practice is that the DSL updates their training on an annual basis.
- The DSL will recognise how to identify signs of abuse and will make an appropriate judgement on what action to take. This will be based on the information that the DSL is presented with by staff.
- The DSL will assess the appropriateness of completing an early help assessment (e.g. CAF, TAF or ECAF) or whether the threshold has been met for social care statutory social work services.
- The DSL will share concerns or seek advice with appropriate outside agencies – Education Safeguarding Team (01925 442928) and/or Children’s Social Care (01925 443400)
- The DSL will access regular training and network events to keep as up to date as possible with changes in legislation and or statutory guidance.
- The DSL will access regular training and network events to keep as up to date as possible with changes in legislation and or statutory guidance.
- The DSL will ensure that the school’s safeguarding policy is embedded and available to all staff and volunteers at the point of induction. If the policy is reviewed, the DSL will share the new updates with all staff to ensure that all staff know what is expected of them.
- The DSL will champion safeguarding and keep all staff up to date with current procedure and practice. This will help to familiarise all staff with their own role within safeguarding.
- The DSL will ensure all new staff and volunteers have induction training covering safeguarding and child protection and are able to recognise and report any concerns immediately if they arise. The induction will cover the ‘basic awareness session’ and the ‘no delay’ principle.
- The DSL will keep detailed accurate secure written contemporaneous records. Each child will have an individual file labelled either child protection or early help. Chronologies will be help for each child and they will be clear, concise and factual (E.g. dated, concern, initialled, action taken). Files will hold copies of all referrals and relevant multi agency meetings and plans. Files will be reviewed and quality assured as part of the s157/s175 audit process.
- The DSL will deliver whole school staff safeguarding training to all staff; recommended on a yearly basis as part of INSET. This should include briefings on specific topics such as CSE, FGM, E-Safety, Equality, Radicalisation and Private Fostering.
- The DSL should be aware of the Local Safeguarding Children’s Board (LSCB) and how it operates. This should include access to the LSCB website and to practitioner training events.
- The DSL will participate in multi-agency meetings and contribute effectively either verbally or by way of a written report.
- The DSL will attend Child Protection Case Conferences and contribute to discussions at the conference and will make a formal recommendation at the meeting in respect of a child protection plan.
- The DSL will contribute to social work assessments e.g. The Combined Assessment when required and requested to do so. This will include the sharing of information about attendance, attainment and any other concerns that have been identified as well of any strengths that the family/ child has.

- The DSL will develop the Vulnerability Risk Register (VRR) to identify the vulnerable children at the school. This confidential register will be reviewed regularly to ensure that the DSL knows who the vulnerable children are. This may be reviewed as part of safeguarding team meetings. This should automatically include children in care, children on a child protection plan and children in need. It may also include children receiving early help (have a CAF or family support plan), young carers, children with medical needs, children at risk of CSE, children who have emotional and mental health difficulties, children who self-harm etc. The categories on this register will be determined by the needs of the school community.
- The DSL will monitor the attendance, development and wellbeing of children who are subject to a child protection plan and children in care.
- The DSL will champion safeguarding in school- promoting effective communication both internally and with external agencies on all matters relating to child protection.
- The DSL will complete a s157/ s175 Audit on an annual basis, at the request of the Local Authority to ensure that there are effective systems in place to keep children safe.
- Where appropriate the DSL will identify staff to be part of a Safeguarding Team, to ensure that there is always a member of staff present in school who can take a lead role in safeguarding children in the DSLs absence. The DSL will take the lead responsibility within the safeguarding team.

The Safeguarding Team Approach to safeguarding children

This is considered to be the best practice to managing safeguarding at school and academy level. Practically, there is always cover for absence and a number of professionals trained to know what to do if there were concerns about the safety or wellbeing of a child. It also encourages a culture of working collaboratively and making decisions together, with the child at the heart of the teams practice. The team approach is supportive to the DSL, who will as a result of a team structure, no longer works in isolation and take the sole responsibility for safeguarding.

Importantly, the DSL leads the safeguarding team and on a day to day basis decision will be made by the DSL. Team members need to be clear of their role within the team and what is expected from them.

De-briefing and reflective practice is an important part of safeguarding practice and should be routinely built into safeguarding team meetings.

Meet the Safeguarding Team at St. Oswald's Primary School

St. Oswald's Primary School operates a safeguarding team approach on both early help and child protection.

Helen Lennon (DSL) along with Sharon Orwin (DDSL) and Kath Clarke and Emma Shaw (Governors). There is also a safeguarding admin support, Wendy Bluck (Head Teacher's PA).

Designated Senior Lead:- Helen Lennon – Head teacher – Child Protection, Safeguarding Matters, Case Conferences, Multi Agency Meetings, CAF professional

Deputy Designated Senior Lead:- Sharon Orwin – Assistant Head teacher –Child Protection, Safeguarding, Safer Recruitment, Case Conferences, Multi Agency Meetings, CAF professional

Safeguarding Team Member: - Wendy Bluck – Safeguarding admin support (Head Teacher’s PA)

School Safeguarding Team: - Helen Lennon, Sharon Orwin and Wendy Bluck

Safeguarding Governor including Child Protection, Safeguarding, Safer Recruitment – Emma Shaw

Safeguarding Link Governors:- Emma Shaw and Kath Clarke

Chair of Governors – Sarah Boardman

Key Functions of the Safeguarding Team

The DSL will lead the safeguarding team and allocate tasks to safeguarding team members. The DSL will have management oversight of the safeguarding work completed by the safeguarding team.

Below is a list of the some of the tasks that the DSL may ask team members to undertake:

- Complete ‘early help’ assessments e.g. CAF, TAF or ECAF, contribute to Combined Assessments, complete DASH risk assessments (in relation to Domestic Abuse), complete CSE screening tool.
- Make contact with Children’s Social Care when there is an identified child protection issue.
- Make referrals to appropriate statutory and non-statutory services for support.
- Support to children and their families by taking the Lead Professional role.
- Attend and deliver Safeguarding Training (whole school training).
- Challenge practice and decision in line with the LSCB Escalation Policy.
- Have a thorough understanding of the thresholds for support from Children’s Social Care e.g. children in need of protection and children in need of care.
- Support each other (De-briefing opportunities and reflective learning opportunities).
- Champion and know who your vulnerable children are. The Vulnerability Child Register should be reviewed at Safeguarding Team meetings on a regular basis.

The role of the Governing Body

The Governing Body are the accountable body for ensuring the safety of the school.

The governing body will ensure that:

- The school has a safeguarding policy in accordance with the multi-agency procedures of the Local Safeguarding Children’s Board.
- The school operates, “Safer Recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers.
- There is a named member of the school Senior Leadership Team who takes on the role of the Designated Safeguarding Person (DSL), there is also a named Deputy DSL.
- The Designated Safeguarding person attends appropriate refresher training every two years as a minimum, encouragement for annual update is best practice.
- The Head Teacher, Governing Body members and all other staff who work with children undertake training at every two years as a minimum, encouragement for annual update is best practice.
- Temporary staff and volunteers are made aware of the school’s arrangements for safeguarding children and their responsibilities.
- The school remedies any deficiencies or weaknesses brought to its attention without delay.

- The school has procedures for dealing with allegations of abuse against staff/volunteers and if an allegation is made against the Head Teacher, the Chair of Governors will liaise directly with the Local Authority Designated officer (LADO).
- The Head Teacher, Chair of Governors and DSL should attend specific training in managing allegations against members of staff who work with children. This training is available through the Local Safeguarding Children's Board.
- The governing body reviews its policies/procedures in relation to safeguarding children on an annual basis. This includes all policies that make up the safeguarding suite of documents.
- The Governing Body provide challenge, if there are any concerns that the school is not fulfilling its duty to keep children safe in education.

The role of the Safeguarding Governors

The governors responsible for safeguarding children will play an essential role in ensuring children in the school are kept safe from harm. The safeguarding governors plays an important role in ensuring oversight and scrutiny of safeguarding policy, procedure and practice on behalf of the full governing body.

The Nominated Governors for child protection at St. Oswald's Primary School are **Emma Shaw & Kath Clarke**.

