



***This policy applies to the whole school including the Early Years Foundation Stage (EYFS) is publicly available on the school website and upon request a copy (which can be made available in large print or other accessible format if required) may be obtained from the School Office.***

**Document Details**

<b>Information Sharing Category</b>	Public Domain
<b>Version</b>	V5
<b>Date Published</b>	September 2021
<b>Authorised by (if required)</b>	Proprietor who is also the Headteacher
<b>Review/Update Date</b>	September 2022
<b>Responsible Area</b>	Safeguarding Team Christine Redgrave, Emma Redgrave , Alison Carey-Jones, Carol Hunswick, Martin Ayres Mental Health and Wellbeing – Susan Gooding

**Amendments:**

<b>Date</b>	<b>Amendment</b>
01/07/2018	<i>Working Together to Safeguard Children</i> (WTTSC) (HM Govt: July 2018 further amended 21 <sup>st</sup> February 2019)
01/09/2018	Keeping Children Safe in Education (KCSIE), (DfE: September 2018)
01/10/2018	Mental health and wellbeing provision in schools (DfE: October 2018)
02/09/2019	Keeping Children Safe in Education (KCSIE), (DfE: September 2019)
01/04/2020	Updated Remote Working arrangements – COVID-19
01/09/2021	Keeping Children Safe in Education (KCSIE), (DfE: September 2021)

**We have a whole school approach to safeguarding, which is the golden thread that runs throughout every aspect of the school. All our school policies support this policy.**

Safeguarding is everyone’s responsibility. All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside normal school hours including activities away from school. All employees and volunteers are required to sign that they have read, understood and will abide by our ‘*Child Protection Policy*’, ‘*KCSIE part one*’ and for those who work directly with children ‘*KCSIE Annex A*’ This policy takes full account of the child protection procedures agreed by the [Redbridge Safeguarding Children Board](#) and statutory guidance *WTTSC*, along with the Prevent Duty Guidance, our Safer Recruitment Policy, Whistleblowing Policy, Staff Behaviour policy, and The Teachers’ Standards.

We will always act in the best interests of the child. Eastcourt Independent School recognises it is an agent of referral and not of investigation. Any person may make a referral (including whistleblowing) to external agencies such as the *Local Authority Designated Officer (LADO)* and the police, if necessary. The School also allows access for children’s social care from the host local authority and, from the local authorities where the children reside, in undertaking their safeguarding (Child Protection) duties.

**Monitoring and Review:** This policy is subject to continuous monitoring, refinement and audit by Mrs C. Redgrave, (Headteacher and the Proprietor) along with Mrs A. Carey Jones who is the Designated Safeguarding Lead (DSL) and Prevent Lead for the whole school. This also in consultation with Miss E. Redgrave (Deputy Headteacher), Ms. Carol Hunswick (Deputy DSL), Mrs S. Gooding (Mental Health and Wellbeing Lead) and Martin Ayres (Advisory Board Safeguarding Lead). A DSL is available at all times. The external supervision of the DSL and DDSL is by Mr Martin Ayres, who is a national expert in child protection (previously HMI and Head of Inspections for the Independent Schools Inspectorate). The Proprietor will undertake a full annual review of this policy and procedures, including its implementation and the efficiency with which the related duties have been discharged. The Proprietor recognises and builds the expertise of staff by undertaking safeguarding training and managing safeguarding concerns. As such, staff can contribute to and shape our safeguarding arrangements and Child Protection Policy. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately

and without delay. All staff will be informed of the update/reviewed policy and it is made available to them in either a hard copy or electronically.

This policy was last reviewed agreed by the Proprietor of the school in September 2021 and will next be reviewed no later than September 2022 or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Signed: *C. Redgrave*

Date Reviewed: September, 2021

Date of Next Review: September 2022

Mrs. Christine Redgrave  
Headteacher and Proprietor

Our school has an advisory board rather than a governing body. The proprietor has ensured that a member of the senior leadership team, appointed as designated safeguarding lead (DSL), is able to discharge that role with sufficient independence. This is particularly in relation to any allegations involving the proprietor or members of the proprietor's family. The written confirmation of the appointment as DSL states that part of the duties of the post involve contacting the Local Authority Designated Officer (LADO) on any matter that the DSL considers cannot be properly dealt with internally. Our DSL is also provided with external supervision and can directly access legal advice as required without first referring to the proprietor. This enables there to a separation between the DSL and the proprietor.

The child protection policy forms pages 1 to 27 of this document. The appendices are on pages 28 to 48. However, the inspectorate requires us to number all pages consecutively and not to have the appendices as separate documents. We have separate comprehensive documents Safer Recruitment and Staff Selection, Sexual Violence and Sexual Harassment (Peer-on-peer) abuse

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### KEY INTERNAL PERSONNEL

#### Designated Safeguarding Lead (DSL) and Prevent Officer for the whole school including the Early Years Foundation Stage and also Designated Teacher for 'Looked After Children':

Mrs Alison Carey-Jones (KS2 teacher) [acjones@eastcourtschool.org.uk](mailto:acjones@eastcourtschool.org.uk)  
Telephone: 0208 590 5472



#### Deputy Designated Safeguarding Lead (DSL), Deputy Prevent Officer and Designated Proprietor for Safeguarding:

Ms Carol Hunswick (KS2 teacher) [chunswick@eastcourtschool.org.uk](mailto:chunswick@eastcourtschool.org.uk)  
Telephone: 0208 590 5472



#### Mental Health and Wellbeing Lead (MHWL):

Mrs Susan Gooding (KS2 teacher) [sgooding@eastcourtschool.org.uk](mailto:sgooding@eastcourtschool.org.uk)  
Telephone: 0208 590 5472



#### Nominated Member of the Advisory Board for Safeguarding and the Prevent Duty

In our school the Member of the Advisory Board for Child Protection is Martin Ayres (Chair of Board)  
Telephone: 07444 771 379  
Email address: [martin@lordenshawconsultancy.co.uk](mailto:martin@lordenshawconsultancy.co.uk)



### KEY EXTERNAL CONTACTS

*External responsibilities and therefore details of any external personnel named below may be subject to change without notification to the school.*

Allegations against staff are reported to the DSL who will then immediately inform The Local Authority Designated Officer (LADO) who is familiar with our methods and procedures, and with whom good lines of communication are kept.

For the London Borough of Redbridge, the contact details are: Helen Curtis.

Telephone: 020 8708 5350

E-mail: [helen.curtis@redbridge.gov.uk](mailto:helen.curtis@redbridge.gov.uk)

Address: Lynton House, 255-259 High Road, Ilford, Essex, IG1 1NN

Safeguarding and Care Planning Team: 0208 708 5554 or Business Support Team: 0208 708 5373

Emergency calls should be made to the Child Protection Assessment Team (CPAT) 0208 708 3885

[cpat.referrals@redbridge.gov.uk](mailto:cpat.referrals@redbridge.gov.uk) or out of hours service: 020 8708 5897.

Ask to speak to a Duty Officer who can take your referral or assist with your inquiry. If a child is in immediate danger or left alone, you should contact the police or call an ambulance immediately on 999.

**For concerns about children** the contact is as follows:

Telephone (office hours: 8am-6.00pm): 020 8708 3885

Emergency Duty Team (out of hours service): 020 8708 5897

**and ask to speak to a Duty Officer who can take your referral or assist with your inquiry.** If a child is in immediate danger or left alone, you should contact the police or call an ambulance immediately on 999.

We differentiate between safeguarding children who have suffered or are likely to suffer significant harm '*children at risk*' and those who are in need of additional support from one or more external agencies '*children in need*' or '*early help*'.

**Concerns about a child:** If a child has suffered or is likely to suffer harm, the DSL must immediately report this to the CPAT team. **Children in need of additional support from one or more agencies:** The DSL also refers pupils immediately to the CPAT team using the inter-agency assessment process through the Multi Agency Safeguarding Hub (MASH) via [a referral form](#). A referral can be made directly to the [CPAT team](#).

The Local Authority Prevent Team for support and advice for the prevention of radicalisation is available on: **020 8831 6198** and on email: [rscp@redbridge.gov.uk](mailto:rscp@redbridge.gov.uk) The police Anti Terrorist Hotline: 0800 789 321 The non-emergency police telephone number is: 111 or contact PC Emil Kamdar – Prevent Engagement Officer on 020 8247 8900 or email – [emil.kamdar@met.pnn.police.uk](mailto:emil.kamdar@met.pnn.police.uk) or PC Rick Warrington – Counter Terrorism Intelligence Officer on 020 8247 7089 or email – [rick.warrington@met.pnn.police.uk](mailto:rick.warrington@met.pnn.police.uk). The Department for Education (DfE) dedicated telephone helpline and mailbox for non-emergency advice for staff and governors: 020 7340 7264 and [counter-extremism@education.gsi.gov.uk](mailto:counter-extremism@education.gsi.gov.uk). Referrals are made to: [prevent@redbridge.gov.uk](mailto:prevent@redbridge.gov.uk)

If an adult working in our school has concerns or identifies a pupil as being at risk of radicalisation, the adult should immediately make a referral to our Designated Safeguarding Officer who is also our Prevent Officer who will consider the most appropriate referral which could include Channel or the CPAT team.

**Child Sexual Exploitation (CSE)** – If there were concerns regarding Child Sexual Exploitations, staff should inform the DSL who will immediately contact Redbridge Council:

Direct Line: 020 8708 5897 or the out-of-hours number: 020 8708 5897

**Female Genital Mutilation (FGM):** As well as speaking to the DSL, it is mandatory for us to report any suspected cases of Female Genital Mutilation to the police whose contact details are: For non-emergency 101 and for emergency calls 999. For advice and guidance telephone: 0800 028 3550 Email: [fgmhelp@nspcc.org.uk](mailto:fgmhelp@nspcc.org.uk) The DSL will also contact CPAT team on the above numbers to report any suspected cases.

**If a child is in immediate danger or left alone, you should contact the police or call an ambulance immediately on 999.**  
**Police Child Abuse Investigation Team – call 101**                      **Police Domestic Abuse Investigation Team – call 101**

*Keeping Children Safe in Education* (DfE: September 2021) **makes it clear that anybody can make a direct referral to the LADO, which in respect of London Borough of Redbridge is the Multi Agency Safeguarding Hub (MASH) and other external agencies.** If a child's situation does not appear to be improving the staff member with concerns should press for re-consideration. Concerns should always lead to help for the child at some point.

**NSPCC Child Protection Helpline:** 0808 800 5000

**Childline:** Tel: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

The **NSPCC whistleblowing helpline** is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00PM, Monday to Friday and email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

**Other useful contacts for this policy:**

**Ofsted** Piccadilly Gate, Store Street, Manchester, M1 2WD Tel: 03001234234 Email: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk) Web: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

**Disclosure and Barring Service (DBS)**

Address for referrals: PO Box 181, Darlington, DL1 9FA

Telephone for referrals: 01325 953 795

Telephone for customer services: 0870 909 08

Email: [customerservices@db.s.gsi.gov.uk](mailto:customerservices@db.s.gsi.gov.uk)

**ALLEGATIONS AGAINST STAFF, VOLUNTEERS, DSLS AND THE PROPRIETOR (SEE ALSO APPENDIX 6):**

This applies where an adult within the school community has behaved in a way that has harmed, may have harmed, or poses a risk of harm to a child. This also applies when an adult within the school community may have possibly committed a criminal offence against or related to a child.

- Allegations concerning DSL are to be reported straight away to the Headteacher (or in her absence a deputy DSL). The Headteacher will immediately contact the LADO to discuss the allegation. The individual against whom the allegation is made is not to be informed;
- Allegations concerning the Headteacher are to be reported straight away to the LADO, who will ensure the DSL and/or the named member of the Advisory Board with responsibility for safeguarding is informed. The Headteacher is not to be informed;
- Allegations concerning a member of the Advisory Board are to be reported straight away to the Headteacher who will immediately contact the LADO and act on the advice provided. The individual, against whom the allegation is made, is not to be informed.
- Allegations against an adult who is no longer employed by the school, or historical allegations, will be referred to the police.

In each case, the Headteacher or deputy Headteacher, DSL or deputy DSL will refer to the LADO (Local Authority Designated Officer), within 24 hours via the CPAT team who will then advise regarding police involvement and next steps, including any necessary investigation.

**All unnecessary delays should be eradicated and inaction at any level can and should be challenged.** In each case above, the LADO will be given sufficient detail to allow consideration of the nature, content and context of the allegation and to agree a course of action including any involvement of the police. The police will be informed if a criminal offence is alleged. Guidance will also be sought from the LADO and/or police to enable the School to decide about whether or not the person against whom an allegation has been made should be allowed to remain on school premises and if so, what, if any, conditions should apply. If Eastcourt Independent School were given information that suggested that a member of staff was abusing a pupil who is not a pupil at this School, the DSL would immediately report to the LADO and follow the procedure as if it were one of our own pupils.

In borderline cases, where there is room for doubt as to whether a referral should be made, the DSL will consult with the LADO on a no-names basis without identifying the family. However, as soon as sufficient concern exists that a pupil may be at risk of significant harm, a referral to Children's Services will be made without delay. The school will not investigate allegations. In the case of an emergency, the police will be informed from the outset. Discussions will be recorded in writing, with any communication with both the individual and the parents of the child/children agreed following direction from the LADO. Eastcourt Independent School will make every effort to maintain confidentiality and guard against publicity if there are allegations against teachers or staff up to the point where the accused person is charged with an offence. The following definitions will be used when determining the outcome of all allegation investigations:

- **Substantiated:** there is sufficient evidence to prove the allegation;
- **Malicious:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive;
- **False:** there is sufficient evidence to disprove the allegation;
- **Unsubstantiated:** there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence;
- **Unfounded:** to reflect cases where there is no evidence or proper basis which supports the allegation being made.

**Unsubstantiated, false or malicious allegations:** If a report is determined to be unsubstantiated, unfounded, false or malicious, the Designated Safeguarding Lead will consider whether the child and/or the person who has made the allegation needs help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to children's social care may be appropriate. Where an allegation by a pupil is proven to have been deliberately invented or malicious, the Headteacher will consider whether to take disciplinary action in accordance with the school's Behaviour and Sanctions Policy. Where a parent has made deliberately invented or malicious allegations, the Headteacher will consider whether to terminate the pupil's placement at the school on the basis that they have treated the school or a member of staff unreasonably, unless a working relationship based on trust, respect and transparency is established moving forward. Eastcourt Independent School reserve the right to contact the LSCB to determine the appropriate action. We have a duty of care towards our employees by ensuring that effective support is provided for anyone facing an allegation.

**Low-Level Concern (please also see our Staff Code of Conduct Policy):** A low-level concern is defined as when a member of staff may have acted in a way that is inconsistent with the Staff Code of Conduct, including inappropriate conduct outside of work and does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO. Examples of such behaviour could include, but are not limited to:

- being over friendly with children;
- having favourites;
- taking photographs of children on their mobile phone;
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or,
- using inappropriate sexualised, intimidating or offensive language.

All low-level concerns about a member of staff should be reported to the Designated Safeguarding Lead or Deputy DSL in their absence. If the concern related to a person employed by a supply agency, that concern should be recorded, shared with the DSL and also the supply agency or employer. Records of Low-level concerns will be recorded in the same manner as allegations that meet the harms threshold to ensure that any patterns in behaviour are identified and a course of action decided upon.

**SEQUENCE OF EVENTS TO BE FOLLOWED WHEN A YOUNG PERSON DISCLOSES ABUSE OR NEGLECT (SEE APPENDIX 8):**

*The following strict guidance relates to any disclosures involving events within or outside the school or concerning adults or other children.*

**Create a safe environment** by offering the child a private and safe place if possible. Stay calm and reassure the child and stress that they are not to blame. Tell the child that you know how difficult it must have been to confide in you. If there is a need for medical attention seek assistance without delay.

**Listen** to what the child has to say and take them seriously. Stay calm, reassuring the child but **advising that you cannot promise to keep a secret or assure confidentiality** (as this may ultimately not be in the best interest of the child). Tell the child what you are going to do next after the disclosure.

**When talking to the child**, do not interview the child and keep questions to a minimum. Encourage the child to use his/her own words and do not ask leading questions, interrupt their dialogue or make assumptions, which might give particular answers. Do not repeat the disclosure or ask the child to repeat their disclosure other than to clarify what is being said. Do not display shock or disbelief. Seek consent from the child to share any information disclosed but should consent not be given, an explanation can be given as to why the DSL must be told.

**Record** in detail the circumstances and timings of the disclosure including the nature and extent of any injuries, explanations given by the child (as much as possible in the child's own words) and the action taken (which may be used in any subsequent court proceedings), within 24 hours of the disclosure. After the disclosure **record in writing** the child's name, address and date of birth along with the child's behaviour and emotional state, and who else was present at the time of the disclosure. Sign (with time and date) all notes made and give them to the DSL. When the child has finished speaking, do not leave the child alone, but speak to someone who can help keep the child safe. Call for immediate assistance from the DSL or Deputy DSL or follow the procedures for allegations against staff, volunteers, and Proprietors. The DSL (or other responsible person within the scope of this policy) will then deal with the matter. Do not ask the child to repeat what they have said to the DSL. The child has chosen to tell a member of staff and their account will be believed and actions taken accordingly. The official school safeguarding form should also be completed by the person who receives the allegation and forwarded to the DSL.