The Nominated Governors are responsible for liaising with the Head Teacher/Designated Safeguarding Lead (DSL) over all matters related to safeguarding issues. The role is strategic rather than operational – they will not be involved in concerns about individual children. It is not the role of the link governors to supervise the DSL; the link governor should offer support and appropriate challenge. However, the nominated governors for safeguarding will want to be reassured that systems for safeguarding children are in place and embedded into practice. This could be achieved by holding a termly meeting between the DSL and the nominated governors.

Allegations against members of staff who work with children

There is a separate, specific policy for **Managing Allegations against members of staff who work with children**, which is part of the safeguarding suite of documents.

If an allegation is made, or information is received which suggests that a person may be unsuitable to work with children, the member of staff receiving the allegation or aware of the information, will immediately inform the Head Teacher.

The Head Teacher on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO) and where appropriate the HR business partner.

If the allegation made to a member of staff concerns the Head Teacher, the person receiving the allegation will immediately inform the Chair of Governors, who will consult the LADO and HR business partner, without notifying the Head Teacher first.

The school will comply with the local safeguarding children's board procedures in respect of managing all allegations against members of staff who work with children.

Miss Helen Lennon (Head Teacher).

Telephone: 01925 813015

Email: stoswalds_primary_head@warrington.gov.uk

Mrs Sarah Boardman (Chair of Governors)
Telephone: 01925 813015
Email: stoswalds_primary@warrington.gov.uk

Operational LADO: Beki Byron
Telephone: 01925 443101
Email: bbyron@warrington.gov.uk

Senior LADO: Fiona Cowan
Telephone: 01925 442079
Email: fcowan@warrington.gov.uk

What we do if there are concerns about a child

If staff have a concern about a child, they MUST notify the DSL without delay, or in the absence of the DSL a member of the safeguarding team. It is of significant importance that this is completed immediately, with 'no delay' so that appropriate action can be taken as quickly as possible. It is not acceptable to leave this until later in the day or at a more convenient time. Staff members will be held accountable for not taking swift action.

Staff must complete a referral form (**Initial Concern Form Appendix 1**) and give the completed form to the DSL. The form will capture all the relevant information about the concerns. This is evidence based practice and will support the DSL in making an assessment of what action needs to be taken.

Inevitably verbal conversations may sometimes supersede the completion of the referral form (**Initial Concern Form Appendix 1**) and in some cases urgent action may be taken at a fast pace e.g. medical treatment, urgent contact with children's social care or the police. It is important to always prioritise the safeguarding of a child, however, there should be recognition that contemporaneous record keeping is an important feature of safeguarding practice and should be prioritised by all staff to ensure that child protection and early help case files are up to date and accurate.

It is the responsibility of all staff to complete the referral form for the DSL (**Initial Concern Form Appendix 1**) should that member of staff have concerns about a child or following a disclosure. This procedure should be followed without exception.

Staff can find a copy of the Initial Concern Form at the back of this policy in Appendix 1. However, copies of the form will be stored in all classrooms and the DDSL's office. The DSL should ensure that all members of staff should have paper or electronic copies of this form available to them.

Expectations of staff at St. Oswald's Primary School

All adults who work with children will:

- Read and follow the procedures written within this Safeguarding Policy.
- Be subject to Safer Recruitment processes and checks, whether they are new staff, supply staff, contractors, volunteers, governors, visitors etc. Adults who work with children are responsible for providing all information to complete DBS Checks and Prohibition Order checks and share information in respect of disqualification by association (where applicable).
- Read and follow the Staff Handbook and the expectations around staff conduct.

- Be supportive to the development and implementation of Individual Education Plans (IEPs), Family Support and Early Help Plans, Child in Need plans, Child in Care plans and Child Protection plans.
- Be alert to the signs and indicators of possible abuse (**See Part Two for definitions and indicators**).
- Take swift action if there are concerns about a child, following procedures written within this policy. Record concerns using the Initial Concern Form (**Appendix 1**) and give the record to the Designated Safeguarding Lead, Helen Lennon, or Deputy DSL Sharon Orwin.
- Deal with a disclosure of abuse from a child in line with Part Two of the policy - you must inform the Designated Safeguarding Person immediately and provide a written account on an Initial Concern Form (**Appendix 1**) as soon as possible.

Whistleblowing

Please see the separate and specific policy in relation to Whistleblowing, which is part of the safeguarding suite of documents. Find a brief summary of actions that should be taken should a member of staff have concerns about the behaviour of a colleague or concerns related to policy and practice. The key principles are that all staff should be aware of their duty to raise concerns, where they exist, about the management of child protection and safeguarding, 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 the Local Authority Designated Officer (LADO).

Where a staff member feels unable to raise an issue with their employer or feels their genuine concerns are not being addressed, the following whistleblowing channels are available:

- General guidance can be found at – Advice on whistleblowing
- The NSPCC whistleblowing helpline 0800 028 0285 8am – 8pm Monday to Friday and email: help@nspcc.org.uk

Safeguarding Training

All staff will receive basic training as part of their induction, this will be delivered by the DSL. New staff will be provided with the safeguarding suite of documents, including the Safeguarding Policy as part of their induction and be expected to read at least Part 1 of 'Keeping Children Safe in Education' (2018). All staff should ensure that they are familiar with the procedures written within this policy. All staff can gain advice and support from the DSL who is the lead member of staff for safeguarding.

Whilst it is not statutory for all staff to update their safeguarding training on an annual basis, it is good practice. Safeguarding update training should be part of whole school INSET training days and can provide useful updates on key themes such as CSE, Peer on Peer, Private Fostering, Extremism and Radicalisation and So called 'honour based' violence. This training will be delivered by the DSL and/or Safeguarding Team members. Best practice is for the DSL to ensure that staff receive 'regular updates', through either staff meetings or electronic bulletins.

The DSL must update their training on a regular basis. The statutory requirement is every two years; however, good practice is that the DSL attends multi-agency training on an annual basis and participates in local (single agency) networks to share good practice, reflect and learn together and to keep up to date.

The named governor for safeguarding should also update their training on a regular basis; good practice is on an annual basis to ensure that they keep up to date in their knowledge.

Evidence of safeguarding training must be made available as part of any safeguarding inspection or audit.

Dealing with a disclosure of abuse from a child

Children often will choose who they talk to, when they have something that is worrying them or happening to them. Children may have thought long and hard about telling an adult, and will have chosen the adult specifically as they have trust in that person to do the right thing.

Disclosing something upsetting and traumatic may be very difficult and distressing for both the child and the adult. Listening to and supporting a child who has been abused can also be traumatic for the adults involved. Support for you will be available from your Designated Safeguarding Leads. These guidance notes may help you if you are ever in this situation. Remember, the child chose you and it is a privileged position to be in, it's a position where you can make a difference to a child's situation.

A golden rule is that you don't ever promise confidentiality and be open and honest with the child at all times.

Guidance for you to consider

- ✓ Stay calm and listen to what the child is saying
- ✓ Do consider the environment that you are in with the child, is it appropriate? Do other staff members know where you are?
- ✓ Ask open ended questions and record what is being said in the child's own words.
- ✓ Encourage the child to talk but reassure the child that they have done the right thing in speaking to you.
- ✓ Reassure the child that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- ✓ Tell the child that it is not her/his fault.
- ✓ Listen and remember and make notes and if appropriate, share your notes with the child to recap what has been said.
- ✓ Check that you have understood correctly what the child is trying to tell you by clarifying the facts.
- ✓ Thank the child for telling you. Communicate that s/he has a right to be safe and protected.
- ✓ Be aware that the child may retract what s/he has told you. It is essential to record all you have heard.
- ✓ At the end of the conversation, tell the child again who you are going to tell (The DSL) and why that person needs to know.
- ✓ As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. **(Use Initial Concern Form - Appendix 1)** to do this.

Do Not

- ✗ Do not ask "leading questions" or press for information.
- ✗ Do not investigate.
- ✗ Do not communicate shock, anger or embarrassment or share your opinion on what has happened.
- ✗ Do not swear.
- ✗ Make inappropriate comments about the alleged offender.
- ✗ Never enter a pact of secrecy with the child. Assure the child that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why (The DSL).
- ✗ Do not tell the child that what s/he experienced is dirty, naughty or bad.
- ✗ Make physical contact with the child. Whilst the child may seek out physical contact, remember that this may place you in a vulnerable position and also an abused child may not want physical comfort e.g. a hug.