**Do not take responsibility** for investigating the allegation yourself, as investigation is the sole statutory responsibility of Children's Services and/or the police. Do not attempt to contact in any way any person mentioned in the disclosure. Reassure the child that you will ensure the matter will be dealt with. Immediately consult the DSL so that any appropriate action can be taken to protect the pupil if necessary. Only tell those people that it is necessary to inform; the DSL will consider the information and decide on the next steps. Until otherwise directed by the DSL, do not speak to anyone about the fact or content of the disclosure. Every complaint or suspicion of abuse from within or outside the school will be taken seriously and action taken in accordance with this policy.

**Never** take photographs of injuries or examine marks and injuries solely to assess whether they may have been caused by abuse or investigate or probe, aiming to prove or disprove possible abuse. Do not assume that someone else will take the necessary action. Do not speculate or accuse anybody, confront another person (adult or child) allegedly involved, offer opinions about what is being said or about people allegedly involved or forget to record what you have been told. **Never** fail to pass the information on to the correct person. **Never** ask a child to sign a written copy of the disclosure or a 'statement'.

Although referrals are normally to be managed by the DSL, anyone may refer a child if necessary. Our approach is child-centred and at all times, we will act in **the best interests** of the child. Staff will reassure victims that they are being taken seriously and that they will be supported and kept safe. Staff are also clear that the victim should never be given the impression that they are creating a problem by reporting abuse, sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

This policy takes full account of the child protection procedures agreed by the Local Safeguarding Children Board and statutory guidance *Working Together to Safeguard Children* (WtSC) (HM Govt: July 2018). and *Keeping Children Safe in Education* (KCSIE (DfE: September 2021)). During term time, the DSL (or deputy DSL) should always be available during school hours for staff to discuss any safeguarding concerns. Our school will organise adequate and appropriate cover arrangements for any out of hours/out of time activities and also during school holidays.

## **CONTEXT AND STATEMENT OF PURPOSE**

The Proprietor of Eastcourt Independent School ['Eastcourt', the 'School'] takes seriously her responsibility to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our school to identify, assess, and support those children who are suffering harm. Safeguarding is everyone's responsibility; although referrals are normally to be managed by the DSL, anyone may refer a child if necessary. This policy takes full account of the child protection procedures agreed by the Local Safeguarding Children Board and statutory guidance *Working Together to Safeguard Children* (WtSC) (HM Gov: 2018)

**Definition of safeguarding from *Keeping Children Safe in Education* (KCSIE) (DfE: September 2021):** This is defined as protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Children include everyone under the age of 18.

**The Difference between Safeguarding and Child Protection:** Safeguarding is a broader term than child protection. It encompasses all the elements set out above and is what a school must do for all children. Child Protection is part of this definition and refers to activities undertaken to protect children who have been harmed or are at significant risk of being harmed. Policies and procedures for Child Protection are, therefore, included in the Safeguarding policy and procedures. Where a child is thought to be suffering significant harm, or to be at risk of suffering significant harm, this should be reported to MASH immediately. Action should also be taken to promote the welfare of a child who is believed to be in need of additional support, even if they are not suffering harm or at immediate risk. Such instances should be addressed through inter-agency assessment using local processes.

## **SPECIFIC SAFEGUARDING ISSUES**

**Abuse and Neglect (please refer to Appendix 1 of this policy):** *Working Together to Safeguard Children* (HM Government, 2018) defines abuse as a form of maltreatment of a child. Somebody may abuse or neglect a pupil by inflicting harm, or by failing to act to prevent harm. Children may be abused by a family member, institution or a community setting, by those known to them or more rarely by others e.g. online abuse, any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones. They may be abused by an adult or adults or another pupil or children. They may be abused through being witnesses to domestic abuse and teenagers can suffer domestic abuse in their relationships. It is important to remember that significant harm can be 'actual' (happening now) or 'likely' (events are leading to a situation where harm is probable). To be considered a safeguarding concern or allegation, it is likely that some of the following features may be found regarding physical abuse, emotional abuse, neglect and sexual abuse (PENS), as defined by:

- **Physical abuse** - violence, particularly pre-planned/deliberate; causing injuries such as bruises, broken bones, burns or cuts; forcing others to use drugs or alcohol.
- **Emotional abuse** – also known as psychological abuse; blackmail or extortion; emotional maltreatment; threats and intimidation; can cause children serious harm
- **Neglect** - 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.
- **Sexual abuse** – indecent exposure/touching or sexual assaults/harassment; forcing others to watch pornography or; sexting, encouraging other pupils to attend inappropriate parties; photographing or videoing other pupils performing indecent acts. and **child sexual exploitation** in which children are sexually exploited for money, power or status.

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific

*Eastcourt Independent School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all children fulfil their potential*

safeguarding issues. For example NSPCC offers information for schools and colleges on the TES website and also on its own website [www.nspcc.org.uk/preventing-abuse/](http://www.nspcc.org.uk/preventing-abuse/). Schools can also access broad government guidance on the issues listed here via the GOV.UK website: <https://www.gov.uk/>

***The three main elements to our school's safeguarding policy are:***

**Prevention:** Safeguard children whether they are at risk of maltreatment or abuse or in need of specific local authority or inter-agency care. Our safer recruitment procedures include checking and recording the suitability of staff and volunteers and developing procedures to deal with safeguarding issues which may be specific to individual children in our school. Staff must be alert to situations where pupils appear to be unhappy or where there are marked changes in behaviour. The aim will be to 'listen' to pupils through the provision of early help, either through the school (staff) or through children's services under 'child in need' provision.

**Protection:** Staff are trained and supported to respond appropriately and sensitively to all safeguarding concerns following our agreed procedures. We identify and act on early signs of abuse and neglect, and reassess concerns when situations do not improve to ensure the right help at the right time and to address risks and prevent escalation. We ensure that allegations, concerns, suspicions and complaints against staff are dealt with promptly and in accordance with DfE and local guidance. We keep accurate records and share relevant information quickly in order to challenge inactivity. Additionally, we take all practical and appropriate steps to ensure that our school premises are as secure as circumstances permit.

**Support:** We support children who may have been at risk of significant harm (which includes the way staff respond to their concerns and any work that may be required) or children who have been abused, in accordance with the agreed Child Protection Plan. We seek to address both the mental and emotional welfare of children and families through the provision of individual counselling, providing a positive and safe school environment, careful and vigilant teaching, accessible pastoral care, good adult role models and by promoting full cooperation with and contributions to the provision of appropriate coordinated support and/or early help from external agencies. Additionally, we operate robust and sensible health and safety procedures and along with clear and supportive policies on drugs, alcohol and substance misuse. We recognise that children have a right to feel secure and are unable to learn effectively unless they do so. Any adult can harm a child either by direct acts or failure to provide proper care, or both. This may be through neglect, emotional, physical or sexual abuse or a combination of such types.

Our children have the right to respect and protection from abuse, regardless of age, gender (including transgender), ability, language, religion, race, nationality, sexuality, culture or disability. They have the right to feel valued and confident, knowing how to approach adults if they are in difficulty. In our school a bullying incident is treated as a child protection concern when there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm. Our Safeguarding Child Protection Policy is also dovetailed with the Behaviour Management and Anti-bullying Policies. While the school will work openly with parents as far as possible, we reserve the right to contact Children's Services or the police without notifying parents if this is in the child's best interests. In preparing this policy, we have been attentive to the nature, age range and other significant features of the school in the provisions made for safeguarding. At Eastcourt Independent School, with the age range of 4 to 11 years we are aware of the potential scope for problems relating to emotional health issues, body image, eating disorders, self-harm, and also radicalisation and extremism. In the early years setting staff are required to look beyond the setting in order to understand and respond to the needs of young children.

This policy provides staff, volunteers and the Proprietor with the guidance they need in order to keep children safe and secure in our school and informs parents and guardians how we will safeguard their children while they are in our care. Eastcourt Independent School promotes safe practice and professional conduct to safeguard children and to mitigate against the potential for misunderstandings or situations being misconstrued so teachers and other staff are not vulnerable to allegations. Our staff maintains an attitude of 'it could happen here' as far as safeguarding is concerned. We understand the importance of children receiving the right help at the right time to address risks and prevent issues escalating.

**Main Responsibilities of the DSL:** Our Proprietor ensures that a member of the Senior Leadership Team, is appointed to the role of the DSL and has the appropriate status and authority within our school to carry out the duties of the post. The DSL takes lead responsibility for safeguarding and child protection (including online safety), and this is explicit in the role holder's job description. The DSL has the additional time, training, resources and support to carry out the role effectively. A detailed list of responsibilities for the DSL/Deputy DSL is given in Annex C of [KCSIE: September 2021](#) and also in Appendix 2 below.

**Thresholds for Intervention: If staff have any concerns about a child's welfare, they should act on them immediately, following the procedures set out in this policy.** Please see Appendix 4 which sets out the process our staff will go through if they have concerns about a child. Options will then include:

- managing any support for the child internally via the school's own pastoral support processes;
- an early help assessment; or
- a referral for statutory services, for example as the child might be in need, is in need or suffering or likely to suffer harm.

**Early Help:** In the first instance staff should discuss early help requirements with our DSL. Staff may be required to support other agencies and professionals in an Early Help Assessment. The DSL will lead on liaising with other agencies and in setting up an inter-agency assessment as appropriate. The role of Early Help in our school allows our pupils to be supported at any point in their life by a range of external support agencies enabling potential concerns to be addressed to prevent further problems arising, or before a child may come into immediate danger. It is the aim of targeted Early Help Services, arranged by the local authority, to address the assessed needs of a child and their family, focusing on action to significantly improve the outcomes for the child. Our staff are, in particular, alert to the potential need for early help for a child who:

- is disabled or has certain health conditions and has specific additional needs;
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan);
- has a mental health need; is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or countylines;
- is frequently missing/goes missing from care or from home;
- is at risk of modern slavery, trafficking, sexual or criminal exploitation; is at risk of being radicalised or exploited;
- has a family member in prison, or is affected by parental offending;
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse; is misusing drugs or alcohol themselves;
- has returned home to their family from care and/or is showing early signs of abuse and/or neglect;
- is at risk of honour-based abuse such as Female Genital Mutilation or Forced Marriage;
- is a privately fostered child; and
- is persistently absent from education.

Link to Early Help Redbridge: <http://www.redbridgescb.org.uk/professionals/early-help/>

After gaining consent from the child/family to share information gathered from discussions, relevant professionals will be invited to come together in a 'Team around the Child' (TAC) to assess the child's needs and decide with the child/family a course of action to provide the services needed. A TAC is a multi-disciplinary team of practitioners established on a case-by-case basis to support a child and their family.

**If the allegation threshold is NOT met**, the LA Designated Officer will agree with you an appropriate response (E.g. for the agency to undertake further enquiries or undertake an internal investigation).

**If the allegation threshold is met** a strategy meeting will normally be held either by phone or in person. Normally a senior manager / safeguarding lead, the LA Designated Officer, HR, Police and social care are invited to attend. Relevant information is shared, risks to children are considered and appropriate action agreed –e.g. child protection and other enquiries, disciplinary measures or criminal proceedings. A record of the meeting will be made, and regular reviews will take place until a conclusion is reached. After gaining consent from the child/family to share information gathered from discussions, relevant professionals will be invited to come together to assess the child's needs and decide with the child/family a course of action to provide the services needed. This is a multi-disciplinary team of practitioners established on a case-by-case basis to support a child and their family.

**Child in Need - S17 of the Children Act 1989:** A 'Child in Need' referral should be considered where the needs of the child are unlikely to be met under an EHA, such as a child with complex disabilities, when a social-work-led assessment is required. Section 17 of the Children Act says that an assessment for services should be undertaken by the Local Authority in the following circumstances:

- Child(ren) are unlikely to achieve or maintain or to have opportunity to achieve or maintain a reasonable standard of health or development without the provision of services by a local authority.
- Their health or development is likely to be impaired or further impaired without the provision of such services.
- They are disabled

*Eastcourt Independent School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all children fulfil their potential*

- This could include children who self-harm or disclose intent to commit suicide.

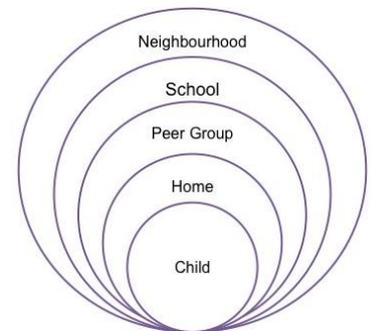
**Child Protection (S47 Children Act 1989):** The Local Authority has a statutory duty to investigate when there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm due to the actions or inactions of others. It is not possible to rely on one absolute criterion when judging what constitutes significant harm. Consideration of the severity of ill-treatment may include the extent of the harm suffered, the context within which it occurred and its duration. In order to understand and evidence 'significant harm', it is necessary to consider the family context, together with the child's development within their wider social and cultural environment. Significant harm may also arise from a combination of significant events which are both acute and long-standing and which may impair the child's physical, psychological and social development.

If staff or volunteers have significant concerns about any child they should make them known to the DSL. A referral to children's social care will be made immediately if there is risk of immediate harm to a child and, if a crime may have been committed, the matter will be reported to the police. It is important to understand that anyone can make a referral.

**Working with our Safeguarding Partners:** Eastcourt Independent School will work with children's social care, the police, health services and other services to promote the welfare of children and protect them from harm. This includes providing a coordinated offer of early help when additional needs of children are identified and will contribute to inter-agency plans to provide additional support to children subject to child protection plans. We allow access for children's social care from the host local authority and, where appropriate, from a placing local authority, for that authority to conduct, or to consider whether to conduct, a section 12 or a section 47 assessment.

### Contextual Safeguarding

At our school we recognise that young people's behaviours, levels of vulnerability and levels of resilience are all informed by the social/public, as well as private, contexts in which young people spend their time. When spending time in these extra-familial contexts young people may be exposed to healthy norms which promote pro-social relationships, or they may encounter harmful influences conducive to abusive and exploitative relationships. As a result, we identify, assess and intervene where possible in all the social environments where abuse and exploitation of young people can occur – in essence to take a 'contextual' approach to safeguarding.



For example, our school leadership works with professionals and pupil body to challenge harmful, gendered school cultures, thus improving the pre-existing school environment. Additionally, we help to promote a culture of safety with the curriculum and around the school regarding pupils' online activities – a place where young people spend an increasing amount of time, raising their vulnerability to potential abuse. We will provide as much contextual information as possible to Children's Social Care, when a referral is made.

**Serious Violent Crime and Serious Violence:** Our staff are aware of the indicators, which may signal that children are at risk from, or are involved with serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation. All staff are made aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school, having experienced child maltreatment and having been involved in offending, such as theft or robbery. If staff suspect that a pupil is at risk of serious violence, this will be reported to the DSL immediately. Please see the Home Office Guidance, which the school follows, on Preventing youth violence and gang involvement.

**Concerns and allegations of abuse made against other children (Peer on Peer Abuse inclusive of sexual violence or harassment and banter) – Please see our Peer-on-Peer Abuse, including Sexual Violence and Sexual Harassment Policy for more details including the latest DfE Guidance (Sexual Violence and Sexual Harassment between children in schools and colleges (DfE: September 2021)):** We recognise that some pupils on occasion will negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the school's Anti-Bullying (including Cyber-bullying) and Behaviour Management Policies. Staff are clear as to our policy and procedures with regards to peer on peer abuse and are trained to manage a report of child on child sexual violence and sexual harassment. The school understands that though we

may have few or even no reported cases of peer on peer abuse, such abuse may still be taking place and simply not being reported.

We recognise the gendered nature of peer on peer abuse (i.e. that it is more likely that girls will be victims and boys' perpetrators), but that all peer on peer abuse is unacceptable and will be taken seriously. We have a zero-tolerance approach to abuse and that it should never be tolerated or dismissed as 'just banter', 'just having a laugh', 'part of growing up' or 'boys being boys' and downplaying certain behaviours can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. Peer on peer abuse can take many forms, including:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence, such as rape, assault by penetration and sexual assault;(this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- consensual and non-consensual sharing of nudes and semi nudes images and or videos (also known as sexting or youth produced sexual imagery);
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

When dealing with abuse by young people on peers, we follow the key safeguarding documents, *Keeping Children Safe in Education* (DfE: September 2021) and *Working Together to Safeguard Children* (HM Govt: July 2018), even where an alleged perpetrator(s) is a child and we adhere to the Human Rights Act and the Equality Act. Sexualised abuse, including verbal abuse by peers is a safeguarding issue and is included in the school's broader approach to safeguarding. If the school received an allegation of abuse by one or more pupils but is alleged to have taken place outside of the school premises, our safeguarding principles remain the same, and we could still carry out a referral to children's services as necessary.

However, where there is 'reasonable cause to suspect that a pupil is suffering, or likely to suffer significant harm' the concern or allegation of Peer on Peer abuse must be reported to the DSL immediately, who will then refer to the MASH to discuss the case. A factual record should be made of the concern or allegation, but no attempt at this stage should be made to investigate the circumstances. A copy of the discussions and outcomes will be kept in both pupils' files. Additionally, if appropriate the DSL will also refer pupils to an external safeguarding agency such as Childline and NSPCC. This will entail:

- effective implementation of our school's usual safeguarding and anti-bullying policies (and recognition that sexualised abuse, including verbal abuse, by peers is a potential safeguarding issue);
- seeking advice from statutory agencies, as appropriate, and readiness to make a referral if an incident meets the referral threshold set by the local Safeguarding Children Partnership;
- if a child is in immediate danger or is at risk of harm, an immediate referral to children's social care and/or the police;
- following the advice for practitioners in: *What to do if you're worried a child is being abused*;
- effective information sharing with any agencies or other professionals involved;
- where allegations of abuse or assault have been made against one or more of our pupils, a thorough risk-assessment of the situation and risk-based decision-making (with the benefit of the advice of statutory authorities, where appropriate) should be carried out with a view to ensuring the safety of all pupils and that both alleged victims and perpetrator(s) pupils receive appropriate support.
- decisions arising that might include, for example, whether the accused pupil should be removed from our school for a period of time, or from certain classes; whether contact with certain individuals should be prevented or supervised,
- the availability of counselling, the adequacy of arrangements for listening to children etc;
- good record keeping of related conversations, meetings and communications.

**Sexual Violence and Sexual Harassment between children:** At Eastcourt, we take our definition of sexual violence from the Sexual Offences Act 2003, which considers rape, assault by penetration and sexual assault to be types of sexual violence. In addition, we define sexual violence as ‘unwanted conduct of a sexual nature’ that can occur online and offline. Sexual violence and sexual harassment can be between two children, or a group of children of any ages and sex. Both sexes may be affected, although girls are more likely to be victims of sexual violence, and boys are more likely to be perpetrators of sexual harassment. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. We recognise that Children with SEND are likely to be more vulnerable. 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. We recognise that sexual violence and harassment can occur both online and offline, both physically and verbally and is never acceptable. We make it clear that all forms of sexual violence and harassment are unacceptable and will not be tolerated. While 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;
- upskirting;
- physical behaviour, such as deliberately brushing against someone, interfering with someone’s clothes (this may cross a line into sexual violence) and displaying pictures, photos or drawings of a sexual nature;
- online sexual harassment, which might include: non-consensual sharing of nude and semi-nude images and or videos (both often referred to as sexting); inappropriate sexual comments on social media; exploitation; coercion and threats.. Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence.

**Responding to reports of sexual violence and sexual harassment:** Sexual harassment (as set out above) creates an atmosphere that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence. We recognise that children may not find it easy to tell staff about their abuse verbally and that staff may be informed by a third party or through behaviour indicators of the victim. We understand the importance of the school’s role in acting upon any concerns immediately and making sure all victims are reassured and that they are being taken seriously, regardless of how long it has taken them to come forward. Though it may not be necessary to report one-off issues of sexual harassment to the police, each allegation of abuse will be taken seriously, and the DSL will still refer these allegations to children’s social care, who will support the school in deciding whether the victim or alleged perpetrator are in need of protection or other services. However, all allegations of sexual violence will be reported to the police, in parallel with children’s social care. Though children’s sexual behaviours can be developmentally expected, some more harmful sexual behaviours may cause developmental damage. The Brook sexual behaviours traffic light tool is used to help us consider harmful sexual behaviours.

Reports of sexual violence are often complex and require difficult decisions to be made, on a case-by-case basis, with the DSL taking the lead role, supported by external agencies such as children’s social care or the police. Some situations are statutorily clear: a child under the age of 13 can never consent to sexual activity (the age of consent is 16); sexual intercourse without consent is rape (as defined in law); creating or sharing sexual images or videos of under 18s is illegal, including children making or sharing these themselves.

**Actions following a report of sexual violence and/or sexual harassment:** A factual record should be made of the concern or allegation, taking the victim seriously, but no attempt at this stage should be made to investigate the circumstances unless a child is in immediate danger or is at risk of harm, in which case, an immediate referral will be made to children’s social care and/or the police. Every report will be considered on a case-by-case basis. Additionally, in cases where there is a report of rape, assault by penetration or sexual assault this should be passed to the police. Victims will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment; they will not be made to feel ashamed for making a disclosure. The DSL will follow the advice for practitioners in ‘What to do if you’re worried a child is being abused’ and will follow through the outcomes of the discussion and, if so advised by Children Social Care, will make a formal referral if the incident meets the referral threshold set by the Local Safeguarding Children Board, ensuring effective information-sharing with any agencies or other professionals involved. The DSL will ensure good record-keeping of related conversations, meetings and communications with a copy of the discussions, and outcomes kept securely. Staff should not assume that someone else is dealing with the incident and should discuss concerns with the DSL. Where an incident between two pupils takes place away from the school, the school’s duties and procedures remain the same.

School Staff are trained as per Part One of *KCSIE* on how to manage a disclosure and are aware of anonymity in cases where an allegation is progressing through the criminal justice system. Eastcourt Independent School will do all they reasonably can to protect the anonymity of any children involved in any report of sexual violence or sexual harassment, including considering the impact of social media. The DSL will make an immediate written risk and needs assessment where there has been a report of sexual violence, considering the victim, alleged perpetrator(s) and other children and staff at the school (including actions to protect them). Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis. Risk assessments will be kept under review. In cases of sexual violence, a professional risk assessment by external specialists may be required, and should be used to inform the school's own risk assessment. Eastcourt Independent School will consider carefully any report of sexual violence or harassment and act in the best interests of the child. Eastcourt Independent School will also consider carefully when to inform the alleged perpetrator, and this may be discussed with relevant agencies. The school actively considers the risks posed to our pupils and ensures adequate measures are in place to protect pupils and keep them safe. Staff may be expected to participate in any early help assessment, child protection enquiry, strategy discussion or other outcome, following a referral.

**In any report of sexual violence and/or harassment, the DSL will consider:**

- the wishes of the victim in terms of how they want to proceed. Victims will be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support that they will be offered;
- the nature of the alleged incident(s), including whether a crime may have been committed and consideration of harmful sexual behaviour;
- the ages of the children involved;
- the developmental stages of the children involved;
- any power imbalance between the children, including age gaps or differences in maturity, cognition or understanding (including SEND or learning difficulties);
- if the alleged incident is a one-off or a sustained pattern of abuse;
- are there ongoing risks to the victim, other children, adults or school staff
- other related issues and wider context.

**Managing the report:** Whatever the school's response, it is underpinned by the principle that sexual violence and sexual harassment is never acceptable and will not be tolerated. All concerns, discussions, decisions and reasons for decisions will be recorded. Dependent on the disclosure of sexual violence or sexual harassment, the school will consider the following courses of action:

- **Managing internally:** in some cases of sexual harassment (such as one-off incidents) the school may manage the incident internally, without the involvement of early help, following our behaviour management policy;
- **Involve Early Help:** when a report may not require the use of statutory intervention, involving Early Help is particularly useful in addressing non-violent, harmful sexual behaviour and may prevent escalation;
- **Referral to children's social care:** in cases where there has been harm, is at risk of harm, or there is an immediate danger, a referral will be made to children's social care. Parents or carers will generally be informed of this unless there is a clear reason not to at this stage. A risk and needs assessment will also be produced at this stage;
- **Reporting to the police:** in cases where rape, assault by penetration or sexual assault is reported, Eastcourt Independent School will not wait for the outcome of a police investigation before protecting the victim, perpetrator and other children in the school. The DSL will work closely with the police to ensure that the school's actions do not jeopardise the police investigation. If a child is convicted or cautioned, the school will update the risk assessment and consider suitable action through their Behaviour Policy.

It is important for Eastcourt Independent School to ensure the victim and perpetrator remain protected, especially from bullying or harassment. Where no further action is taken, or a child found not guilty, the School will continue to support the victim and perpetrator.

**This is how victims of peer-on-peer abuse will be supported:** All pupils involved, whether perpetrator or victim, are treated as being 'at risk'; a thorough risk-assessment and risk-based decision-making (with the benefit of the advice of statutory authorities, where appropriate) will be carried out with a view to ensuring the safety of all pupils. For example, whether the accused pupil should be removed from school for a period, or removal of the alleged perpetrator from classes and any transport etc. which is shared with the victim, whether contact with certain individuals should be prevented or supervised, the availability of counselling (e.g. referring pupils to an external safeguarding agency such as ChildLine and NSPCC) and the adequacy of arrangements for listening to children. We recognise that any actions taken will be in the best interests of both children and not perceived to be a judgement of guilt of the alleged perpetrator.

Additionally:

- Support for the victim will consider his/her age, the nature of the allegations and the risk of further abuse; an alleged perpetrator may have unmet needs him/herself.
- The needs and wishes of the victim will be paramount; the pupil's wishes will be considered throughout any support given and they will be able to continue their normal routine as far as possible, so that school is a safe space for them.
- Eastcourt Independent School will be prepared to support a victim over a long period of time.
- Eastcourt Independent School will do everything we reasonably can to protect victims from bullying or harassment as a result of any report they have made.
- Where the victim or perpetrator moves to another school it is important that the new establishment is made aware of any ongoing support needs.
- Eastcourt Independent School must ensure the victim is safeguarded, but still provide the perpetrator with an education and support as necessary.
- Eastcourt Independent School may discipline the alleged perpetrator, including while the police or social care investigation is ongoing, although they will liaise with these bodies to assist in determining any sanctions.
- Eastcourt Independent School will be clear about when their actions are to support the victim or perpetrator, and when their actions are to discipline the perpetrator for past conduct.

A pupil against whom an allegation of abuse has been made may be excluded from the school for a fixed period during the investigation: the School's policy on behaviour, discipline and sanctions will apply. If it is necessary for a pupil to be interviewed by the police in relation to allegations of abuse, the school will ensure that, subject to the advice of Children's Social Care, the pupil's parents are informed as soon as possible and that the pupil is supported during the interview by an appropriate adult. Normally, the DSL will try to discuss any concerns about a child's welfare with the family and where possible to seek their agreement to making a referral to ART/MASH if necessary. However, in accordance with DfE guidance, this will only be done when this will not place the child at increased risk. The child's views will also be taken into account. Where there are doubts or reservations about involving the child's family, the DSL should clarify with ART/MASH or the police whether, and if so when and by whom, the parents should be told about the referral. This is important in cases where the police may need to conduct a criminal investigation. Where appropriate, the DSL should help the parents understand that a referral is in the interests of the child and that the school will be involved in the enquiry or police investigation. In the case of pupils whose parents are abroad, the pupil's education guardian will be requested to provide support to the pupil and to accommodate him/her if it is necessary to exclude him/her during the investigation.

Where neither social services nor the police accept the complaint, a thorough school investigation should take place into the matter using the school's usual disciplinary procedures. In situations where the school considers a safeguarding risk is present, a risk assessment will be prepared along with a preventative supervision plan. The plan should be monitored, and a date set for a follow-up evaluation with everyone concerned. We draw upon the support offered by [The National Organisation for the Treatment of Abusers \(NOTA\)](#) to support staff training on Sexual violence and Harassment between peers.

When a pupil is in need of *urgent* medical attention and there is suspicion of abuse an ambulance should be called. If the response from the emergency services states that the school should take the child to hospital then the DSL, with an escort, should take the child to the Accident and Emergency Unit at the nearest hospital. They should first notify ART/MASH and seek advice about what action the ART/MASH or the police will take and how the parents will be informed. Normally, parents would be informed that a child requires urgent hospital attention. If the suspected abuse is sexual then the medical examination should be delayed until the ART/MASH and the police can liaise with the hospital, unless the needs of the child are such that medical attention is the priority. There must at all times be a responsible adult with the child, whether from the school, ART/MASH or the police, if the parents are not present. All unnecessary delays should be eradicated and inaction at any level can and should be challenged. In borderline cases, this can be done informally and without giving names in the first instance. The school will not investigate allegations without first gaining the agreement of the LADO. In the case of serious harm, the police will be informed from the outset. Discussions will be recorded in writing, with any communication with both the individual and the parents of the child/children directed by the LADO.

**Working with parents and carers:** Eastcourt Independent School will in most cases engage with the parents of both the victim and the perpetrator and will consider carefully what information they provide. It is good practice for Eastcourt to meet

the victim's parents with the victim present to discuss safeguarding arrangements and also good practice to meet the perpetrator's parents to discuss what arrangements are being put in place, such as moving them out of classes. Where there are doubts or reservations about involving the child's family, the DSL should clarify with MASH or the police whether, and if so when and by whom, the parents should be told about the referral. This is important in cases where the police may need to conduct a criminal investigation. Where appropriate, the DSL should help the parents understand that a referral is in the interests of the child and that the school will be involved in the enquiry or police investigation. In the case of pupils whose parents are abroad, the pupil's Education Guardian will be requested to provide support to the pupil and to accommodate him / her if it is necessary to exclude him / her during the investigation.

**Supporting witnesses of sexual violence or sexual harassment:** Consideration should be given to supporting children who have witnessed sexual violence, especially rape and assault by penetration. Witnessing such an event is likely to be traumatic and support may be required. Following any report of sexual violence or sexual harassment, it is likely that some children will 'take sides'. The school will do all it can to ensure the victim, the alleged perpetrator and any witnesses are not being bullied or harassed. Social media is likely to play a significant role in the fall-out from any incident or alleged incident. There is the potential for contact between victim and alleged perpetrator and a high likelihood that friends from either side could well harass the victim or alleged perpetrator online. When writing a risk-assessment for the pupils involved in an incident of sexual violence or sexual harassment, the school will consider any additional support needs to keep all pupils safe.

**All staff and volunteers:** This includes a duty to act on any suspicion, concern or disclosure that may suggest that a pupil is at risk of significant harm or in need of support services. All staff and volunteers should be alert to pupils at risk of being radicalised or drawn into extremism or child sexual exploitation, whether from an adult or another pupil (further details of these signs are in Appendix 1). They are required to report instances of actual or suspected child abuse or neglect to the DSL or Deputy DSL. Additionally they are expected to make themselves available for appropriate training, if necessary out of normal school hours, and to read both this policy and Part 1 of the latest edition of *KCSIE* and 'What to do if you are a worried a pupil is being abused' latest edition. Special arrangements will be put in place for anyone working in the school whose command of English is insufficient to enable them to read and digest the contents of this policy and Part 1 of *KCSIE*.

**Safer Recruitment, the Single Central Register (SCR)** (Please also refer to our Safer Recruitment Policy) Our school operates safer recruitment procedures (in accordance with Part Three of *KSCIE*: September 2021) including required pre-appointment checks on teaching and non-teaching staff, volunteers, proprietors, supply staff, staff of contractors and other individuals working with or nearby pupils. The Single Central Register (SCR) of appointments is rigorously maintained. All employees, proprietors, supply staff, volunteers and others working within the school are checked in accordance with the full requirements of the SCR before starting work and the details of these checks are recorded in the SCR.

Through risk assessments, the school also ensures that appropriate checks have been made on the staff of other organisations working with our pupils on external trips and visits, including adults who supervise pupils on work experience. In any case where the required documentation is unavailable or checks have not been completed prior to the starting date for any member of staff or other adult who may have access to pupils, then a risk assessment will be carried out to determine the appropriate course of action, *e.g.* allowing appropriately supervised access for a specified period or postponing the starting date.

**Safeguarding arrangements for staff employed by another organisation:** We ensure procedures are followed to enable appropriate pupil protection (including DBS checks) and are applied to staff employed by other organisations in contact with school pupils including working on another site (including obtaining written confirmation that DBS checks have been completed) (please see policy on Educational Visits). Eastcourt will obtain DBS checks on contractor staff, who also receive safeguarding training from the DSL.

**Visitors and visiting speakers:** Appropriate safeguarding and Prevent Duty checks on visiting speakers and other visitors will be made and recorded. All visitors and visiting speakers will be required to undergo an identity check on arrival and wear a visitor's badge. They will not be allowed unsupervised access to pupils. The school keeps a visitors book at Reception. All visitors must sign in on arrival and sign out on departure and are escorted while on school premises by a member of staff or appropriately vetted volunteer. Additionally, a risk assessment will be carried out. Unidentified visitors will be challenged by staff or reported to the Headteacher or School Office.

**The Prevent statutory guidance** We have clear protocols for ensuring that any visiting speakers who might fall within the scope of the Prevent duty, whether invited by staff or by the pupils themselves, are suitable and appropriately supervised; this will always include visiting speakers signing a confirmation that they understand our Prevent duties as a school and agree to speak and act within the letter and spirit of these duties. If a visiting speaker works for an organisation then the organisation will provide a letter prior to the visit confirming their suitability to speak to our children. Where this is not possible then an internet search will be carried out. At Eastcourt, speakers are never left alone with pupils. The interaction between the Prevent requirement to check speakers and the *KCSIE* (September, 2021) is likely to mean in practice that checks on visiting speakers will be recordable on the SCR either as checks on staff or un-prescribed checks on volunteers.