If you have concerns about a child, or notice something may be wrong, ask the question "Are you OK?"

Children have told us that they want adults to:

Be Vigilant: they want to have adults notice when things are troubling them.

Understanding and action: they want adults to understand what is happening; to be heard and understood; and to have that understanding acted upon

Stability: to be able to develop an on-going stable relationship of trust with those helping them

Respect: to be treated with the expectation that they are competent rather than not

Information and engagement: to be informed about and involved in procedures, decisions, concerns and plans

Explanation: to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response

Support: to be provided with support in their own right as well as a member of their family

Advocacy: to be provided with advocacy to assist them in putting forward their views

Source: Working Together to Safeguard Children; p10; (2015)

Record Keeping and Confidentiality

Good, up to date record keeping of concerns and action taken is essential for two main reasons:

- It helps schools identify causes for concern at an early stage. Often it is only when a number of seemingly minor issues are considered as a holistic picture, that a safeguarding or child protection concern becomes clear.
- It helps schools monitor and manage its safeguarding practices. Furthermore, in any inspection it will be important to provide evidence of robust and effective safeguarding policy and practice.

A record of concern, suspicion or allegation should be made at the time or as soon as possible after the event. It is not usually advisable to make a written record whilst a child is disclosing abuse, as it may deter the child from speaking. However, it is important that events are recorded in the child's own words and as soon as possible, to ensure absolute accuracy.

Records should be factual, using the child's own words in cases where a disclosure is made. Professional opinion can be given but needs to be supported by stating the facts and observations upon which the opinions are based. It is important to remember that what is recorded can be shared with all appropriate agencies and potentially the child's parents. (Except where doing so, would place a child at risk of significant harm in the case of parents (See DES circular 17/89)).

Expressing an opinion as to whether the child is telling the truth is not helpful and can prejudice how a case proceeds. All records should be dated and signed with the name of the signatory clearly printed and filed in chronological order. Concerns should be logged contemporaneously and in chronological order. It is advisable that each child's file has a running chronology that is kept up to date.

All recorded child protection concerns must be passed to the DSL following completion of the Initial Concern Form (Appendix 1) as soon as possible. The DSL will need to make a professional judgement about what action needs to be taken.

All records of child protection concerns, disclosures or allegations are to be treated as sensitive information and should be kept together securely and separately from the child's general school records.

As a guide, the pupil's child protection or early help file should contain:

- Any concerns recorded by staff.
- Any child protection information received from previous schools or other agencies.
- Copy of any internal or external referrals and correspondence.
- Copies of any referrals from the DSL to Children's Social Care.
- In the case of a child subject to a Child Protection Plan, notes of any Child Protection case conference or Core Group meetings etc.
- Where a case is ongoing, keep a record of any actions and discussions etc. which will form a 'running chronology' for future reference.

If any information is removed from a file for any reason, a dated note must be placed in the file indicating who has taken it, why and when.

When a child changes school, a copy of the child protection file should be sent to the new school, under separate cover, directed to the receiving school's DSL. Best practice would recommend a handover meeting to ensure that all relevant information is shared.

Section Two: The key procedures and responding to concerns about a child

This section will make clear the procedure that all staff should follow, should you have concerns about a child. It will also explore what abuse is in detail and define some of the signs and symptoms. It is important that staff read through this section and familiarise themselves with the potential warning signs that a child is at risk.

Early Help for Children and their Families

Providing early help is more effective in promoting the welfare of children than reacting later when situations can be more complex. Early help means providing support as soon as a problem emerges, at any point in a child's life. Part of a School and academies safeguarding procedures should include effective ways to identify emerging problems and potential unmet needs for individual children and families.

This requires all professionals, including those in schools to understand their role in identifying emerging problems and to share information with other professionals to support early identification and assessment.

Effective early help relies upon local agencies working together to:

- Identify children and families who would benefit from early help.
- Undertake an assessment of the need for early help (E.g. CAF, TAF or ECAF).
- Provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child.

Schools should particularly be alert to the potential need for early help for a child who:

- Is disabled and has specific additional needs.
- Has special educational needs.
- Is a young carer.
- Is showing signs of engaging in anti-social or criminal behaviour.
- Is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health, domestic violence.
- Is showing early signs of abuse and/or neglect.

All professionals working in educational establishments have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and work together to provide children and young people with the help they need. **All concerns should be shared with the DSL and an Initial Concern Form should be completed (Appendix 1).**

The Designated Senior Person (DSL) and safeguarding team members should be trained in 'early help' and be confident in taking on the Lead Professional role, which includes completing an 'early help assessment' and co-ordinating a Family Support Plan where appropriate.

Working with Parents and Carers

In general, the DSL will discuss any child protection concerns with parents / carers before approaching other agencies, and will seek their consent to making a referral to another agency e.g. Children's Social Care. The exception to this principle is when the concern is either a physical or sexual nature and implicates a family member or if doing so would place the child at risk of significant harm.

In addition, Parents/carers will be informed about our Safeguarding policy through our school website. All school staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

CHILD PROTECTION

Child Protection is protecting a child or young person under the age of 18 from abuse or neglect

What is Abuse?

Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children. Abuse has significant impact on a child's physical and emotional health and development. All staff need to understand what the categories of abuse are and how to spot the signs and symptoms of abuse in a child so that action can be taken to protect and safeguard the child.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

The following may be indicators of neglect (this is not designed to be used as a checklist nor is it exhaustive):

- Constant hunger
- Smelly (through poor hygiene or clothing)
- Stealing, scavenging and/or hoarding food
- Frequent tiredness or listlessness
- Frequently dirty or unkempt
- Often poorly or inappropriately dressed for the weather
- Poor school attendance or often late for school
- Poor concentration
- Affection or attention seeking behaviour
- Illnesses or injuries that are left untreated
- Failure to achieve developmental milestones, for example growth, weight
- Failure to develop intellectually or socially
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings
- The child is regularly not collected or received from school
- The child is left at home alone or with inappropriate carers.

Emotional Abuse is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

The following may be indicators of emotional abuse (this is not designed to be used as a checklist, nor is it exhaustive):

- The child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly
- Quiet, withdrawn and nervous
- Over-reaction to mistakes
- Delayed physical, mental or emotional development
- Sudden speech or sensory disorders
- Inappropriate emotional responses, fantasies
- Neurotic behaviour: rocking, banging head, regression, tics and twitches
- Self-harming, drug or solvent abuse
- Fear of parents being contacted
- Running away
- Compulsive sealing
- Appetite disorders - anorexia nervosa, bulimia
- Soiling, smearing faeces, enuresis.

N.B.: Some situations where children stop communication suddenly (known as "traumatic mutism") can indicate maltreatment.

Sexual Abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education.

The following may be indicators of sexual abuse (this is not designed to be used as a checklist nor is it exhaustive):

- Sexually explicit play or behaviour or age-inappropriate knowledge
- Anal or vaginal discharge, soreness or scratching
- Reluctance to go home

- Inability to concentrate, tiredness
- Refusal to communicate
- Thrush, persistent complaints of stomach disorders or pains
- Eating disorders, for example anorexia nervosa and bulimia
- Attention seeking behaviour, self-mutilation, substance abuse
- Aggressive behaviour including sexual harassment or molestation
- Unusual compliance
- Regressive behaviour, enuresis, soiling
- Frequent or open masturbation, touching others inappropriately
- Depression, withdrawal, isolation from peer group
- Reluctance to undress for PE or swimming
- Bruises or scratches in the genital area.

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

The following may be indicators of physical abuse (this is not designed to be used as a checklist nor is it exhaustive):

- Multiple bruises in clusters, or of uniform shape
- Bruises that carry an imprint, such as a hand or a belt
- Bite marks
- Round burn marks
- Multiple burn marks and burns on unusual areas of the body such as the back, shoulders or buttocks
- An injury that is not consistent with the account given
- Changing or different accounts of how an injury occurred
- Bald patches
- Symptoms of drug or alcohol intoxication or poisoning
- Unaccountable covering of limbs, even in hot weather
- Fear of going home or parents being contacted
- Fear of medical help
- Fear of changing for PE
- Inexplicable fear of adults or over-compliance
- Violence or aggression towards others including bullying
- Isolation from peers.

Parenting Capacity: When there are concerns

Research and experience indicates that the following responses from parents may suggest a cause for concern across all four categories:

- Delay in seeking treatment that is obviously needed
- Unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
- Inconsistent explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
- Reluctance to give information or failure to mention other known relevant injuries

- Frequent presentation of minor injuries
- A persistently negative attitude towards the child
- Unrealistic expectations or constant complaints about the child
- Alcohol misuse or other drug/substance misuse
- Parents request removal of the child from home
- Mental health issues which prevent the parent from meeting the child's basic needs
- Violence between adults in the household
- Failure to protect the child from known 'risky' persons
- Failure to prioritise the child's needs above that of their own.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical. Staff should recognise this as a potential child protection issue and follow the school's **Anti-Bullying Policy**.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

See **Appendix 5** for links to additional information in respect of preventing and responding to bullying and cyber-bullying.

Child Sexual Exploitation (CSE) is a form of child abuse which involves children and young people (male and female, of a range of ethnic origins and ages, in some cases as young as 10) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) in exchange for sexual activity. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. Perpetrators of child sexual exploitation are found in all parts of the country and are not restricted to particular ethnic groups.

What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

Key indicators of children being sexually exploited can include:

- Going missing for periods of time or regularly coming home late
- Regularly missing school or education or not taking part in education
- Appearing with unexplained gifts or new possessions

- Associating with other young people involved in exploitation
- Older boyfriends or girlfriends
- Suffering from sexually transmitted infections
- Mood swings or changes in emotional wellbeing
- Drug and alcohol misuse
- Displaying inappropriate sexualised behaviour.

Education staff should be aware that children and young people are more vulnerable to abuse through sexual exploitation if they have experience of:

- Violence/Domestic Abuse
- Children and Young People 'Looked After'
- Refugee/asylum seeker
- Pattern of street homeless
- Substance misuse by parent/carer/child
- Learning disabilities, special needs or mental health issues
- Homophobia
- Estranged from family
- Death or illness of a significant person in the child's life
- Financially unsupported

Staff should also be aware that many children and young people who are victims of sexual exploitation do not recognise themselves as such. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point. Return interviews for young runaways can help in establishing why a young person ran away and the subsequent support that may be required, as well as preventing repeat incidents. The information gathered from return interviews can be used to inform the identification, referral and assessment of any child sexual exploitation cases.

In assessing whether a child or young person is a victim of sexual exploitation, or at risk of becoming a victim, careful consideration should be given to the issue of consent. It is important to bear in mind that:

- A child under the age of 13 is not legally capable of consenting to sex (it is statutory rape) or any other type of sexual touching
- Sexual activity with a child under 16 is also an offence
- It is an offence for a person to have a sexual relationship with a 16 or 17 year old if they hold a position of trust or authority in relation to them
- Where sexual activity with a 16 or 17 year old does not result in an offence being committed, it may still result in harm, or the likelihood of harm being suffered
- Non-consensual sex is rape whatever the age of the victim
- If the victim is incapacitated through drink or drugs, or the victim or his or her family has been subject to violence or the threat of it, they cannot be considered to have given true consent and therefore offences may have been committed.

Please see **Appendix 3** for links to additional information on CSE. Please see **Appendix 4** for the CSE Risk Assessment and screening tool.

Peer on peer abuse

Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.

Context

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.

Staff should be aware of the importance of:

- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
- challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

Sexual violence

It is important that school and college staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual violence we are referring to sexual offences under the Sexual Offences Act 2003¹⁹ as described below:

Rape: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.

Assault by Penetration: A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

Sexual Assault: A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

What is consent?

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice.

Sexual harassment

When referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline. When we reference sexual harassment, we do so in the context of child on child sexual harassment. Sexual harassment is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Whilst not intended to be an exhaustive list, sexual harassment can include:

- sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
- sexual "jokes" or taunting;
- physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes (schools and colleges should be considering when any of this crosses a line into sexual violence - it is important to talk to and consider the experience of the victim) and displaying pictures, photos or drawings of a sexual nature; and
- online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include:
 - non-consensual sharing of sexual images and videos;
 - sexualised online bullying;
 - unwanted sexual comments and messages, including, on social media; and
 - sexual exploitation; coercion and threats.

Response to a report of sexual violence or sexual harassment

Incidents of sexually harmful behaviour come to light, either through discovery or disclosure, which may be third-party or second-hand information. The details provided should be carefully recorded by the person receiving the initial account on Initial Concern Form (Appendix 1) and passed to the DSL. The DSL will assess the level of concerns about the behaviour if a referral to Social Care is appropriate.

Domestic Violence or Abuse

Domestic violence is characterised by inter-personal violence and with effect from March 2013 it was defined by the Home Office as:

Domestic violence and abuse is any incident, or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

This definition includes 'honour' based violence, female genital mutilation (FGM) and forced marriage and is clear that victims are not confined to one gender or ethnic group. The definition does not cover violence by an under 16 year old against another family member. Where the perpetrator is over 18 and the victim under 18, this is regarded as child abuse. If both perpetrator and victim are under 18 years, consideration of the need for a child protection investigation to be undertaken would still be required but the national definition allows any abuse between 16 -17 year olds to be considered as domestic abuse.

If you have concerns of this nature, ensure that you share this with the DSL and complete an Initial Concern Form (**Appendix 1**).

Teenage Relationship Abuse

Since March 2013, the Home Office definition of domestic violence now includes 16 – 18 year olds. However, this type of abuse can occur in any relationship. Teenage relationship abuse may include the following features:

Emotional Abuse	Physical Abuse	Sexual Abuse	Financial Abuse
Constant insults and name calling;	Hitting, punching, pushing, biting, kicking, using weapons etc.	Forcing someone to have sex	Taking/controlling money
Isolation from friends and family;		Unwanted kissing or touching	Forcing people to buy them things
Checking up on partners all the time (Inc. checking emails, texts, social networking sites etc.)		Being made to watch pornography without consent	Forcing partners to work or not to work
Making the person feel responsible for the abuse;		Pressure not to use contraception	
Controlling what someone wears or where they go			

Warning Signs of Relationship Abuse might include

- Physical signs of injury / illness
- Truancy, failing grades
- Withdrawal, passivity, being compliant
- Changes in mood and personality
- Isolation from family and friends
- Frequent texts and calls from boyfriend / girlfriend
- Inappropriate sexual behaviour /language / attitudes
- Depression
- Pregnancy
- Use of drugs / alcohol (where there was no prior use)
- Self-harm
- Eating disorders or problems sleeping
- Symptoms of post-traumatic stress
- Bullying / being bullied

Signs of Relationship Abuse to look out for

- Being late for school / not attending (especially if abuser attends same school)
- Arriving early / staying late to avoid abuser
- Not focused in lessons as s/he is preoccupied and worried
- Very gendered expectations of career and achievement
- Feeling unsafe as afraid of being traced by abuser via school
- Disturbed sleep affecting concentration
- Appearing isolated and removed
- Worried that everyone at school knows what is happening

Substance Misuse

Pupils affected by their own or other's drug misuse should have early access to support through the school or academy's 'early help' offer and through referral to local drug and alcohol services.

As part of the statutory duty on schools to promote pupils' wellbeing, schools have a clear role to play in preventing drug misuse as part of their pastoral responsibilities. Schools can have a key role in identifying pupils at risk of drug or alcohol misuse. The process of identifying needs should aim to distinguish between pupils who require general information and education, those who could benefit from targeted prevention, and those who require a detailed needs assessment and more intensive support.

- School should provide accurate information on drugs and alcohol through education and targeted information, including via the FRANK service;
- Tackle problem behaviour in schools, with wider powers of search and confiscation;
- Work with local voluntary organisations, health partners, the police and others to prevent drug or alcohol misuse.
- To include this support for children as part of the 'early help' offer from the school.