**Preventing Extremism and Radicalisation: (Also please refer to our Preventing Extremism and Radicalisation policy and also Appendix 1 of this policy).** Eastcourt Independent School will also ensure that we can 'demonstrate activity', as required by the statutory guidance, in the following key areas: risk assessment of pupils being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology, working in partnership, staff training and IT policies. This is wholly in keeping with our school ethos and approach to promote a broad, tolerant and open-minded understanding of the world around us, from EYFS onwards, including an appreciation of the democratic process and precluding the promotion of partisan political views in the classroom, in extra- and co-curricular activities, or in any other aspect of the school's activities. The school is able to demonstrate a general understanding of the risks affecting pupils and young people in the area.

Protecting pupils from the risk of radicalisation is seen as part of Eastcourt's wider safeguarding duties, and is similar in nature to protecting pupils from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences. We understand that during the process of radicalisation, it is possible to intervene to prevent vulnerable people being radicalised. We consider the level of risk of pupils identified as being 'at risk of radicalisation' and make an appropriate referral, which can include Channel or Children's Services. Our Prevent strategy demonstrates a specific understanding of the risks affecting children and young people and identifying pupils who may be at risk of radicalisation, including support we can give.

**Prevent duty:** The DSL receives appropriate training, in accordance with Annex B of *KCSIE* (including higher level Prevent awareness training) at least every two years in order to:

- Provide advice and support to members of staff on protecting pupils from radicalisation;
- Equip staff through Prevent, Channel and other appropriate training to identify and assess pupils at risk of being drawn into terrorism and to challenge extremist ideas;
- Liaise with those responsible for Personal, Social, Health and Economic Education (PSHEE), Spiritual, Moral, Social and Cultural (SMSC), assembly and other appropriate curricular programmes actively to promote British values and to teach pupils about the dangers of radicalisation and extremism
- Liaise with those responsible for the school's electronic systems seriously to limit through appropriate filtering mechanisms the scope for access through these systems to any website or Internet source deemed problematic from a Prevent perspective.

**Teaching pupils how to Keep Safe (Educating pupils about safeguarding and radicalisation including the delivery of the Prevent Strategy):** Our school ensures that pupils develop a clear understanding both of safeguarding issues and what they may do to play their part in ensuring their welfare and safety and in building resilience against the dangers of radicalisation: our programme for PSHEE supports this process as part of a broad and balanced curriculum. Within our PSHEE curriculum, we have a programme for Relationship and Sex Education (RSE) which includes issues such as:

- healthy and respectful relationships;
- what respectful behaviour looks like;
- gender roles, stereotyping, equality;
- body confidence and self-esteem;
- prejudiced behaviour;
- keeping safe whilst online and
- information on the grooming process and how to protect themselves including online, and how to get help.

We ensure that our pupils are aware of the importance of promoting positive relationships based on mutual respect. Through our school values, we encourage pupils to respect others. Age-appropriate anti-bullying advising lessons are held in school and include the risks of cyber bullying and on-line safety, and peer-on-peer abuse, including how victims will be supported. Additionally, whenever appropriate, subjects in the curriculum and activities will be used to reinforce the

messages given. We follow the standards for safeguarding and protecting children in sport stated by the NSPCC Child Protection in Sport Unit [NSPCC Standards for Safeguarding in Sport](#).

If a member of staff becomes aware of an allegation or suspected case, which involves sexting, inappropriate banter or sexual assault between young pupils, gender-based or otherwise, this will be considered as a safeguarding concern and reported to the DSL, who will consider the allegation on a case-by-case basis. Depending on the severity of the case, this may involve the school's Anti-Bullying Procedures or the parents of the pupils involved and in more extreme circumstances the police. In the case of serious harm, Children's Social Care is informed from the outset.

**Within Spiritual, Moral, Social and Cultural (SMSC) development:** we instil in pupils values that build resilience and prevent their being drawn into radicalisation and extremism. We explore what extremism might look like and how this poses a threat to peace and we build resilience to radicalism by providing a safe environment for debating controversial issues. We actively promote British Values within our SMSC, and create an environment in which pupils know they are listened to and valued. We educate our pupils to reject violence and cruelty in whatever forms they take.

**Racist Incidents:** Our policy on racist incidents is set out separately under our Behaviour / Anti-bullying policies, which acknowledge that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of any racist incidents.

**Online Safety (Please see our E-safety Policy for more details):** We have an effective whole school approach to online safety which empowers us to protect and educate our pupils and staff in their use of technology and establishes mechanisms to identify, intervene in, and escalate any concerns where appropriate. We ensure that pupils are safe from potentially harmful and inappropriate content including terrorist and extremist material when accessing the internet on school systems through appropriate levels of filtering, internet safety rules and e-safety education within the curriculum in line with our **E-safety and Cyberbullying policies**. However, we are careful to ensure "over blocking" does not lead to unreasonable restrictions. We have a whole school approach to on-line safety, including a clear policy on the use of mobile technology which is integrated, aligned and considered as part of the overarching safeguarding approach. We ensure staff are appropriately trained in on-line safety and we carefully consider how to measure mobile data (4G/5G) usage on the school premises through our behaviour management policy.

Staff are aware that technology is a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse online as well as face to face. In many cases abuse will take place concurrently via online channels and in daily life. Pupils understand the risks posed by adults or young people, who use the internet and social media to bully, groom, abuse or radicalise young people, especially pupils and vulnerable adults. We support parents in providing links to up-to-date advice and guidance on Internet-Safety, social media and on-line radicalisation through CEOP's [www.Thinkuknow.co.uk](http://www.Thinkuknow.co.uk).

**Use of mobile phones, cameras, electronic devices:** Staff should not use personal mobile telephones in the presence of pupils and they must never be used for taking or storing images or recordings of pupils. Any images or recordings should only be taken or edited using school equipment unless being sent for editing to a DBS checked member of staff. Photographs or recordings should only be made where there is a legitimate school purpose. A pupil's privacy and dignity must be preserved at all times. Images or recordings should not be transmitted to third parties without permission of the Headteacher or parents of the pupil involved. The School's ICT Acceptable Use Policy sets out the expectations for pupils and parents on the use of mobile phones and cameras while at the school. Staff should only use electronic devices capable of capturing images of pupils provided by the school. This is in line with the whole-school policy on the use of mobile phones and cameras. The LADO is to be informed if there is any contravention of the school policy regarding the use of personal mobile phones, cameras or other electronic and communication devices by adults working or volunteering at the school. Parents and visitors are asked to have their mobile phones on silent or turned off while in the school.

**EYFS – Additional requirements (Also please refer to EYFS Child Protection Additional Guidance):** This Safeguarding Policy, which applies to the whole school, also applies to the EYFS and details our procedures for safeguarding in the EYFS. We inform Ofsted immediately (on the same day), or as soon as is reasonably practicable, but certainly within 24 hours, of any allegations of serious harm or abuse by any person living, working or looking after children at the premises (whether that allegation relates to harm or abuse committed on the premises or elsewhere). This could include any other abuse which is alleged to have taken place on the premises, and of the action taken in respect of these allegations. Safeguarding training for staff will include guidance on identifying signs of possible abuse and neglect (such as significant changes in a pupil's

behaviour, deterioration in well-being, physical indications, or comments which give cause for concern), and on how to respond in a timely and appropriate way to such signs or to inappropriate behaviour in other members of staff or any other person working with children.

**Induction and On-going Training for all staff, temporary staff, volunteers, the Headteacher/Proprietor (Advisory Board) in line with LSCP advice:** Our arrangements for the level and focus of role-appropriate and refresher training is in accordance with LSCP criteria, as required by *KCSIE* (DfE: September, 2021). All staff are provided with copies of key documents, which they are required to understand. For staff who cannot read English, our school takes steps to ensure that they understand key information. This includes the active promotion of British values and an understanding of extremism and radicalisation and child exploitation. All our staff are made aware of the systems, which support safeguarding in our school, and these are explained to them, as part of their staff induction as well as on-going training. This includes:

- The Child Protection Policy (safeguarding policy); the identity of the DSL and Deputy DSLs and information about their roles (such as the implications for mental health and pastoral care and how to identify pupils at risk of radicalisation);
- The Staff Behaviour Policy (Code of Conduct) (which covers as a minimum, acceptable use of technologies, staff pupil relationships and communications, including via social media and whistleblowing) Part One of *KCSIE* (DfE: September, 2021) and 'Annex A' (which includes some types of abuse formerly mentioned in Part One of *KCSIE*) and copies of policies (such as Behaviour Management Policy, Anti-Bullying Policy, Whistleblowing Policy and E-Safety including Cyber Bullying)
- Ensuring all staff are sensitised to act when any incident may be referred to as bullying, tyrannising, terrorising, intimidating, harassing, etc., even if the alleged person has no history of that behaviour.
- effective Behaviour Management to ensure a good and safe educational environment which meets the needs of all pupils and
- Our Advisory Board will also be expected to fully understand Part Two of *KCSIE* (DfE: September, 2021).

We assist staff in understanding and undertaking their roles and responsibilities as set out in Part One of *KCSIE*. This includes talking new staff through the content of Part One in a level and depth appropriate and proportionate to the person and/or to the particular role for which they are being inducted. There are also in-service training and staff meetings. All staff undertake prevent awareness training and are able to refer pupils to the DSL for further help. Staff are informed of arrangements to listen to pupils by the use of staff systems to gain views and insight. We work in partnership with our local Prevent team.

Our staff receive annual e-safety training, which looks at emerging technologies strategies to support online safety and highlighting key requirements from our e-safety policy. Online safety training for staff is integrated, aligned and considered as part of the overarching safeguarding approach. In addition, all staff receive safeguarding and child protection updates (for example, via email and staff meetings) as required but at least annually, to provide them with the relevant skills and knowledge to safeguard pupils effectively. Our Staff are also made aware of the early help process and understand their role in it. This includes identifying emerging problems, liaising with the DSL, sharing information with other professionals to support early identification and assessment and, in some cases, acting as the lead professional in undertaking an early help assessment.

Our staff are made aware of the process for making referrals to Children's Services and statutory assessments under the Children Act of 1989 that may follow a referral, along with the role they might be expected to play in such assessments. The DSL/Headteacher make it clear in induction, in other training, and in guidance provided for staff they have a responsibility to speak up about safeguarding and welfare matters within the school and to external agencies where necessary. This is one part of our establishing a positive safeguarding culture. This applies not only to new staff but also those already in post.

Following consultation with the Local Safeguarding Children Board, all staff members, contractors and the Proprietor will undertake appropriate child protection training regularly, *i.e.* every 3 years as a minimum for all staff (Eastcourt provide an annual update to all staff), with the DSL and Deputy DSL attending training every 2 years in line with requirements within *KCSIE* (DfE: September, 2021) inter-agency working. Such training will include local inter-agency protocols and training in the LSCP approach to Prevent duties. Prevent training is included at the beginning of school year INSET; we also work with Educare who provide online training.

The school E-Safety Coordinator is Carol Hunswick, who works closely with the DSL and ICT teacher. The DSL takes lead responsibility on online safeguarding matters.

**Pupils who are particularly vulnerable:** We recognise that some pupils are more vulnerable to abuse and neglect and that additional barriers exist when recognising abuse for some children. We understand that this increase in risk is due more to societal attitudes and assumptions, or child protection procedures which fail to acknowledge pupils' diverse circumstances, rather than the individual child's personality, impairment or circumstances, such as young carers or those with special educational needs or disabilities.

In some cases possible indicators of abuse, such as a child's mood, behaviour or injury, might be assumed to relate to the child's impairment or disability rather than giving a cause for concern; or a focus may be on the child's disability, special educational needs or situation without consideration of the full picture. In other cases, such as bullying, the child may be disproportionately impacted by the behaviour without outwardly showing any signs that they are experiencing it. Some children may also find it harder to disclose abuse due to communication barriers, lack of access to a trusted adult or not being aware that what they are experiencing is abuse.

Our staff is alert to those pupils with longer-term medical conditions, who are young carers or have special educational needs or disabilities. Particular vigilance will be exercised in respect of pupils who are the subjects of Child Protection Plans and any incidents or concerns involving these pupils will be reported immediately to the allocated Social Worker (and confirmed in writing). If a pupil discloses that s/he has witnessed domestic violence or it is suspected that s/he may be living in a household which is affected by family violence, this will be referred to the DSL as a safeguarding issue. Additionally, where it comes to our notice that a pupil under the age of 13 is, or may be, sexually active, this will result in an immediate referral to Children's Services and advice being given to the DSL. This will determine how and when information will be shared with parents/guardians/carers and the investigating agencies.

**Disabled pupils and pupils with medical conditions:** Our staff are aware that disabled pupils experience greater risks, vulnerability and unequal access to services and resources. They may have additional needs relating to physical, sensory, cognitive and/or communication impairments. Some disabled pupils may be more vulnerable to abuse because they may have fewer outside contacts than other pupils; receive intimate, personal care; have an impaired capacity to resist or avoid abuse; have communication difficulties; fear losing services; be more vulnerable to peer abuse (e.g. bullying, sexual assault, intimidation). Our staff are alert to the medical needs of pupils including those pupils with longer-term medical conditions.

**Listening to the wishes of pupils and young people:** If Eastcourt Independent School becomes aware of a safeguarding concern, the school will ensure the child's wishes and feelings are taken into account when determining what action to take and what services to provide, though the school will operate with the best interests of the child at heart. We believe it is critical that our pupils have an adult who they can trust, and Eastcourt Independent School ensures that there are appropriate systems so that pupils know who they can turn to, and that staff will listen to them. These include: their peers; teachers; school secretary, welfare coordinator and assistants; and helplines such as NSPCC and Childline. Eastcourt actively encourages a sensitive and open 'listening' environment in which staff and pupils feel free to discuss general matters relating to safeguarding and to raise specific concerns. Members of staff should use the school's whistleblowing policy if they have any concerns about the handling of safeguarding matters either in general or in specific cases, should they feel unable to raise concerns regarding child protection failures internally.

**Looked After pupils:** The Proprietor will ensure staff has the skills, knowledge and understanding necessary to keep safe pupils who are looked after by a local authority, if they have such pupils on roll. This includes ensuring that there is a designated member of staff with responsibility for their welfare and progress and educational achievement and ensuring this person has up to date assessment information from the relevant local authority to ensure prompt action is taken where necessary to safeguard these children. The designated teacher will also have responsibility for promoting the educational achievement of children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales. School staff will always participate in looked after reviews and meetings. This includes the pupil's social worker and Virtual Headteacher, the most recent care plan and contact arrangements with parents, and delegated authority to carers including the pupil's legal status. In our school this person is the DSL.

See <https://www.gov.uk/government/publications/promoting-the-education-of-looked-after-children>

**Pupil Mental Health:** (Please also refer to the Eastcourt Independent School Mental Health Policy) Eastcourt Independent School takes its responsibilities towards pupils that may be experiencing mental health difficulties seriously. We provide support led by Mrs Susan Gooding (MHWL). Our staff meets with and supports pupils throughout their time at Eastcourt. The

staff responsible for the safety and wellbeing of pupils operate an 'open door' policy to encourage pupils to seek help themselves and for staff to refer any concerns so they are dealt with quickly and appropriately. SLT works closely with professionals to maintain the pupil's safety within school and adhere to any advice and guidance given. We aim to make sure our pupils are happy, healthy and thrive.

**Children missing education and missing pupils (Please also refer to Lost and Missing Children Policy):** Our staff will follow the school's separate procedures for dealing with pupils who go missing, particularly on repeat occasions (Please see our Missing Children Policy). They should act to identify any risk of abuse and neglect, including sexual abuse or exploitation. Eastcourt Independent School will put in place appropriate safeguarding policies, procedures and responses for pupils who go missing from education, particularly on repeat occasions. Staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, FGM and forced marriage. More information can be found in 'Statutory guidance on pupils who run away or go missing from home or care' and *KCSIE* (DfE: September, 2021). <https://www.gov.uk/government/consultations/statutory-guidance-on-children-who-run-away-or-go-missing-from-home-or-care>

We will follow up unexplained absences of any pupil with an email followed by a telephone call if necessary from the school on the morning of the first day of absence and notify social services if there is an unexplained absence of more than two days of a pupil who is on the pupil safeguarding register. Wherever possible, we will hold three emergency contact details for each pupil to make contact with a responsible adult if necessary. The DSL will also inform the local authority of any pupil who has been absent without the school's permission for a period of 10 school days or more. Additionally, the DSL will notify the local authority within which the pupil resides of any pupil who is going to be deleted from the admission register where he or she:

- has been taken out of school by his/her parents and is being educated outside the school system, e.g. home education;
- has ceased to attend Eastcourt and no longer lives within reasonable distance of Eastcourt;
- is in custody for a period of more than four months due to a final court order and Eastcourt does not reasonably believe s/he will be returning at the end of the period or, has been permanently excluded.

The local authority must be notified as soon as the grounds for deletion are met, but no later than deleting the pupil's name from the register. This will assist the authority to fulfil its duty to identify pupils of compulsory school age who are missing in education and follow up with any pupil who might be in danger of not receiving an education and who might be at risk of abuse or neglect.