Faith Abuse

Faith abuse is where certain kinds of child abuse are linked to faith or belief. This includes: belief in concepts of witchcraft and spirit possession, demons or the devil acting through children or leading them astray (traditionally seen in some Christian beliefs), the evil eye or djinns (traditionally known in some Islamic faith contexts) and dakini (in the Hindu context); ritual or muti murders where the killing of children is believed to bring supernatural benefits or the use of their body parts is believed to produce potent magical remedies; and use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation.

Child abuse can also occur in culture or faith contexts in general, this can include female genital mutilation, forced marriage, excessive physical punishment, domestic slavery, sexual exploitation or abuse relating to gender, sexuality, ethnicity, nationality, disability or other differences recognised within social or cultural beliefs. Abuse in any culture or faith context is not acceptable and is child abuse. Staff should follow the procedures and share any concerns with DSL and complete and Initial Concern Form (Appendix 1), if it is suspected that a child is at risk of this type of abuse.

So-called ‘honour-based’ violence

So-called ‘honour-based’ violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving “honour” often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

Actions

If staff have a concern regarding a child that might be at risk of HBV or who has suffered from HBV, they should speak to the designated safeguarding lead (or deputy). As appropriate, they will activate safeguarding procedures using existing national and local protocols for multiagency liaison with police and children’s social care.

A widely used definition of honour based violence is:

“‘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.”

Support for victims of honour based violence can be obtained from:

Karma Nirvana
Helpline 0800 5999247

Southall Black Sisters
Helpline: 0208 571 0800

The Iranian and Kurdish Women’s Rights Organisation
Call: Mon to Fri 9.30-5.30 0207 920 6460
For out-of-hours emergencies call Kurdish / Arabic: 07846 275246 Farsi / Dari / Turkish: 07846 310157

Daughters of Eve

Female Genital Mutilation (FGM)

Female Genital Mutilation occurs mainly in Africa and to a lesser extent, in the Middle East and Asia. Although it is believed by many to be a religious issue, it is a cultural practice. There are no health benefits. Communities particularly affected by FGM in the UK include girls from: Somalia, Kenya, Ethiopia, Sierra Leone, Sudan, Egypt, Nigeria, Eritrea, Yemen, Indonesia and Afghanistan. In the UK, FGM tends to occur in areas with larger populations of communities who practice FGM, such as first-generation immigrants, refugees and asylum seekers. These areas include: London, Cardiff, Manchester, Sheffield, Northampton, Birmingham, Oxford, Crawley, Reading, Slough and Milton Keynes.

Key Points

- It is Not a religious practice
- Occurs mostly to girls aged from 5 – 8 years old; but up to around 15
- Criminal offence in UK since 1985
- Offence since 2003 to take girls abroad
- Criminal penalties include up to 14 years in prison

Reasons for this cultural practice include

- Cultural identity – An initiation into womanhood
- Gender Identity – Moving from girl to woman – enhancing femininity
- Sexual control – reduce the woman's desire for sex
- Hygiene/cleanliness – uncut women are regarded as unclean

Risk Factors include

- low level of integration into UK society
- mother or sister who has undergone FGM
- girls who are withdrawn from PSHE
- a visiting female elder from the country of origin
- being taken on a long holiday to the family's country of origin
- talk about a 'special' event or procedure to 'become a woman'

High Risk Time: Be aware

This procedure often takes place in the summer, as the recovery period after FGM can be 6 to 9 weeks. Schools should be alert to the possibility of FGM as a reason why a girl in a high risk group is absent from school or where the family request an 'authorised absence' for just before or just after the summer school holidays. Although, it is difficult to identify girls before FGM takes place, where girls from these high risk groups return from a long period of absence with symptoms of FGM, advice should be sought from the police or social services.

Post-FGM Symptoms include

- Difficulty walking, sitting or standing
- Spend longer than normal in the bathroom or toilet
- Unusual behaviour after a lengthy absence
- Reluctance to undergo normal medical examinations
- Asking for help, but may not be explicit about the problem due to embarrassment or fear.

Longer Term problems include

- Difficulties urinating or incontinence
- Frequent or chronic vaginal, pelvic or urinary infections
- Menstrual problems
- Kidney damage and possible failure
- Cysts and abscesses
- Pain when having sex
- Infertility
- Complications during pregnancy and childbirth
- Emotional and mental health problems.

Forced Marriage

There is a clear difference between a 'forced marriage' and an 'arranged marriage'. Arranged marriages have worked well in society for many years. An arranged marriage is when families of both spouses take a leading role in arranging the marriage but the choice whether or not to accept the arrangement remains with the prospective spouses.

A forced marriage is when one or both parties do not consent to the marriage, and people are forced into marriage against their will. Forced marriage is an abuse of human rights. Both physical and emotional abuse may be used to coerce people into the marriage.

In law both parties to a marriage must validly consent to the marriage, the minimum age a person is able to consent to a marriage is 16. A Force Marriage Protection Order can be obtained from a Family Court in order to protect victims, both adults and children from a potential forced marriage or people who are already in a forced marriage.

The Anti-Social Behaviour, Crime and Policing Act (2014) make it a criminal offence to force someone to marry.

This includes:

- Taking someone overseas to force them to marry (whether or not the forced marriage takes place)
- Marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)
- Breaching a Forced Marriage Protection Order is also a criminal offence

Young people, especially girls who are forced to marry, or those who fear they may be forced to marry, are frequently withdrawn from education, restricting their educational and personal development. They may feel unable to go against the wishes of their parents and consequently may suffer emotionally, often leading to depression and self-harm. These factors can contribute to impaired social development, limited career and educational opportunities, financial dependence and lifestyle restrictions.

Staff may become aware of a pupil because they appear anxious, depressed and emotionally withdrawn with low self-esteem. They may have mental health issues and display behaviours such as self-harming, self-cutting or anorexia. Sometimes they may come to the attention of the police having been discovered shoplifting or taking drugs or alcohol. Often pupil's symptoms can be exacerbated in the periods leading up to the holiday season. Education staff may wish to be particularly vigilant in that period.

It may be the case that a pupil may present with a sudden decline in their attendance, performance, aspirations or motivation. Some female pupils may feel studying at school is pointless if they are going to be forced to marry and therefore be unable to continue with their education.

The 'One Chance' rule

All professionals working with suspected or actual victims of forced marriage and honour-based violence need to be aware of the "one chance" rule. That is, they may only have one opportunity to speak to a victims or potential victim and may possibly only have **one chance** to save a life. As a result, all professionals working within statutory agencies need to be aware of their responsibilities and obligations when they are faced with forced marriage cases. If the victim is allowed to leave without the appropriate support and advice being offered, that one chance might be wasted.

Potential Warning signs or indicators that a child is at risk of Forced Marriage (not an exhaustive list)

- Absence and persistent absence.
- Request for extended leave of absence and failure to return from visits to country of origin.
- Fear about forthcoming school holidays
- Surveillance by siblings or cousins at school.
- Decline in behaviour, engagement, performance or punctuality.
- Poor exam results.
- Being withdrawn from school by those with parental responsibility.
- Removal from a day centre of a person with a physical or learning disability
- Not allowed to attend extra-curricular activities
- Sudden announcement of engagement to a stranger
- Prevented from going on to further/higher education

What to do if you have concerns

Forced Marriage is an offence and if this is also happening to a child under the age of 18 it is considered to be child abuse. If you suspect that a child may be forced to marry then you must share your concerns with the Designated Senior Person (DSL) who will make appropriate contact with Children's Social care or the Police. The Forced Marriage Unit can also be contacted for advice and help in making the referral.

Radicalisation and Violent Extremism

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

From 1 July 2015, all schools have a duty to prevent children from being drawn into terrorism under the Counter-Terrorism and Security Act 2015. This duty is called the **Prevent Duty**. School should ensure that children are safe from terrorist and extremist material when accessing the internet in school. Should any concerns of a child being drawn into terrorism arise, then you must share your concerns with the DSL who will provide advice and support and make appropriate contact with the Local Prevent Officer.

Important contact information

THE FOLLOWING KEY PEOPLE ARE AVAILABLE TO DISCUSS A CONCERN PRE OR POST REFERRAL IF THE SCHOOL RAISE A CONCERN:

Brendan McKrilly - Prevent Coordinator
Cheshire Police
HQ Office Line: **01606 362147**

Michelle Heritage - Prevent Education Lead
Education Safeguarding Officer (MASH)
Tel: 01925 443062/442928
Email: mheritage@warrington.gov.uk

Our school, like all others, is required to identify a Prevent Single Point of Contact (SPOC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism: this will normally be the Designated Safeguarding Person (DSL).

The Single Point of Contact (SPOC) for St. Oswald's Primary School is **Helen Lennon** and can be contacted on 01925 813015. Please see explanatory notes about the role of the SPOC in Appendix 2.

Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. The channel contact for Cheshire is Lesley Price 01606 365986 E-mail: Lesley.price@cheshire.pnn.police.uk

Useful Definitions

Radicalisation refers to the process by which a person comes to support terrorism and or extremism leading to terrorism.

Extremism is defined by the Government in the Prevent Strategy (2010) as:

Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts;
- or
- Foster hatred which might lead to inter-community violence in the UK.

There is no such thing as a “typical extremist” those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school and academy staff can recognise those vulnerabilities.

Indicators of vulnerability include:

- Identity Crisis – the pupil is distanced from their cultural/religious heritage and experiences discomfort about their place in society.
- Personal Crisis – the pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
- Personal Circumstances – migration; local community tensions; and events affecting the pupil’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- Unmet Aspirations – the pupil may have perceptions of injustice; a feeling of failure; rejection of civic life.

- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration.
- Special Educational Need – the pupil may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

More critical risk factors could include

- Being in contact with extremist recruiters.
- Accessing violent extremist websites, especially those with a social networking element.
- Possessing or accessing violent extremist literature.
- Using extremist narratives and a global ideology to explain personal disadvantage.
- Justifying the use of violence to solve societal issues.
- Joining or seeking to join extremist organisations.
- Significant changes to appearance and / or behaviour.
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

What action should be taken if there are concerns?

- Pass concerns to the DSL/ SPOC
- The DSL/SPOC will make contact with the PREVENT Officer and Channel Officer.

Sexting is when someone sends or receives a sexually explicit text, image or video on their mobile phone, usually in a text message.

When people talk about sexting, they usually refer to sending and receiving:

- Naked pictures or 'nudes'
- 'Underwear shots'
- Sexual or 'dirty pics'
- Explicit 'rude' text messages or videos.

If pupils are 'sexting' indecent images of someone under the age of 18, they may be committing a criminal offence under Section 1 of the Protection of Children Act 1978 and Section 160 Criminal Justice Act 1988. This means, it is a crime to:

- Take an indecent photograph or allow an indecent photograph to be taken.
- To make an indecent photograph (and this includes downloading or opening an image that has been sent).
- To distribute or show such an image.
- To possess with the intention of distributing images.
- To possess such images.

Whether someone is charged is decided by the Crown Prosecution Service. Generally, children are not prosecuted. HOWEVER children and young people need to be aware that they may be breaking

the law. Although unlikely to be prosecuted, children and young people who send or possess the images may be visited by Police and on some occasions media equipment e.g. computers and mobile phones could be removed.

The key factor to highlight is that the real harm in relation to 'sexting' is that those in the photographs may become victims should the images be shown to others.

Further information can be found in the Appendices with also link to Child Exploitation Online protection Service. (CEOPS)

Private Fostering

A private fostering arrangement is when a child under the age of 16 (18 if they have a disability) goes to live with someone who is not a close relative for 28 days or more. This is a private agreement between a parent and another adult and private foster carers may be from the extended family such as a cousin or great aunt, a friend of the family, the parent of a friend of the child or someone previously unknown to the child's family. It is not private fostering when a child is living with a close relative such as a parent, grandparent, brother, sister, uncle or aunt (whether blood related or through marriage).

Privately fostered children could include:

- Children or young people who are sent to this country for education, health care by their birth parents from overseas.
- Teenagers living with a friend's family because they do not get on with their own family.
- Children living with a friend's family because their parents study or work involves unsociable hours, which makes it difficult to use ordinary day care or after school care.
- Children staying with another family because their parents have divorced or separated.
- A child from overseas staying with a host family while attending school or overseas students at boarding school who stay with a host family during the holidays.

All professionals have a duty to notify the Local Authority of a private fostering arrangement that comes to their attention, where they are not satisfied that the Local Authority has been or will be notified of the arrangement by the parent or carer. Some of these arrangements may be recent; some may have been in existence for some time as the parent and carer may not be aware that it is a private fostering arrangement, and so not aware of the need to inform the local authority.

Children Missing from Education (CME)

A child going missing from education is a potential indicator of abuse or neglect. Staff members should follow the procedures for dealing with children who go missing from education, 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.

Process for making referrals

If a child is in immediate danger any member of staff should:

- Contact Children's Social Care – 01925 443400
- Contact Warrington Police – 0845 458 0000

Useful links

Keeping Children Safe in Education 2018

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/737289/Keeping_Children_Safe_in_Education_Sept_2018.pdf

(This document provides very useful links to the latest government guidance on a range of safeguarding matters and is available on the staff share file)

What to do if you are worried a child is being abused

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

Working Together to Safeguard Children 2015

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf
www.nspcc.org.uk

Appendices

St. Oswald's Catholic Primary School - Initial Concern Form

To be completed by all staff and handed to the Designated Senior Person (DSL) or Deputy (DDSL)

Name of Child:		Year/Form group:	
DOB:		Age of child:	
Name of staff member completing the form		Date and time of form completion	
Nature of Concern		Date and time form given to the DSL	

Safeguarding Children

Detail of a disclosure from a child

Guidance Note: Do not investigate this disclosure and DO NOT contact parents if there is a disclosure of a physical or sexual nature that implicates a family member. Pass this form to the DSL without delay.

- *Record exactly what has been said in the child's own words. Do not ask leading questions but clarify the facts. Reassure the child that they have done the right thing and that you will share this information with the DSL.*

- *Does the child require medical attention? Ensure all immediate actions to safeguard the child have been taken. Ensure the DSL is aware of the whereabouts of the child.*

- *Include who else was present when the disclosure was made.*

- *NB: Do not investigate this disclosure and DO NOT contact parents if there is a disclosure of a physical or sexual nature that implicates a family member. Pass this form to the DSL without delay.*

<ul style="list-style-type: none"> • <i>What does the child want to happen? (Record wishes and feelings)</i>

<p>Actions taken before referral to Designated Senior Person:</p>
<ul style="list-style-type: none"> • <i>What happened to the child following the incident / disclosure? Is the child still in school?</i>

Concern shared with:	Signature of referrer:	Date of record:

For Completion by Designated Senior Person

<p>Actions taken with basis of decision:</p>	
<ul style="list-style-type: none"> • <i>What you did once the concern was raised. Include the names and roles of people you spoke to</i> 	
<ul style="list-style-type: none"> • <i>Include basis for decisions e.g. didn't phone mum to report incident because suspected sexual abuse.</i> 	
<p>Details added to pupil file and chronology</p>	<p>Date:</p>
<p>Signature of Designated Senior Person:</p>	<p>Date:</p>

Staff Debriefing? Yes / No Date: _____

Monitored by	
Frequency	
Reviewed by	
Date	

Concern shared with:	Signature of referrer:	Date of record:
----------------------	------------------------	-----------------

Details added to pupil file and chronology	Date:
Signature of Designated Senior Person:	Date:

Appendix 3: Preventing Violent Extremism- Roles and responsibilities of the single point of contact (SPOC)

The SPOC for St. Oswald's Primary School is Helen Lennon, who is responsible for:

- Ensuring that staff of the school are aware that you are the SPOC in relation to protecting pupils from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing pupils from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of St. Oswald's Primary School in relation to protecting pupils from radicalisation and involvement in terrorism;
- Monitoring the effect in practice of the school's RE curriculum and assembly policy to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;
- Raising awareness within the school about the safeguarding processes relating to protecting pupils from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the school for case discussions relating to pupils who may be at risk of radicalisation or involved in terrorism;
- Collating relevant information from in relation to referrals of vulnerable students pupils into the Channel* process;
- attending Channel* meetings as necessary and carrying out any actions as agreed;
- Reporting progress on actions to the Channel* Co-ordinator; and
- Sharing any relevant additional information in a timely manner.