**Notifiable Incidents:** This is an incident involving the care of a pupil which meets any of the following criteria:

- A pupil has died (including cases of suspected suicide) and abuse or neglect is known or suspected;
- A looked after pupil has died (including cases where abuse is **not** known or suspected);
- A pupil has been seriously harmed and abuse or neglect is known or suspected;
- A pupil in a regulated setting or service has died (including cases where abuse is **not** known or suspected).

Any such incident should be reported to Redbridge Safeguarding Children Board (LSCB) Child Death Overview Panel (CDOP) coordinator, Jeanette Ford, whose contact details are by telephone: 020 3182 3515 or e-mail [bhr.cdop@nhs.net](mailto:bhr.cdop@nhs.net) website: <http://www.redbridgelscb.org.uk/about-the-lscb/child-death-overview-panel-cdop/> -

Ofsted and the DfE along with the *Reporting of Injuries, Diseases and Dangerous Occurrences* (RIDDOR) in accordance with the regulations of 2013.

**Pupils being withdrawn from school:** If a pupil is withdrawn from the school, all efforts will be made to identify the school to which the pupil is being admitted; their confidential educational and pupil protection records will be sent separately. If the parent/guardian/carer fails to provide information regarding the new school, an urgent referral will be made to Children's Services. If educational records are sent to our school concerning a pupil who is not registered by the parent, they will be returned and the school advised to refer to their Local Authority Education Welfare Service. A pupil's name will only be removed from the school's Admission Register in accordance with the Child Registration Regulations. Further information is contained in our Admissions Policy.

**Records and the sharing of information with relevant agencies:** Written notes will be kept of all incidents relating to individual pupils. These may be shared with other agencies. All contact with parents and external agencies relevant to Child Protection will be logged and kept in confidential records, which are kept separate from educational records and can only be

accessed by designated people within the school. The content of Child Protection reports will be shared with the parents/guardians/carers in advance of any meetings. All concerns, discussions and decisions made and the reason for those decisions should be recorded in writing. If in doubt about recording requirements, staff should discuss this with the DSL. As part of meeting a pupil's needs we recognise we have clear powers to share, hold and use information between our professionals and local agencies. Our Data Protection Officer and DSL provide guidance to staff to ensure they are confident with processing information for safeguarding purposes and also the sharing of safeguarding information without permission where there is a good reason to do so. This may also include withholding information where the serious harm test under legislation is met. Fears about sharing information will not be allowed to stand in the way of the need to safeguard and promote the welfare of children. Records will include:

- a clear and comprehensive summary of the concern;
- details of how the concern was followed up and resolved;
- a note of any action taken, decisions reached and the outcome.

Staff should not assume a colleague or another professional will take action and share information that might be critical in keeping children safe. Inter-agency working and information sharing are especially important to identify and prevent child sexual exploitation.

**School website safeguarding statement:** To ensure the privacy and safety of pupils where children are named, only their first names are given. When choosing photographs for the website, the school is mindful of the way pupils may appear in them, and will not include images which are in any way inappropriate. Eastcourt Independent School follows a policy of seeking parent, guardian or carer's permission before using images which show pupils on the website or in the local press. The list showing pupils who are barred from appearing in the press, or on the website, is kept in the School Office and is available whenever photographers are present. No private information about pupils is published on the website such as surnames or contact details.

**Staff Behaviour Policy (Code of Conduct) - power, positions of trust and staff behaviour:** Guidance is provided in the Eastcourt Independent School *Staff Behaviour Policy (Code of Conduct) and Teachers' Standards* on how adults can ensure that their behaviour and actions do not place pupils or themselves at risk of harm or of allegations of harm to a pupil (for example, in one-to-one tuition, sports coaching, conveying a pupil by car, counselling and so on). The Staff Behaviour Policy (Code of Conduct) is wide-ranging and covers staff/pupils relationships (including working alone with pupils) and communications including use of social media, "breach of trust" and expands on the whistle-blowing statement in this policy.

**Staff taking medication or other substances:** Staff must seek medical advice if they are taking medication which may affect their ability to care for pupils, and any staff medication must be securely stored and out of the reach of pupils at all times.

#### **Safeguarding arrangements during mandatory school closures / remote working (such as COVID-19)**

Eastcourt Independent School considers safeguarding of critical importance at a time when our school is required to close and will do all it can to continue to protect its pupils and staff, especially those who are vulnerable. This includes arrangements for online/remote learning spaces and the monitoring of attendance to those lessons. Whilst additional arrangements have been established, all the school's policies, rules and guidelines remain in place and adherence to all statutory guidance is expected. Additional detail regarding the behaviour and conduct of both staff and pupils, including our arrangements for remote learning and 1:1 meetings can be found in our Safeguarding Arrangements for Remote Working Policy.

#### **School Closure/Remote Working Risk Assessment**

As part of our additional safeguarding arrangements, we have developed a 'School Closure/Remote Working' policy, which identifies and addresses the risks associated with pupils being required to stay at home. The mitigation measures devised by this policy will enable the school to ensure we can, as effectively as possible, safeguard pupils who are not physically at the school. Although not an exhaustive list, below are some specific examples of how staff will safeguard pupils:

##### Teaching and support staff will:

- be available during their normal working hours (either full school day or part-time as specified in their contracts) to respond to email and other appropriate work software alerts.
- keep a register of attendance of video Zoom lessons and a log of work completed, feeding back concerns in attendance to the DSL
- attend any relevant meetings via telephone or video conference as requested.
- report any safeguarding or pastoral concerns as normal through school emails and follow-up with DSLs as usual.

- know which pupils/students are vulnerable and will ensure regular contact is made both with the families and the child's social worker (if applicable).

Senior Leadership Team will:

- be available during their normal working hours (either full school day or part-time as specified in their contracts) to respond to email and other appropriate work software alerts.
- establish a system to monitor safeguarding and attendance patterns and respond accordingly where there are concerns for the safety of children.
- attend/chair any relevant meetings via telephone or video conference as requested.
- inform all staff on a regular basis by email of safeguarding training or updates.
- know which pupils/students are vulnerable and will ensure regular contact is made both with the families and the child's social worker (if applicable).

**Safeguarding pupils engaged in close, one-to-one teaching:** We recognise that children may be more vulnerable when working with adults in a close one-to-one teaching provision. Please refer to the Eastcourt Independent School *Staff Code of Conduct and Teachers' Standards* on how adults can ensure that their behaviour and actions do not place pupils or themselves at risk of harm or of allegations of harm to a pupil (for example, in one-to-one tuition, sports coaching, conveying a pupil by car, counselling and so on). The *Staff Code of Conduct* is wide-ranging and covers staff/pupils' relationships (including working alone with pupils) and communications including use of social media, "breach of trust" and expands on the whistle-blowing statement in this policy. The following guidance and arrangements have been taken from our Staff Behaviour (Code of Conduct) Policy which aims to safeguard pupils in one-to-one teaching situations:

- Staff must conduct themselves professionally in their relationships with pupils, parents and staff and must not behave in a way that could bring the school into disrepute or risk allegations being made.
- No member of staff should ever be behind a locked door with a child.
- One-to-one meetings should, wherever possible, take place in public or semi-public places such as classrooms or offices. If in classrooms, ensure you are seated so that you and the child can be seen through the visibility panel in the door.
- When in a private meeting with a child or one-to-one session, staff should ensure furniture is positioned to allow easy access into or out of the room and that the glass panel in the door is not obscured.
- Staff will at no time travel unaccompanied outside of the school with children.
- Staff should ensure that a meeting is arranged during normal school hours when there are plenty of other people about;
- Staff will avoid sitting or standing in close proximity to the pupil, except as necessary to check work.
- Staff must report any incident that causes them concern to the Designated Safeguarding Lead in accordance with the School's Child Protection Policy, and make a written record (signed and dated);
- report any situation where a pupil becomes distressed or angry to the Designated Safeguarding Lead.

**Corporal Punishment** is prohibited for all pupils. The prohibition includes the administration of corporal punishment to a pupil during any activity, whether or not within the school premises. The prohibition applies to all 'members of staff'. These include all those acting *in loco parentis*, such as unpaid, volunteer supervisors. Where a pupil has been or alleges they have been subject to chastisement through the use of an implement or substance, this will immediately be reported for investigation to the LADO.

**Physical restraint (use of reasonable force):** Our policy on physical restraint is compliant with the Local Authority's guidance along with guidance from the DfE. Events are recorded and signed by a witness. Staff who are likely to need to use physical intervention are appropriately trained. We ensure that all staff understand when it is and is not appropriate to use reasonable force, to ensure a pupil does not harm him- or herself or others and staff understand that the term 'reasonable' means using no more force than is needed. We understand that physical intervention of a nature that causes injury or distress to a pupil may be considered as a child protection or disciplinary issue. Please see our Physical Restraint Policy for more details.

**Whistleblowing:** Our Whistleblowing Policy is integrated into training and codes of conduct. We make it clear both in induction and other training and in guidance provided for staff that they have a responsibility to speak up about safeguarding and welfare matters within our school and to external agencies where necessary. This is one part of the way in which we establish a positive safeguarding culture in our school. The school also has a culture of valuing staff and of reflective practice. There are procedures for reporting and handling concerns, including poor or unsafe practice and potential failures in the safeguarding regime, provision for mediation and dispute resolution where necessary. Training and support are provided for

*Eastcourt Independent School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all children fulfil their potential*

staff including transparency and accountability in relation to how concerns are received and handled. Our school has regard to *KCSIE* (DfE: September, 2021) and as a result has clear processes for reporting and recording allegations. The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 or Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

**Working in partnership and responding to parents and carers:** Our school works in partnership with parents/guardians/carers and local authorities, communicating as clearly as possible with them (in particular with parents for whom English is not their first language) for the best outcomes for pupils. Parents are welcome to approach the DSL if they have any concerns about the welfare of any pupil in the school. If preferred, parents may discuss concerns in private with the pupil's form teacher who will notify the DSL in accordance with these procedures.

**Young carer:** A young carer is a person under 18 who provides or intends to provide care for another person (of any age, except generally where that care is provided for payment, pursuant to a contract or as voluntary work).

**Reasons for no longer using a person's services and reporting to the Disclosure and Barring Service (DBS) along with considering referral to the Teaching Regulation Agency (TRA).** If a member of staff or volunteer tenders his or her resignation, or ceases to provide his or her services and a prohibition order may be appropriate, any child protection allegations will still be followed up by the school in accordance with this policy and a referral will be made to the Disclosure and Barring Service and the TRA as soon as possible if the criteria are met. Where the school dismisses or ceases to use the services of a teacher because of serious misconduct, or might have dismissed them or ceased to use their services had they not left first, we will consider whether to refer the case to the Secretary of State (via the Teaching Regulation Agency). We also ensure that '*Compromise Agreements*' or '*ACAS Agreements*' never apply in such circumstances.

**Our school operates these safeguarding procedures in line with locally agreed inter-agency procedures.** Our Integrated Safeguarding Portfolio consists of the following legal status documents, related documents and references that have been used in formulating this policy along with the forms required to be completed when referring to Children's Services and the LADO and the Proprietor's annual Safeguarding Audit and Review.

#### **Legal Status Documents and References (statutory and best practice guidance)**

- Part 3, paragraphs 7 (a) and (b) of the education (Independent School Standards)(England)(Amendment) Regulations (ISSR) currently in force; also in compliance with *Part 4 of the ISSR* with reference to the appointment of the Proprietor, all staff, external providers and volunteers inclusive of completion of the Single Central Record (SCR) otherwise referred to as the Centralised Register to ensure that the School meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.
- This policy is consistent with *Keeping Children Safe in Education* (KCSIE) (DfE: September 2021) including DfE supplements to KCSIE: [Coronavirus – Guidance for full opening: Schools](#); [Remote Education during Coronavirus](#)
- KCSIE incorporates the additional statutory guidance, [Disqualification under the Childcare Act 2006](#) (September 2018)
- KCSIE also refers to the non-statutory advice for practitioners: [What to do if you're worried a child is being abused](#) (HM Government)
- [Working Together to Safeguard Children](#) (WtTSC) (Inter-agency working) (HM Government: July 2018) WtTSC also refers to non-statutory but important advice, [Information sharing advice for practitioners providing safeguarding services](#) along with the [Disclosure and Barring Service](#) (DBS) Behaviour Policy
  - [The BHR Safeguarding Partnership Arrangements 2019-2020](#) (June 2019)
- [Prevent Duty Guidance: for England and Wales](#) (July 2015) (Prevent). Prevent is supplemented by non-statutory advice and a briefing note:
- [The Prevent duty: Departmental advice for schools and childminders](#) (June 2015)
- [The use of social media for on-line radicalisation](#) (July 2015)
- [The Children ACT 1989 guidance and regulations](#) (DfE: Volume 2, June 2015)
- [Searching, screening and confiscation](#) (January 2018)
- [Mental health and behaviour in schools](#) (March 2016) and [Counselling in schools: a blue print for the future](#) (February 2016)
- [Child sexual exploitation and children missing from home, care or education: Ofsted targeted inspection advice](#) (HM Govt: 14 January 2016)
- [Sexual Offences Act 2003](#) (HM Government: 2003); [Definition of child sexual exploitation](#) (February 2016)
- [Sexual violence and sexual harassment between children in schools and colleges](#) (DfE: September 2021)
- [Child Abuse Image Database](#) (May 2018); [Child Sexual Exploitation Safe Steps Project](#) (March 2017)

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- [Child sexual exploitation gangs and children missing from home, care or education](#) (January 2017)
- [CSE Guidance Core Document](#) (February 2017); [Safer Recruitment Consortium](#) (October 2015)
- [UKCCIS sexting advice](#); ; [Children missing education](#) (September 2016)
- [Mandatory Reporting of Female Genital Mutilation – procedural information](#) (December 2016)
- [Child Abuse and Neglect \(NSPCC\)](#) (February 2018)

**Specialist Organisation:** [Barnardo's](#), [Lucy Faithfull Foundation](#), [NSPCC](#), [Rape Crisis](#), [UK Safer Internet Centre](#)

**Support for victims:** [Anti-Bullying Alliance](#), [MoJ Victim Support](#), [Rape Crisis](#), [The Survivors Trust](#), [Victim Support](#)

**Toolkits:** [Brook](#), [NSPCC](#), [Safeguarding Unit](#), [Farrer and Co.](#) and [Carlene Firmin](#),

**Further information on confidentiality and information sharing:** [Gillick competency Fraser guidelines](#), [Government information sharing advice](#), [Information Commissioner's Office: Education](#), [NSPCC: Things to know and consider](#)

**Further information on sexting:** [UKCCIS: sexting advice](#), [London Grid for Learning- collection of advice](#)

***This policy has been compiled in conjunction with and reference to the following related documents, which are:***

- **Available on request from the School office:** Anti-bullying, Behaviour Management including Discipline, Sanctions and Exclusions; Preventing Extremism and Radicalisation Policy; First Aid Policy; Educational Visits (including Learning Outside of the Classroom (LOtC); E-Safety including Cyber Bullying and Acceptable Use; Personal, Social, Health and Economic Education (PSHEE); Sex and Relationship Education (SRE); Special Education Needs and Disabilities (SEND Code of practice January, 2015); Spiritual, Moral, Social and Cultural (SMSC) Development; Whistleblowing, Staff Behaviour Policy (Code of Conduct); *Keeping Children Safe in Education Information for all school and college staff* (DfE: September, 2021).
- **Available to the staff:** Safer Recruitment including the selection and appointment of staff; *Keeping Children Safe in Education. Statutory guidance for schools and college.* (DfE: September, 2021); Appendix: Safer Recruitment Flowcharts.

**Cooperation with the local authority:** We cooperate entirely with any investigation carried out by the local authority, including those involving the LADO, in conjunction with the police. Our policy is in accordance with the guidance provided in *KCSIE* (DfE: September, 2021).

**Confidentiality:** We regard all information relating to individual pupil or adult protection issues as confidential and we only pass information on to appropriate persons. The school will cooperate with Children's Services and police to ensure that all relevant information is shared for the purposes of child protection investigations under section 47 of the Children Act 1989 in accordance with the requirements of 'Working together to Safeguard Children'. Our staff know they cannot promise confidentiality and that there are other agencies which pupils can turn to, *e.g.* Childline: 0800 1111.

**Types of Abuse and Neglect Including Specific Safeguarding Issues:** We are aware that abuse, neglect and safeguarding issues are rarely stand-alone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another and could include:

*Abuse and Neglect; Neglect (Physical or Emotional); Physical Abuse; Emotional Abuse; Peer Abuse; Extremism/Radicalisation; Domestic Violence; Drug/Alcohol Abuse; Emotional Abuse; Abuse of Trust; Sexual Abuse; Children who Sexually Abuse; Witnessing Domestic Abuse or Violence; Child Sexual Exploitation (CSE); Child Exploitation and E-Safety; Pupil Sexual Exploitation; Pupil Exploitation and E-Safety; Female Genital Mutilation (FGM); Forced Marriages; Fabricated or Induced Illness; Faith Abuse; Safeguarding Disabled Children; Disability and Vulnerability; Honour-Based Violence; Private Fostering; Elective Home Education; Vulnerable Groups; Bullying including Cyber Bullying; Vulnerable Pupils; Children in Need; Child Missing Education (Children who run away or go missing); Child Missing from Home or Care; Missing Children and Adults Strategy; Young Carers; Cared for Children and Significant Harm; Gangs and Youth Violence; Gender-Based Violence/Violence Against Women and Girls (VAWG); Hate; Mental Health; homeless; family members in prison; Preventing Radicalisation; Teenage Relationship Abuse; Sexting; Trafficking.* Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example NSPCC offers information for schools and colleges on the TES website and also on its own website [www.nspcc.org.uk/preventing-abuse/](http://www.nspcc.org.uk/preventing-abuse/) and other government websites.

**PHYSICAL ABUSE: The nature of physical abuse:** 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. Most children collect cuts and bruises quite routinely as part of the rough and tumble of daily life. Clearly it is not necessary to be concerned about most of these minor injuries. But accidental injuries normally occur on the *bony prominences* e.g. shins; injuries on the *soft* areas of the body are more likely to be inflicted intentionally. If a body map is to be used to record physical abuse, it should only be used to record observed injuries and no child should be asked to remove clothing by a member of staff of the school.

**Indicators of physical abuse/factors that should increase concern include:**

- Multiple bruising or bruises and scratches/bi-lateral injuries (especially on the head and face including around the mouth); clusters of bruises – e.g. fingertip bruising (caused by being grasped); bruises around the neck and behind the ears – the most common abusive injuries are to the head;
- Marks indicating injury by an instrument – e.g. linear bruising (stick), parallel bruising (belt), marks of a buckle;
- Bite marks; deliberate burning may also be indicated by the pattern of an instrument or object – e.g. electric fire, cooker, cigarette; scalds with upward splash marks or tide marks; untreated injuries; injuries to genital areas;
- Recurrent injuries, burns or bald patches; having broken bones or unexplained bruising, burns or welts in different stages of healing; being unable to explain an injury, or providing explanations that are inconsistent, vague or unbelievable;
- If a child has an injury which they cannot explain, where the parent or child is apparently secretive or evasive or if the explanation does not appear to match the injury.

**EMOTIONAL ABUSE: Definition of emotional abuse:** 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 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. 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. This can also occur when a child is a young carer for a parent who is disabled, has mental health problems or misuses alcohol or drugs. It may involve seeing or hearing the ill treatment of another, for example where there is fighting or violence in the home. 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 nature of emotional abuse:** Most harm is produced in *low warmth, high criticism* homes, not from single incidents. Emotional abuse is chronic and cumulative and has a long-term impact. Abuse and neglect have emotional effects although emotional abuse can occur by itself. Witnessing someone harming another person – as in domestic violence – can harm children. It is sometimes possible to spot emotionally abusive behaviour from parents and carers to their children by the way

that the adults are speaking to, or behaving towards children. An appropriate challenge or intervention could affect positive change and prevent more intensive work being carried out later on.

**Indicators of Emotional Abuse:** Developmental issues include delays in physical, mental and emotional development, poor school performance and speech disorders, particularly sudden disorders or changes.

**Behavioural indicators of neglect include:** constant tiredness; frequent absence from school or lateness; missing medical appointments; becoming isolated among peers; being frequently unsupervised; stealing or scavenging, especially food and having destructive tendencies, poor relationships with peers; running away.

**Behaviour:** Acceptance of punishment which appears excessive; over-reaction to mistakes; continual self-deprecation (“I’m stupid/ugly/ worthless” etc.); neurotic behaviour (such as ricking, hair-twisting, thumb sucking); self-mutilation; suicide attempts; drug/solvent abuse; running away; compulsive stealing, scavenging; acting out; poor trust in significant adults; regressive behaviour – e.g. wetting; eating disorders; destructive tendencies; neurotic behaviour; arriving early at school, leaving late.

**Social issues:** withdrawal from physical contact or from social interaction; over-compliant behaviour or insecure, clinging behaviour; poor social relationships.

**Emotional responses:** extreme fear of new situations; inappropriate emotional responses to painful situations (“I deserve this”); fear of parents being contacted; self-disgust; unusually fearful with adults; lack of concentration, restlessness, aimlessness; extremes of passivity or aggression; excessive need for approval, attention and affection.

**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. Far more children are registered to the category of neglect on child protection plans than to the other categories. Neglect is a difficult form of abuse to recognise and is often seen as less serious than other categories. It is, however, very damaging: children who are neglected often develop more slowly than others and may find it hard to make friends and fit in with their peer group. Neglect is often noticed at a stage when it does not pose a risk to the child. The duty to safeguard and promote the welfare of children would suggest that an appropriate intervention or conversation at this early stage can address the issue and prevent a child continuing to suffer until it reaches a point when they are at risk of harm or in significant need. Neglect is often linked to other forms of abuse, so any concerns school staff have should at least be discussed with the DSL.

**Indicators of neglect:** The following is a summary of some of the indicators that may suggest a child is being abused or is at risk of harm. It is important to recognise that indicators alone cannot confirm whether a child is being abused. Each child should be seen in the context of their family and wider community and a proper assessment carried out by appropriate persons. What is important to keep in mind is that if you feel unsure or concerned, do something about it. Don’t keep it to yourself.

**Physical indicators of neglect include:** constant hunger and stealing food; poor personal (including dental) hygiene – unkempt, dirty or smelly; being underweight; wearing dress unsuitable for weather; poor state of clothing; illness or injury untreated and looking sad, false smiles.

**SEXUAL ABUSE: The nature of sexual abuse:** Sexual abuse is often perpetrated by people who are known and trusted by the child – e.g. relatives, family friends, neighbours, babysitters, and people working with the child in school, faith settings, clubs or activities. Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving 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). Adult males do not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children.

**Characteristics of Child Sexual Exploitation and abuse:** it is often planned and systematic – people do not sexually abuse children by accident, though sexual abuse can be opportunistic; grooming the child – people who abuse children take care to choose a vulnerable child and often spend time making them dependent; grooming the child’s environment – abusers try to ensure that potential adult protectors (parents and other carers especially) are not suspicious of their motives.

**Indicators of sexual abuse: Physical observations include** damage to genitalia, anus or mouth; sexually transmitted diseases; unexpected pregnancy, especially in very young girls; soreness in genital area, anus or mouth and other medical problems such as chronic itching; unexplained recurrent urinary tract infections and discharges or abdominal pain. The concerns listed are not exhaustive. Staff can and should also record and report other concerns about a child, such as general welfare concerns.

**Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE):** The school recognises that different forms of harm often overlap, and that perpetrators may subject children and young people to multiple forms of abuse, such as criminal exploitation (including county lines) and sexual exploitation. In some cases, the exploitation or abuse will be in exchange for something the victim needs or wants (for example, money, gifts or affection), and/or will be to the financial benefit or other advantage, such as increased status, of the perpetrator or facilitator. Children can be exploited by adult males or females, as individuals or in groups. They may also be exploited by other children, who themselves may be experiencing exploitation – where this is the case, it is important that the child perpetrator is also recognised as a victim. Whilst the age of the child may be a contributing factor for an imbalance of power, there are a range of other factors that could make a child more vulnerable to exploitation, including gender, sexual identity, cognitive ability, learning difficulties, communication ability, physical strength, status, and access to economic or other resources. Some of the following can be indicators of both child criminal and sexual exploitation where children:

- appear with unexplained gifts, money or new possessions;
- associate with other children involved in exploitation;
- suffer from changes in emotional well-being;
- misuse drugs and alcohol;
- go missing for periods of time or regularly come home late; and
- regularly miss school or education or do not take part in education.

We recognise that Children who have been exploited will need additional support to help maintain them in education. CSE can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence.

Some additional specific indicators that may be present in CSE are children who:

- have older boyfriends or girlfriends; and
- suffer from sexually transmitted infections, display sexual behaviours beyond expected sexual development or become pregnant.

Further information on signs of a child’s involvement in sexual exploitation is available in Home Office guidance: [Child sexual exploitation: guide for practitioners](#)

**Child Sexual Exploitation:** Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology. CSE can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection, power or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation does not always involve physical contact and can happen online. Like all forms of child sex abuse, child sexual exploitation:

- can affect any child or young person (male or female) under the age of 18 years, including 16 and 17-year olds who can

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- legally consent to have sex;
- can still be abuse even if the sexual activity appears consensual;
- can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity;
- can take place in person or via technology, or a combination of both;
- can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence;
- may occur without the child or young person's immediate knowledge (e.g. through others copying videos or images they have created and posted on social media);
- can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse;
- is typified by some form of power imbalance in favour of those perpetrating the abuse. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.

Some of the following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions; who associate with other young people involved in exploitation; have older boyfriends or girlfriends;
- Children who suffer from sexually transmitted infections or become pregnant; who suffer from changes in emotional well-being; children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and regularly miss school or education or do not take part in education; staying away from certain people or avoiding being alone with someone; displaying sexual behaviour that is inappropriate for their age;
- Inappropriate masturbation or self-harm (including eating disorders) and an unwillingness to remove clothes when changing for PE, etc.

Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including Cyberbullying and grooming. It is also important to recognise that some young people who are being sexually exploited or abused do not exhibit any external signs of this abuse.

### **Specific safeguarding issues**

Our staff are aware of safeguarding issues - some of which are listed below. They are aware that behaviours linked to the likes of drug taking, alcohol abuse, truanting and sexting put children in danger. Our staff are aware that safeguarding issues manifest themselves via peer-on-peer abuse. This is most likely to include, but not limited to: bullying (including Cyberbullying), gender based violence/sexual assaults and sexting.

**PEER-ON-PEER ABUSE:** Our staff is clear as to the school's policy and procedures with regards to peer-on-peer abuse and we follow KCSIE and WTTSC. See paragraph '**Concerns and allegations of abuse made against other children (Peer-on-Peer Abuse) inclusive of sexting and banter**' for the procedures we take to minimise the risk of peer-on-peer abuse and how allegations will be investigated and dealt with.

**Youth produced sexual imagery (Sexting) - *Please refer to our Peer on Peer Abuse Policy.*** *The practice of children sharing images and videos via text message, email, social media or mobile messaging apps has become commonplace. The DfE provides [searching screening and confiscation advice for schools](#). The UK Council for Child Internet Safety (UKCCIS) Education Group has recently published [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#).*

However, this online technology has also given children the opportunity to produce and distribute sexual imagery in the form of photos and videos. Such imagery involving anyone under the age of 18 is illegal. Youth produced sexual imagery refers to both images and videos where;

- A person under the age of 18 creates and shares sexual imagery of themselves with a peer under the age of 18.
- A person under the age of 18 shares sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult.
- A person under the age of 18 is in possession of sexual imagery created by another person under the age of 18.

All incidents of this nature should be treated as a safeguarding concern and in line with the UKCCIS guidance 'Sexting in schools and schools: responding to incidents and safeguarding young people. Cases where sexual imagery of people under 18 has been shared by adults and where sexual imagery of a person of any age has been shared by an adult to a child is child sexual abuse and should be responded to accordingly.

If a member of staff becomes aware of an incident involving youth produced sexual imagery they should follow the child protection procedures and refer to the DSL as soon as possible. The member of staff should confiscate the device involved and set it to flight mode or, if this is not possible, turn it off. Staff should not view, copy or print the youth produced sexual imagery. The DSL should hold an initial review meeting with appropriate school staff and subsequent interviews with the children involved (if appropriate). Parents should be informed at an early stage and involved in the process unless there is reason to believe that involving parents would put the child at risk of harm. At any point in the process if there is concern a young person has been harmed or is at risk of harm a referral should be made to Children's Social Care or the Police as appropriate. Immediate referral at the initial review stage should be made to Children's Social Care/Police if;

- The incident involves an adult;
- There is good reason to believe that a young person has been coerced, blackmailed or groomed or if there are concerns about their capacity to consent (for example, owing to special education needs);
- What you know about the imagery suggests the content depicts sexual acts which are unusual for the child's development stage or are violent;
- The imagery involves sexual acts;
- The imagery involves anyone aged 12 or under;
- There is reason to believe a child is at immediate risk of harm owing to the sharing of the imagery, for example the child is presenting as suicidal or self-harming.

If none of the above applies then the DSL will use their professional judgement to assess the risk to pupils involved and may decide, with input from the Principal, to respond to the incident without escalation to Children's Social Care or the police. In applying judgement, the DSL will consider if;

- there is a significant age difference between the sender/receiver;
- there is any coercion or encouragement beyond the sender/receiver;
- the imagery was shared and received with the knowledge of the child in the imagery;
- the child is more vulnerable than usual i.e. at risk;
- there is a significant impact on the children involved;
- the image is of a severe or extreme nature;
- the child involved understands consent;
- the situation is isolated or if the image been more widely distributed;
- there other circumstances relating to either the sender or recipient that may add cause for concern i.e. difficult home circumstances;
- the children have been involved in incidents relating to youth produced imagery before.

If any of these circumstances are present the situation will be escalated according to our child protection procedures, including reporting to the police or children's social care. Otherwise, the situation will be managed within the school. The DSL will record all incidents of youth produced sexual imagery, including both the actions taken, actions not taken, reasons for doing so and the resolution in line with safeguarding recording procedures. This guidance reflects the UKCCIS Guidance.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/551575/6.2439KGNC\\_Sexting\\_in\\_Schools](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/551575/6.2439KGNC_Sexting_in_Schools)

**Removal of sexual images/videos:** If the incident involves sexual images or videos that have been made and circulated online, the victim can be supported to get the images removed through the [Internet Watch Foundation \(IWF\)](#). The IWF will make an assessment of whether the image is illegal in line with UK Law. If the image is assessed to be illegal, it will be removed and added to the IWF's Image Hash list.

**Upskirting:** 'Upskirting' typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence.

**CHILD ABDUCTION AND COMMUNITY SAFETY INCIDENTS:** Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child. Child abduction can be committed by parents or other

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family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers.

Other community safety incidents in the vicinity of a school can raise concerns amongst children and parents, for example, people loitering nearby or unknown adults engaging children in conversation. As children get older and are granted more independence (for example, as they start walking to school on their own) it is important they are given practical advice on how to keep themselves safe.

**CHILD CRIMINAL EXPLOITATION: COUNTY LINES:** County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs using dedicated mobile phone lines or other form of “deal line”. This activity can happen locally as well as across the UK - no specified distance of travel is required. Children and vulnerable adults are exploited to move, store and sell drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.

Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, children’s homes and care homes.

Children are also increasingly being targeted and recruited online using social media. Children can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

A number of the indicators for CSE and CCE as detailed above may be applicable to where children are involved in county lines. Some additional specific indicators that may be present where a child is criminally exploited through involvement in county lines are children who:

- go missing and are subsequently found in areas away from their home;
- have been the victim or perpetrator of serious violence (e.g. knife crime);
- are involved in receiving requests for drugs via a phone line, moving drugs, handing over and collecting money for drugs;
- are exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection;
- are found in accommodation that they have no connection with, often called a ‘trap house or cuckooing’ or hotel room where there is drug activity;
- owe a ‘debt bond’ to their exploiters;
- have their bank accounts used to facilitate drug dealing.

**MODERN SLAVERY AND THE NATIONAL REFERRAL MECHANISM:** Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including: sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs. Further information on the signs that someone may be a victim of modern slavery, the support available to victims and how to refer them to the NRM is available in the Modern Slavery Statutory Guidance. [Modern slavery: how to identify and support victims](#)

**CHILDREN AND THE COURT SYSTEM:** Eastcourt Independent School recognises that children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There are two age appropriate guides to support children [5-11-year olds](#) and [12-17 year olds](#). They explain each step of the process and support and special measures that are available. There are diagrams illustrating the courtroom structure and the use of video links is explained. Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. We recognise this can be stressful for children. The Ministry of Justice has launched an online [child arrangements information tool](#) with clear and concise information on the dispute resolution service and this may be useful for some parents and carers.

**CHILDREN WITH FAMILY MEMBERS IN PRISON:** Approximately 200,000 children have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. Our staff use information provided by [NICCO](#) to support any pupils who have parents in prison, to help mitigate negative consequences for those children.

**HONOUR-BASED VIOLENCE (including Female Genital Mutilation and Forced Marriage):** So-called ‘honour-based’ violence (HBV) encompasses 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. All forms of so-called HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt staff should

Speak to the designated safeguarding lead. 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.

**Indicators of Honour-based violence:** Guidance on the warning signs that FGM or forced marriage may be about to take place, or may have already taken place, can be found on pages 38-41 of the Multi agency statutory guidance on FGM (pages 59-61 focus on the role of schools and colleges) and pages 13-14 of the Multi-agency guidelines: Handling case of forced marriage.