* **Channel** is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by Cheshire Police Counter-Terrorism Unit, and it aims to:

Establish an effective multi-agency referral and intervention process to identify vulnerable pupils; Safeguard pupils who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and Provide early intervention to protect and divert pupils away from the risks they face and reduce vulnerability.

Appendix 4

Child Sexual Exploitation (CSE) additional information

Multi Agency Safeguarding Procedures <http://www.online-procedures.co.uk/pancheshire>

<http://www.gov.uk/government/publications/what-to-do-if-you-suspect-a-child-is-being-sexually-exploited>

What to do if you suspect a child is being sexually exploited Ref: DFE-57517-2012 (Statutory Guidance 2012)

Safeguarding children and young people from sexual exploitation (Statutory Guidance 2009)

<http://www.online-procedures.co.uk/wp-content/uploads/2014/09/LSCB-Child-Sex-Exploitation-Protocol-November-2013-Generic.pdf>

Appendix 5: CSE risk assessment and screening tool

RESTRICTED



CHILD SEXUAL EXPLOITATION RISK ASSESSMENT

This screening tool should be used by all professionals working with children aged 10+. Professionals may also decide it is appropriate to use the tool to screen younger children as nationally children as young as 8 years old have been found to be abused in this way. Boys as well as girls are abused through CSE.

This screening tool will help you focus on the specific indicators of sexual exploitation and determine whether further investigations are needed. The tool could be used in supervision, in discussions with parents and carers, with other professionals and with the child.

Many of the indicators of child sexual exploitation are also part of normal teenage behaviours and it is the presence of higher risk factors or multiple other factors which may be indications of child sexual exploitation. **Where a child is aged 13 years old or younger the presence of any one high risk factor must be seen as a potential indicator of sexual exploitation.**

Professionals need to exercise their own judgement when completing the tool.

This includes capturing concerns about which they have some evidence **AND** concerns based on their "gut feelings". Staff should differentiate between the two and explain this in the notes section.

Where child sexual exploitation is suspected the worker should discuss their concerns with their manager and should also inform their agency's lead professional who will be monitoring the bigger picture for any emerging patterns.

Professionals should feel free to use the tool creatively, including as part of awareness raising work with children or in engaging parents and carers in understanding the issues.

Once completed if it confirms concerns you **MUST** make a referral to your local **CSE Operational Group** (using your local area referral form) and should include a copy of the completed screening tool. If the screening tool identifies **High Risk**, you must make a referral to Children Social Care using the standard child protection referral process. (Contacts on back page)

Child's Surname:	Child's forenames:
Dob:	Date completed:
Name and job title of person completing:	Organisation:
E-mail:	Telephone:

When completing the screening tool you must use your own judgement as factors such as the child's age, any additional vulnerabilities, their history, etc., may mean that what for another child would be low level, for that child is high level. Workers should feel free to amend the suggested level using that judgement.

You can either indicate the level of risk using High/medium/low or simply tick the box if the risk element is present (you may wish to use more ticks where the risk is higher).

Remember, this tool is to help you make a professional assessment and you should not feel constrained by the format. Record your rationale in the notes boxes.

Health Domain	Yes No Possible		Yes No Possible
Physical injuries such as bruising, suggesting of either physical or sexual assault		Change in appearance, including losing weight, putting on weight	
A sexually transmitted infection (STI), particularly if it is recurring or there are multiple STI's		Evidence of misuse of drugs / alcohol, including associated health problems	
Pregnancy and / or seeking an abortion		Thoughts of or attempted suicide	
Sexually risky behaviour		Eating disorder	
Self-harming		Learning Disability	

Notes			
Behaviour Domain	Yes No Possible		Yes No Possible
Sexually offending behaviour		Hostility in relationship with parents / carers and other family members	
Truancy/disengagement with education or considerable change in performance at school		Volatile behaviour, exhibiting extreme array of mood swings or abusive language which is unusual for the child	
Aggressive or violent, including to pets/animals		Detachment from age-appropriate activities	
Becoming angry/ hostile if any suspicions or concerns about their activities are expressed		Physical aggression towards parents, siblings, pets, teachers or peers	
Physical aggression towards parents, siblings, pets, teachers or peers		Secretive behaviour	
Known to be sexually active		Low self-image, low self-esteem	
Young offender or anti-social behaviour		Sexualised language	
Getting involved in petty crime such as shoplifting or stealing			
Notes			
Grooming Domain	Yes No Possible		Yes No Possible
Entering or leaving vehicles driven by unknown adults		Excessive use of mobile phones, including receiving calls late at night	
Reports that the child/young person has been seen in places known to be used for sexual exploitation		Associating with other young people who are known to be sexually exploited, including in school	
Unexplained relationships with older adults		Sexual relationship with a significantly older person	
Phone calls, texts or letters from unknown adults		Mobile phone being answered by unknown adult	
Inappropriate use of the Internet and forming relationships, particularly with adults, via the Internet. Note: adults may pose as peers to entrap the child		Having new mobile phone, several mobile phones and/or SIM cards, especially Blackberry or iPhone (because messages cannot be traced). Always have credit on their mobile phones, despite having no access to money or	

Notes			
E Safety Domain	Yes No Possible		Yes No Possible
Evidence of sexual bullying and/or vulnerability through Internet or social networking sites		Concern that inappropriate images of a young person are being circulated via the Internet/phones	
Exchanging inappropriate images for cash, credits or other items		Receiving gifts through the post from someone the young person does not know	
Concern that a young person is being coerced to provide sexually explicit images		Concern that a young person is being bribed by someone for their inappropriate online activity	
Concern that a young person is selling sexual services via the Internet		Accessing dating agencies via mobile phones (e.g. 2 flirt line)	
Unexplained increased mobile phone / gaming credits		Going online during the night	
Being secretive, using mobile phone for accessing websites, etc., more than computers		Unwilling to share / show online or phone contacts	
Concerns that a young person's online friendship has developed into an offline relationship		Concern that a young person is having an online relationship	
Sharing of inappropriate images amongst friends		New contacts with people outside of town	
Spending increasing amount of time on social networking sites including Facebook or on shared gaming sites		Spending increasing amount of time with online friends and less time with friends from school or neighbourhood	
Increased time on webcam, especially if in bedroom			
Notes			
Looked After Children Domain	Yes No Possible		Yes No Possible
Living in residential care		Frequently missing from placement	
Multiple placement breakdown		Going missing with other children	

Notes	
What is the level of risk for this child?	High
	Medium
	Low

This should be read in conjunction with the guidance on the front of the risk assessment tool.

Low - Presenting some vulnerability factors but appear to relate to 'normal teenage' behaviour. No statutory intervention required but may benefit from low level monitoring, awareness raising.

Medium - Presenting numerous vulnerability factors but not at immediate risk. Some protective factors present. Would benefit from professional intervention, awareness and prevention work.

High - Child is presenting high number of vulnerability factors, is known to have been exploited and/or groomed. Regularly goes missing and concerns in relation to drugs/alcohol and inappropriate adult associates. Child has disclosed exploitation. Requires statutory intervention to protect.