**Actions if HBV is suspected:** If staff have a concern regarding a child that might be at risk of HBV they should activate local safeguarding procedures, using existing national and local protocols for multiagency liaison with Police and Children's Services. In the social context of the school, it is normal to ask about a noticeable injury. The response to such an enquiry is generally light-hearted and detailed. So, most of all, concern should be increased when: the explanation given does not match the injury; the explanation uses words or phrases that do not match the vocabulary of the child (adults words); no explanation is forthcoming; the child (or the parent/carer) is secretive or evasive or the injury is accompanied by allegations of abuse or assault. We become concerned if the child or young person is reluctant to have parents/carers contacted; runs away or shows fear of going home; is aggressive towards themselves or others; flinches when approached or touched; is reluctant to undress to change clothing for sport; wears long sleeves during hot weather; is unnaturally compliant in the presence of parents/carers; has a fear of medical help or attention or admits to a punishment that appears excessive.

**FEMALE GENITAL MUTILATION (FGM):** This comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

**Circumstances / symptoms that may point to FGM happening include:**

- A child talking about getting ready for a special ceremony; a child's family taking a long trip abroad
- A child's family being one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan);
- Knowledge that a sibling has undergone FGM; a child talking about going abroad to be 'cut' or to prepare for marriage; Difficulty in walking, sitting or standing; spending lengthier time in the bathroom/toilet than usual;
- Unusual behaviour after a school absence/reluctance to undertake usual medical examinations
- Asking for help, but not detailing the problem in full due to fear or embarrassment.

**Mandatory reporting duty:** Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers along with regulated health and social care professionals in England and Wales, to report to the Police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies.

Teachers **must** personally report to the Police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has a good reason not to, they should also still consider and discuss any such case with the school DSL and involve Children's Services as appropriate. The duty does not apply in relation to at risk or suspected cases (i.e. where the teacher does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over. In these cases, teachers should follow local safeguarding procedures.

**FORCED MARRIAGE:** Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage. The Forced Marriage Unit has published Multi-agency guidelines, with pages 32-36 focusing on the role of schools and colleges. School and staff can contact the Forced Marriage Unit if they need advice or information. Contact: 020 7008 0151 or email: [fmu@fco.gov.uk](mailto:fmu@fco.gov.uk).

**HOMELESSNESS:** Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. Our designated safeguarding lead, deputy DSL and SLT are aware of contact details and referral routes into the Local Housing Authority so they can raise/progress concerns at the earliest opportunity. Staff are still alert to the signs that families of pupils may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property. Whilst referrals and or discussion with the Local Housing Authority should be progressed as appropriate, this does not, and should not, replace a referral into children's social care where a child has been harmed or is at risk of harm.

The Homelessness Reduction Act 2017 places a new legal duty on English councils so that everyone who is homeless or at risk of homelessness will have access to meaningful help including an assessment of their needs and circumstances, the development of a personalised housing plan, and work to help them retain their accommodation or find a new place to live. The following factsheets usefully summarise the new duties: [Homeless Reduction Act Factsheets](#). The new duties shift focus to early intervention and encourage those at risk to seek support as soon as possible, before they are facing a homelessness crisis.

**GANGS AND YOUTH VIOLENCE:** We will endeavour to protect our children and young people from exposure to gang activity and exploitation by having robust attendance and behaviour policies and to act on relevant information or allegations. We will take all reports seriously and will share this information appropriately with other agencies to safeguard our pupils from harm.

**DOMESTIC VIOLENCE AND ABUSE:** The Home Office define domestic abuse as: *"Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence and abuse between those aged 16 or over, who are or have been intimate partners or family members regardless of gender and sexuality"*.

Significant harm from domestic abuse can include: physical violence, emotional abuse, sexual abuse, and financial abuse. If a member of staff is concerned that domestic abuse is occurring within a family or relationship they should inform the DSL who will consider a referral to Children's Services and/or the Police as necessary. In circumstances where there have been 3 known incidents of domestic abuse, a referral must be made to Children's Services. In December 2015 a new criminal offence of coercive and controlling behaviour came into force in England and Wales. This means that repeated patterns of non-physical behaviour (emotional abuse and control) within relationships are now considered a criminal offence capable of prosecution. For the offence to apply, criteria must be met.

Children may suffer both directly and indirectly if they live in households where there is domestic violence. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children and it will often be appropriate for such children to be regarded as Children in Need under the Children Act 1989. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life. Where there is evidence of domestic violence, we will report our concerns to the appropriate agency including children's social care and the police in order to prevent the likelihood of any further abuse taking place. Advice on identifying children who are affected by domestic abuse and how they can be helped is available at:

[NSPCC- UK domestic-abuse Signs Symptoms Effects](#)

[Refuge what is domestic violence/effects of domestic violence on children](#) [Safelives: young people and domestic abuse](#)

**BULLYING** - Please also refer to our *Anti-Bullying Policy*, which sets out our procedures in order to prevent bullying and to deal with it if and when it occurs within the school. This may be defined as deliberate, repeated (systematic) aggressive verbal, psychological or physical conduct by an individual or group against another person or persons. Very often bullying is the act of oppressing or dominating by threat or force where the aggressor may persecute or tease physically or morally in order to frighten into action or inaction. Bullying can include:

- Physical: pushing, hitting, kicking, pinching etc.
- Verbal: name-calling, spreading rumours, constant teasing and sarcasm
- Emotional: tormenting, ridiculing, humiliating, ignoring
- Racial: taunts, graffiti and gestures; Religious / cultural
- Sexual, sexist or homophobic: unwanted physical contact or abusive comments
- Cyberbullying: through social networking websites, mobile phones and text messages, photographs and email

**Signs that may indicate bullying:**

- Behavioural changes such as reduced concentration, becoming withdrawn, depressed, tearful, emotionally up and down, reluctance to go to school etc., a marked drop off in performance at school
- Physical signs such as stomach aches, headaches, difficulties in sleeping, bingeing on food, cigarettes or alcohol and a shortage of money or frequent loss of possessions.

**SELF-HARM AND SUICIDAL BEHAVIOUR:** Self-harm can be deliberate with the aim of a child just causing themselves an injury, attempted suicide which does not result in end of life or a successful attempt to end life resulting in death. Majority of self-harmers keep it a secret that goes undiscovered, finding it is the only way to express their feelings. Children self-harm for many reasons including: being bullied both at school or online, mental health issues, eating disorders, domestic abuse, any type of child abuse, parental conflict and bereavement. The signs of the distress the child may be under can take many forms and can include:

- cutting behaviours and self-poisoning, other forms of self-harm, such as burning, scalding, banging, hair pulling; not looking after their needs properly emotionally or physically;
- direct injury such as scratching, cutting, burning, hitting yourself, swallowing or putting things inside;
- staying in an abusive relationship, taking risks too easily, eating distress (anorexia and bulimia);
- addiction for example, to alcohol or drugs and low self-esteem and expressions of hopelessness.

During a disclosure of self-harm staff should check whether the pupil has ingested anything or has anything on their person that could cause damage or harm. Any concerns from staff members should be referred to the DSL, as an Early Help assessment may need to be completed to involve services that can help, or in the case of significant harm a referral can be made to Children's Services

**PRIVATE FOSTERING ARRANGEMENTS:** A private fostering arrangement occurs when someone other than a parent or close relative cares for a child for a period of 28 days or more, with the agreement of the child's parents. It applies to children under the age of 16 or 18 if the child is disabled. Children looked after by the local authority or who are placed in residential schools, children's homes or hospitals are not considered to be privately fostered. Private fostering occurs in all cultures, including the British culture and children may be privately fostered at any age.

Eastcourt Independent School recognises that most privately fostered children remain safe and well but is aware that safeguarding concerns have been raised in some cases. Therefore, all staff are alert to possible safeguarding issues, including the possibility that the child has been trafficked into the country. By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify children's services as soon as possible. However, where a member of staff becomes aware that a pupil may be in a private fostering arrangement they will raise this with the DSL and the DSL will notify Redbridge Council of the circumstances.

**LOOKED AFTER CHILDREN:** The most common reason for children becoming looked after is as a result of abuse and neglect. The school ensures that staff have the necessary skills and understanding to keep looked after children safe. Appropriate staff have information about a child's looked after legal status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child and contact arrangements with birth parents or those with parental responsibility. The designated teacher and Member of the Advisory Board for looked after children will have the appropriate level training to equip them with the knowledge and skills to undertake their role. The designated teacher for looked after children and the DSL have details of the child's social worker and the name and contact details of the Redbridge Head of Virtual School.

**TRAFFICKED CHILDREN:** Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Where the School is made aware of a child is suspected of or actually being trafficked/exploited, including being in Private Fostering, the DSL will report our concerns to Children's Social Care.

**RADICALISATION:** KCSIE define radicalisation as 'the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups'. Extremism is 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.'

There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The Internet and the use of social media in particular has become a major factor in the radicalisation of young people.

The above list is not exhaustive and as new policy guidance and legislation develops within the remit of Safeguarding we will review and update our policy as appropriate and in line with the Local Safeguarding Children Board and local authority to ensure our school is a safe place to learn and work.

## **APPENDIX 2 – MAIN RESPONSIBILITIES OF THE DSL, DEPUTY DSL AND THE PRINCIPAL :**

**Main Responsibilities of the DSL:** Our Proprietor ensures that a member of the Senior Leadership Team, is appointed to the role of the DSL and has the appropriate status and authority within our school to carry out the duties of the post including maintaining an overview of safeguarding within the school, to open channels of communication with local statutory agencies and to monitor the effectiveness of policies and procedures in practice. The Deputy DSL will act as DSL in their absence and otherwise will carry out safeguarding tasks and duties as specified by the DSL in accordance with the details set down below.

The DSL takes **lead responsibility** for safeguarding and child protection. The DSL has the additional time, training, resources and support to provide advice and support to other staff on child welfare and child protection matters, to take part in strategy discussions and interagency meetings – and/or to support other staff to do so – and to contribute to the assessment of children. If the DSL is unavailable these duties will be carried out by the Deputy DSL (who also oversees online safety with the IT teacher). Whilst the activities of the designated safeguarding lead may be delegated appropriately to the DDSL, the ultimate **lead responsibility** for child protection, as set out above, remains with the designated safeguarding lead, this **lead responsibility** should not be delegated.

**Availability:** During term time, our designated safeguarding lead (or a deputy) is always available (during school hours) for staff in the school to discuss any safeguarding concerns, either in person or via phone/video call. The school will organise adequate and appropriate cover arrangements for any out of hours/out of school time activities including when the school is closed.

**Managing Referrals includes:** The DSL is expected to:

- refer cases of suspected abuse to the local authority children’s social care as required, the LADO for child protection allegations which concern a member of staff or volunteer, the Disclosure and Barring Service where a person is dismissed or left due to risk/harm to a child and/or the police if a crime may have been committed;
- support staff who make referrals to local authority children’s social care and the Channel programme;
- refer cases to the Channel programme where there is a radicalisation concern as required;
- refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required;
- refer cases where a crime may have been committed to the Police as required. Gives guidance on when to consider calling the police and what to expect when working with the police.

**Work with others:** The designated safeguarding lead is expected to:

- act as a source of support, advice and expertise for all staff;
- act as a point of contact with the three safeguarding partners;
- liaise with the principal to inform them of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations;
- as required, liaise with the “case manager” and the local authority designated officer(s) (LADO) for child protection concerns in cases which concern a staff member;
- liaise with staff (especially teachers, pastoral support staff, school welfare coordinator, and special educational needs coordinators (SENCOs), on matters of safety and safeguarding and welfare (including online and digital safety): when deciding whether to make a referral by liaising with relevant agencies and so that children’s needs are considered holistically;
- promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances;

- promote educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and is therefore best placed to identify the impact that these issues might be having on children's attendance, engagement and achievement at school. Working with the Principal and other staff, the designated safeguarding lead should take lead responsibility for:
  - ensuring that the school knows who in its cohort of children currently need a social worker are, understanding their academic progress and attainment, and maintaining a culture of high aspirations for this cohort; and,
  - support teaching staff to feel confident to provide additional academic support or reasonable adjustments to help children who need or have needed a social worker reach their potential, recognising that even when statutory social care intervention has ended, there is still a lasting impact on children's educational outcomes.

**Undertake training, which includes:** The DSL and deputy DSLs undergo training specific to be updated every 2 years (including prevent awareness training). In addition, they continually (and at least annually) refresh their knowledge and skills in order to keep up with any developments relevant to their role (this might be through e-bulletins, meeting other DSLs or reading new safeguarding developments) in order to:

- understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments and social care referral arrangements;
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- understand when a crime may have been committed and at what stage to contact the police. (When to call the Police (NPCC))
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at the school;
- can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online;
- ensure each member of staff has access to and understands the school's child protection policy and procedures, especially new and part time staff; are alert to the specific needs of children in need, those with special needs and young carers; are able to keep detailed, accurate, secure written records of concerns and referrals;
- understand and support the school with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- obtain access to resources and attend any relevant or refresher training courses and
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school may put in place to protect them.

**Information sharing and managing the child protection file:** The designated safeguarding lead is responsible for ensuring that child protection files are kept up to date and stored securely. They should ensure the file is only accessed by those who need to see it and where the file or content within it is shared, this happens in line with information sharing advice as set out in Part one and Part two of (KCSIE: September 2021).

Where children leave the school (including in year transfers) the designated safeguarding lead will ensure their child protection file is transferred to the new school as soon as possible, and within 5 days for an in-year transfer or within the first 5 days of the start of a new term. This will be transferred separately from the main pupil file, ensuring secure transit, and confirmation of receipt should be obtained. Receiving schools should ensure key staff such as designated safeguarding leads and SENCOs or the named person with oversight for SEN in schools, are aware as required. Lack of information about their circumstances can impact on the child's safety, welfare and educational outcomes. In addition to the child protection file, the designated safeguarding lead will also consider if it would be appropriate to share any additional information with the new school in advance of a child leaving in order to help them put in place the right support to safeguard this child and to help the child thrive in the school. For example, information that would allow the new school to continue supporting children who have had a social worker and been victims of abuse and have that support in place for when the child arrives.

**Raising Awareness – The Designated Safeguarding Lead will:**

- ensure the school's child protection policies are known, understood and used appropriately;
- ensure the school's child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this;

- ensure the child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this; and
- link with the safeguarding partner arrangements to make sure staff are aware of any training opportunities and the latest local policies on local safeguarding arrangements; and,
- help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and school leadership staff. Their role could include ensuring that the school, and their staff, know who these children are, understand their academic progress and attainment and maintain a culture of high aspirations for this cohort; supporting teaching staff to identify the challenges that children in this group might face and the additional academic support and adjustments that they could make to best support these children.

**Training, knowledge and skills:** The designated safeguarding lead and deputies undergo training to provide them with the knowledge and skills required to carry out the role. This training is updated at least every two years. The designated safeguarding lead undertakes Prevent awareness training. This training provides the designated safeguarding leads with a good understanding of their own role, and the processes, procedures and responsibilities of other agencies, particularly children's social care, so they:

- understand the assessment process for providing early help and statutory intervention, including local criteria for action and local authority children's social care referral arrangements;
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- ensure each member of staff has access to, and understands, the school's child protection policy and procedures, especially new and part time staff;
- are alert to the specific needs of children in need, those with special educational needs and disabilities (SEND), those with relevant health conditions and young carers;
- understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation;
- understand the importance of information sharing with other agencies, organisations and practitioners;
- are able to keep detailed, accurate, secure written records of concerns and referrals;
- understand and support the school with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school;
- can recognise the additional risks that children with special educational needs and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support children with SEND to stay safe online;
- obtain access to resources and attend any relevant or refresher training courses; and
- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school may put in place to protect them.

In addition to the formal training set out above, we give time for their knowledge and skills be refreshed (this might be via e-bulletins, meeting other designated safeguarding leads, or through reading and digesting safeguarding developments) at regular intervals, as required, and at least annually, supporting the DSLs' understand and keeping up with any developments relevant to their role.

**Understanding processes and procedures:** Training should provide designated safeguarding leads with a good understanding of their own role, and the processes, procedures and responsibilities of other agencies, particularly children's social care, in order to:

- understand the assessment process for providing early help and statutory services, including local criteria for action and local authority children's social care referral arrangements;
- have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so; and
- understand the importance of the role the designated safeguarding lead has in providing information and support to children social care in order to safeguard and promote the welfare of children.

### **Providing support to staff**

Training should support the designated safeguarding lead in developing expertise, so they can support and advise staff and help them feel confident on welfare, safeguarding and child protection matters. This includes specifically to:

- ensure each member of staff has access to, and understands, the school's child protection policy and procedures, especially new and part time staff;
- ensure that staff are supported during the referrals processes; and
- support staff to consider how safeguarding, welfare and educational outcomes are linked, including to inform the provision of academic and pastoral support.

**Holding and sharing information:** The critical importance of holding, using and sharing information effectively is set out in (Parts one and two of KCSIE: September 2021), and therefore the designated safeguarding lead should be equipped to:

- understand the importance of information sharing, both within the school, and with other schools on transfer including in-year and between primary and secondary education, and with the three safeguarding partners, other agencies, organisations and practitioners;
- understand relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation; and
- be able to keep detailed, accurate, secure written records of concerns and referrals and understand the purpose of this record-keeping.