Submit to the PPU in the relevant area:

northern.ppu@cheshire.pnn.police.uk

western.ppu@cheshire.pnn.police.uk

eastern.ppu@cheshire.pnn.police.uk

western.ppu@cheshire.pnn.police.uk

Appendix 6

Bullying and Cyberbullying

Additional information can be found at

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

You will find the following useful publications:

Preventing and tackling bullying

REF: DFE-00292-2013

Supporting Children and young people who are bullied: advice for schools

REF: DFE-00094-2014

Appendix 7

Domestic Violence and Abuse:

Additional information can be found at

<https://www.gov.uk/domestic-violence-and-abuse>

DASH RISK ASSESSMENT



DASH 2009 RISK MODEL

(Domestic Abuse, Stalking and Harassment and 'Honour Based Violence')

This Risk Assessment forms a baseline assessment only. It is a guide to practitioners to indicate appropriate referral to MARAC and a tool to identify service intervention requirements. Risk assessment is a dynamic process and practitioners should be alert to sudden changes in circumstances which impact on Risk Levels

**IF YOUR CONCERNS RELATE TO AN IMMEDIATE SERIOUS RISK OR THREAT TO YOUR CLIENT OR FAMILY MEMBERS INFORM THE POLICE WITHOUT DELAY
(Emergency 999 or Non-Emergency 0845 4580000)**

Name of Client

CURRENT SITUATION The context and detail of what is happening is very important. The questions highlighted in bold are high risk factors. Tick the relevant box and add comments where necessary to expand.	Yes	No
1. Has the current incident resulted in injury? (Please state what and whether this is the first injury) <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Are you very frightened? Comment: <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. What are you afraid of? Is it further injury or violence? (Please give an indication of what you think (name of abuser(s)..... might do and to whom) Kill: Self <input type="checkbox"/> Children <input type="checkbox"/> Other (please specify) <input type="checkbox"/> Further injury or Violence Self <input type="checkbox"/> Children <input type="checkbox"/> Other (please specify) <input type="checkbox"/> <input type="text"/> Other (please clarify): Self <input type="checkbox"/> Children <input type="checkbox"/> Other (please specify) <input type="checkbox"/> <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Do you feel isolated from family/ friends i.e. does (.....) try to stop you from seeing friends/family/Dr or others?	<input type="checkbox"/>	<input type="checkbox"/>
5. Are you feeling depressed or having suicidal thoughts?	<input type="checkbox"/>	<input type="checkbox"/>
6. Have you separated or tried to separate from (.....) within the past year?	<input type="checkbox"/>	<input type="checkbox"/>
7. Is there conflict over child contact? (Please state what) <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Does (.....) constantly text, call, contact, follow, stalk or harass you? (Please expand to identify what and whether you believe that this is done deliberately to intimidate you? Consider: Harassment History.	<input type="checkbox"/>	<input type="checkbox"/>

Criminal Damage. Following the victim/ loitering/ turning up unannounced. Aggression, Violence, Harassment or use of any third party). <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Are you pregnant or have you recently had a baby (within 18 months)?	<input type="checkbox"/>	<input type="checkbox"/>
CHILDREN/DEPENDENTS (If no children/dependents, please go to next section)	Yes	No
10. Are there any children, step-children that aren't (...) in the household? Or are there other dependents in the household (i.e. Older relative)?	<input type="checkbox"/>	<input type="checkbox"/>
11. Has (...) ever hurt the children/dependents?	<input type="checkbox"/>	<input type="checkbox"/>
12. Has (...) ever threatened to hurt or kill the children/dependents?	<input type="checkbox"/>	<input type="checkbox"/>
DOMESTIC VIOLENCE HISTORY	Yes	No
13. Is the abuse happening more often?	<input type="checkbox"/>	<input type="checkbox"/>
14. Is the abuse getting worse?	<input type="checkbox"/>	<input type="checkbox"/>
15. Does (...) try to control everything you do and/or are they excessively jealous? (In terms of relationships, who you see, being 'policed at home', telling you what to wear for example. Consider honour based violence and stalking and specify the behaviour) <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Has (...) ever used weapons or objects to hurt you?	<input type="checkbox"/>	<input type="checkbox"/>
17. Has (...) ever threatened to kill you or someone else and you believed them?	<input type="checkbox"/>	<input type="checkbox"/>
18. Has (...) ever attempted to strangle/choke/suffocate/drown you?	<input type="checkbox"/>	<input type="checkbox"/>
19. Does (...) do or say things of a sexual nature that makes you feel bad or that physically hurt you or someone else? (Please specify who and what) <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Is there any other person that has threatened you or that you are afraid of? (If yes, consider extended family if honour based violence. Please specify who) <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Do you know if (...) has hurt anyone else? (Children/siblings/elderly relative/stranger. For example. Consider HBV. Please specify who and what) Children <input type="checkbox"/> Another family member <input type="checkbox"/> Someone from previous relationship <input type="checkbox"/> Other (please specify) <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. Has (...) ever mistreated an animal or the family pet?	<input type="checkbox"/>	<input type="checkbox"/>
ABUSER(S)	Yes	No
23. Are there any financial issues? For example, are you dependent on (...) for money/have they recently lost their job/other financial issues?	<input type="checkbox"/>	<input type="checkbox"/>
24. Has (...) had problems in the past year with drugs (prescription or other), alcohol or mental health leading to problems in leading a normal life? (Please specify what)	<input type="checkbox"/>	<input type="checkbox"/>
Drugs <input type="checkbox"/> Alcohol <input type="checkbox"/> Mental Health <input type="checkbox"/>		
25. Has (...) ever threatened or attempted suicide?	<input type="checkbox"/>	<input type="checkbox"/>
26. Has (...) ever breached bail/an injunction and/or any agreement for when they can see you and/or the children? (Please specify)	<input type="checkbox"/>	<input type="checkbox"/>
Bail conditions <input type="checkbox"/> Non Molestation/ Occupation Order <input type="checkbox"/>		
Child contact Arrangements <input type="checkbox"/> Forced Marriage Protection Order <input type="checkbox"/>		
Other <input type="checkbox"/>		
27. Do you know if (...) has ever been in trouble with the police or has a criminal history? (If yes, please specify)	<input type="checkbox"/>	<input type="checkbox"/>
DV <input type="checkbox"/> Sexual Violence <input type="checkbox"/> Other violence <input type="checkbox"/>		
Other <input type="checkbox"/>		
Other relevant information (from victim) which may alter risk levels. Describe: (consider for example victim's vulnerability – disability, mental health, alcohol/substance misuse and/or the abuser's occupation/interests – does this give unique access to weapons i.e. ex-military, police, pest control)		
Is there anything else you would like to add to this?		

In **all** cases an initial risk classification is required:

28. RISK TO VICTIM:

STANDARD **MEDIUM** **HIGH**

If your client is at **HIGH RISK** i.e.

14+ ticks relating to questions 1 – 9 and 13 – 27. OR

3 or more Domestic Abuse Incidents in the last 12 months. OR

Professional concern (noted above) Refer to local referral pathway

Medium and Standard Risk are identified according to professional judgement in each individual case.

Client Consent Signature: Date:

Practitioner Signature: Date:

Referring Practitioner Details:

Name of Referring Practitioner & Agency

Telephone

Mobile

Email Address

Appendix 8

Additional information in relation to accidental and non-accidental Injury

Bruising

Children can have accidental bruising, but the following must be considered as non-accidental unless there is evidence or an adequate explanation provided:

- Any bruising to a pre-crawling or pre-walking baby
- Bruising in or around the mouth, particularly in small babies which may indicate force feeding
- Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive)
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally
- Variation in colour possibly indicating injuries caused at different times
- The outline of an object used e.g. belt marks, hand prints or a hair brush
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting
- Bruising around the face
- Grasp marks on small children
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse.

Bite Marks

Bite marks can leave clear impressions of the teeth. Human bite marks are oval or crescent shaped. Those over 3 cm in diameter are more likely to have been caused by an adult or older child. A medical opinion should be sought where there is any doubt over the origin of the bite.

Burns & Scalds

- It can be difficult to distinguish between accidental and non-accidental burns and scalds, and will always require experienced medical opinion. Any burn with a clear outline may be suspicious e.g.:
- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine)
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water is his/her own accord will struggle to get out and cause splash marks)
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation
- Scalds to the buttocks of a small child, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

Fractures

Fractures may cause pain, swelling and discolouration over a bone or joint. Non-mobile children rarely sustain fractures. There are grounds for concern if:

- The history provided is vague, non-existent or inconsistent with the fracture type
- There are associated old fractures
- Medical attention is sought after a period of delay when the fracture has caused symptoms such as swelling, pain or loss of movement
- There is an unexplained fracture in the first year of life,

Scars

A large number of scars, or scars of different sizes or ages, or on different parts of the body, may suggest abuse.