**Responding to specific needs and harms:** Training should give the designated safeguarding lead the knowledge and skills to identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk. This includes to:

- be alert to the specific needs of children in need, those with special educational needs and disabilities (SEND), those with relevant health needs and young carers;
- understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what is needed in responding to this in promoting educational outcomes;
- understand and support the school with regard to the requirements of the Prevent duty and be able to provide advice and support to staff on protecting children from the risk of radicalisation;
- understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school; and
- recognise the additional risks that children with special educational needs and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and be confident they have the capability to support children with SEND to stay safe online.

***Proprietor:*** The Proprietor, who receives from the DSL a safeguarding report at each meeting has a corporate responsibility for all safeguarding matters relating to the pupils of the school. This includes specific responsibilities for ensuring that all who are employed, supply services or volunteer at the school, are informed of the content of this policy and any reviews and updates. To this end, the Proprietor with the Advisory Board will:

- liaise with the senior leadership of the school, the DSL and Deputy DSL, holding them to account on matters relating to safeguarding and also liaise with the LSCP and LADO as and when required by this policy;
- with the DSL, jointly produce the written annual review/audit and report where the minutes are sufficiently detailed to demonstrate both the breadth and the depth of the review;
- check the staff's understanding and implementation of the policy, ensuring that they are all aware of the referral process and how to implement safeguarding protocols; monitor the policy, procedures and the efficiency with which they are implemented;
- ensure that there are clear job specifications for the DSL and Deputy DSL who have the knowledge, skills and understanding necessary to keep safe children who are looked after by a local authority;
- find out, on each visit to the school, if the policy is known in practice by talking to a number of staff and volunteers right across the school to see if they would know who to go to in the case of a suspected abuse and what they would do in terms of comments they might make to the child;
- review how children are taught about safeguarding, including online, through the curriculum and PSHEE;
- ensure the school contributes to interagency working in line with the Working Together to safeguard children (WT) (HM Government: 2018) through effective communication and cooperation with local agencies.

***The DSL will:***

- ensure that the safeguarding and child protection policy and procedures adopted by the Proprietor are implemented and followed by all staff;
- allocate sufficient time and resources to enable the DSL and Deputy DSL to carry out their roles effectively, including the assessment of pupils and attendance at strategy discussions and other necessary meetings;
- ensure that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively. Reporting wrongdoing by staff in the workplace that does not involve safeguarding and welfare of pupils is dealt with in accordance with the school's Whistleblowing procedures;
- provide immunity from retribution or disciplinary action against staff in the event of them 'whistleblowing' in good faith; ensure that pupil's safety and welfare are addressed through the curriculum and be able to understand safer recruitment procedures and processes and deal with allegations against members of staff and volunteers.

### **APPENDIX 3 - THE ROLE OF THE LOCAL AUTHORITY DESIGNATED OFFICER (LADO)**

The role of the LADO is set out in *Working Together to Safeguard Children (2018)* and is governed by the Authorities duties under section 11 of the Children Act 2004 and Redbridge LSCP Inter-Agency Policy and Procedures. This guidance outlines procedures for managing allegations against people who work with children who are paid, unpaid, volunteers, casual, agency or anyone self-employed. The LADO must be contacted within one working day in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed a child; possibly committed a criminal offence against or related to a child; or behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

There may be up to three strands in the consideration of an allegation:

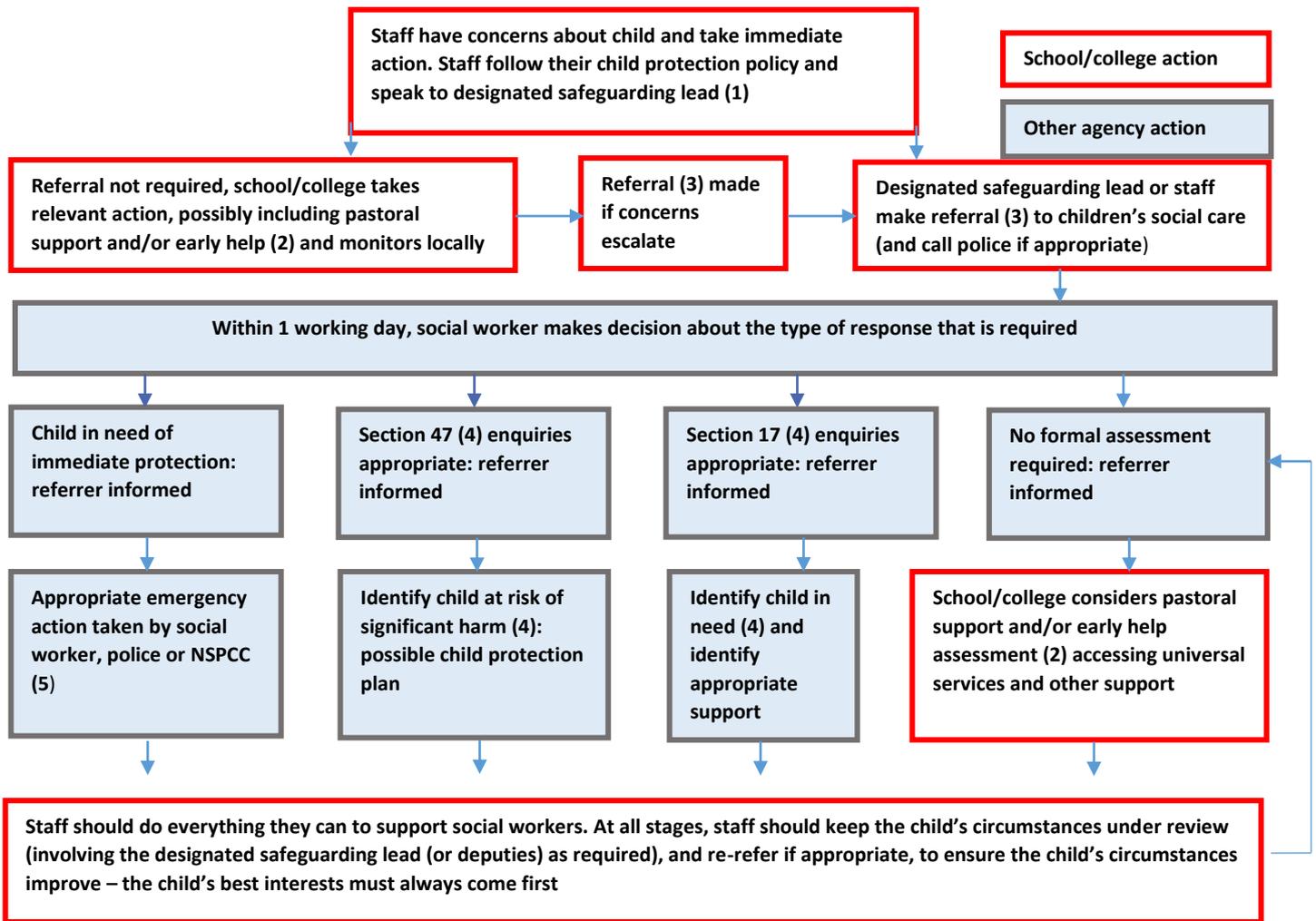
- a police investigation of a possible criminal offence; enquiries and assessment by children's social care about whether a child is in need of protection or in need of services; consideration by an employer of disciplinary action in respect of the individual.

The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child's voice is heard and that they are safeguarded.
- Ensuring there is a consistent, fair and thorough process for all adults working with children and young people against whom an allegation is made.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and/or social care.

The LADO is involved from the initial phase of the allegation through to the conclusion of the case. The LADO is available to discuss any concerns and to assist the school in deciding whether there is a need to make a referral and/or take any immediate management action to protect a child.

## APPENDIX 4 – ACTIONS REQUIRED BY KCSIE WHERE THERE ARE CONCERNS ABOUT A CHILD



- (1) In cases which also involve a concern or an allegation of abuse against a staff member, see Part Four of this guidance.
- (2) Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. Chapter one of Working Together to Safeguard Children provides detailed guidance on the early help process.
- (3) Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of Working Together to Safeguard Children.
- (4) Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Chapter one of Working Together to Safeguard Children.
- (5) This could include applying for an Emergency Protection Order (EPO).

### MAKING A DECISION

Further guidance on making a decision is provided in the Children's Social Care, Thresholds and Practice Standards, available at: <http://www.redbridgescbs.org.uk/wp-content/uploads/2015/09/Redbridge-LSCB-Multi-Agency-Thresholds-Document-September-2018-Final.pdf>

**APPENDIX 5 - WHAT TO DO IF  
YOU ARE WORRIED A CHILD IS BEING ABUSED OR NEGLECTED**

**Member of staff has concerns about a child's welfare  
(including children in need and children at risk)**

- Be alert to signs of abuse and question unusual behaviours

**Where a young person discloses abuse or neglect**

- Listen; take their allegation seriously; reassure that you will take action to keep them safe.
- Inform them what you are going to do next.
- Do not promise confidentiality
- Do not question further or approach/inform the alleged abuser

**Discuss concerns with Mrs. Carey Jones who is our Designated Safeguarding lead (DSL) and Prevent Officer or with Ms Hunswick who is our Deputy Designated Safeguarding Lead and Deputy Prevent Officer**  
The **Safeguarding Lead** will consider further actions required, including consultation with MASH, immediately (number below) or the police if a crime has been committed, immediately. Concerns and discussion, decisions and reasons for decision should be recorded in writing by agency /organisation. In **exceptional** circumstances or in the absence of a safeguarding lead the individual may contact Redbridge children's social care directly.

Still have concerns: refer to MASH

No longer has safeguarding concerns

**MASH**  
**During office hours, Monday – Friday**  
**8.00am-6.00pm**  
**Telephone: 020 8708 3885**  
If the child is at immediate risk dial 999 and ask for police assistance

Out of hours  
Contact MASH on  
020 8708 5897  
[cpat.referrals@redb  
ridge.gov.uk](mailto:cpat.referrals@redbridge.gov.uk)

Additional / unmet needs

**The London Borough of Redbridge MASH**

1. Acknowledge receipt of referral
2. Decide on next course of action (within one working day)
3. Feedback decision to referrer e.g.:
  - Further Assessment including
  - Child protection enquiries/Strategy Discussion
  - No further action required for MASH Team **and Early Help assessment recommended**
  - Referred to other agency for service provision

Consult with family and relevant agencies and undertake a Common Assessment (Early Help Assessment - EHA ) and Team around the Child meetings.

**MAKING A DECISION**

Further guidance on making a decision is provided in the Children's Social Care, Thresholds and Practice Standards, available at: <http://www.redbridgelscb.org.uk/wp-content/uploads/2015/09/Redbridge-LSCB-Multi-Agency-Thresholds-Document-September-2018-Final.pdf>

**APPENDIX 6 - WHERE A YOUNG PERSON DISCLOSES ABUSE OR NEGLECT, THE FOLLOWING SEQUENCE OF EVENTS SHOULD BE ADHERED TO:**

**Create a safe environment**

**Create a safe environment by offering** the child a private and safe place if possible. Stay calm and reassure the child and stress that s/he is not to blame. Tell the child that you know how difficult it must have been to confide in you.



**Listen**

**Listen** to what the child has to say and take them seriously; reassure the child but advise that you cannot promise to keep a secret. Do not make promises you cannot keep. If there is a requirement for immediate medical intervention, assistance should be called for. Tell the child what you are going to do next after the disclosure.



**Talking to the child**

**When talking to the child**, do not interview the child and keep questions to a minimum. Do not display shock or disbelief. Encourage the child to use his/her own words and do not ask leading questions, interrupt their dialogue, or make assumptions which might give particular answers. Do not repeat the disclosure. Seek consent from the child to share any information disclosed but, should consent not be given, an explanation can be given as to why the DSL must be told.



**Record**

Record in detail the circumstances and timings of the disclosure including the nature and extent of any injuries, explanations given by the child (as much as possible in the child's own words) and the action taken (which may be used in any subsequent court proceedings), within 24 hours of the disclosure. Record in writing the child's name, address and date of birth along with the child's behaviour and emotional state, who else was present at the time of the disclosure. Sign (with time and date) all notes made and give them to the DSL. When the child has finished speaking, do not leave the child alone. Call for immediate assistance from the DSL or Deputy DSL or follow the procedures for allegations against staff, volunteers, and Proprietors. The DSL (or other responsible person within the scope of this policy) will then deal with the matter. The official school safeguarding form should also be completed by the person who receives the allegation and forwarded to the DSL.



**Do not take responsibility**

- Only tell those people that it is necessary to inform.
- Do not try to investigate the allegation yourself.
- Immediately consult our Designated Safeguarding Lead so that any appropriate action can be taken to protect the pupil if necessary.
- Do not approach or inform the alleged abuser.

## APPENDIX 7 - ALLEGATIONS AGAINST ADULTS/SCHOOL STAFF/VOLUNTEERS

### Risk of Harm to Pupils

#### **If you become aware that a member of staff/volunteer may have:**

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to a child



**Report immediately to Mrs Carey Jones DSL or to Ms Hunswick who would immediately inform the Headteacher.**

**However, if any concern or allegation is against the DSL or DDSL then this must immediately be reported to the LADO without informing them.**

**The contact details for the LADO are in the box below.**



**Report the allegation within one working day to the Local Authority Designated Officer (LADO) team:**

- The LADO team: 020 8708 5350- ask to speak to the LADO.
- If the LADO is not available, please contact the Multi-agency Safeguarding Hub (MASH) Telephone (office hours) 020 8708 3885



#### **The LADO will:**

1. Consider the relevant facts and concerns regarding the adult and child or children, including any previous history
2. Decide on next course of action - usually straight away, sometimes after further consultation with other multi-agency parties such as the police and HR.



If the allegation threshold is NOT met, the Designated Officer will agree with you an appropriate response

(e.g. for the agency to undertake further enquiries or undertake an internal investigation)

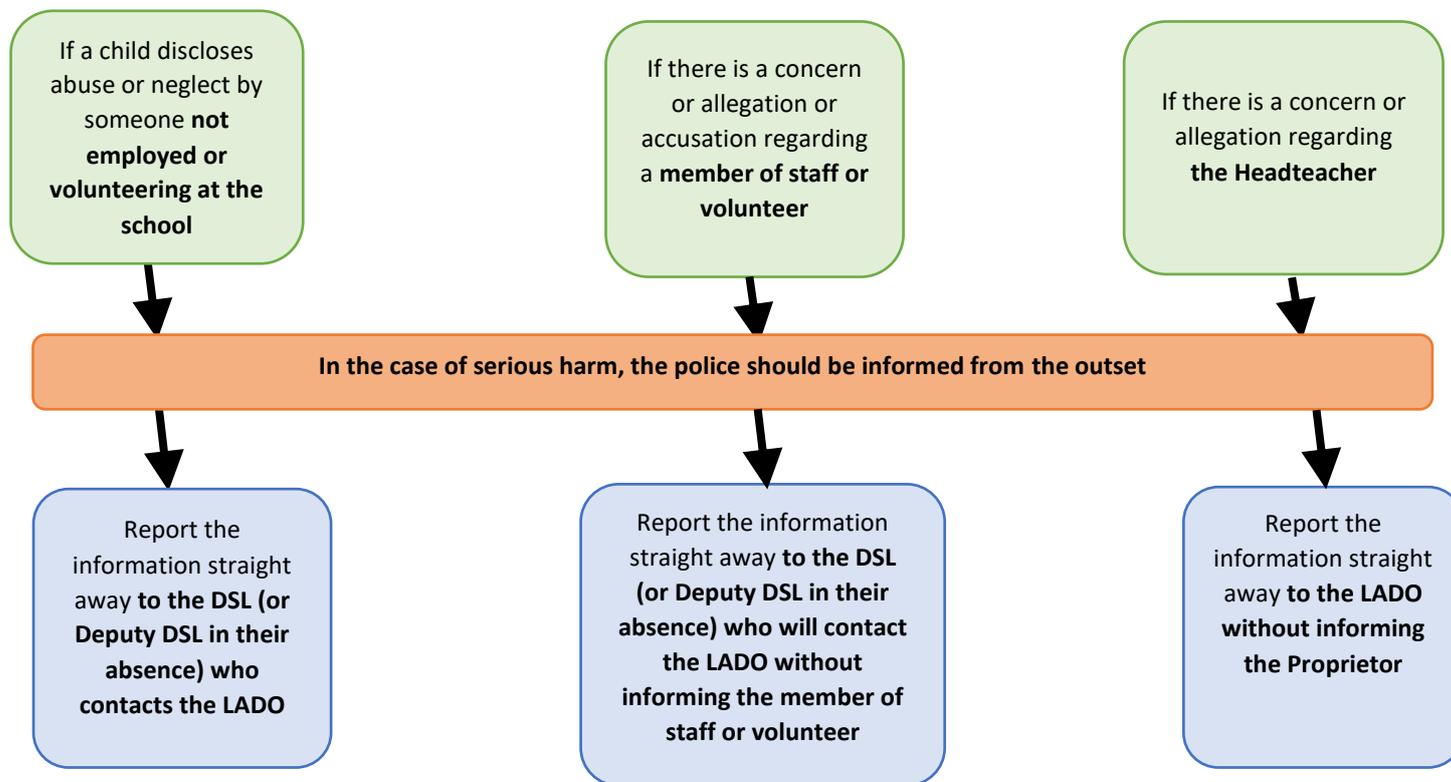


If the allegation threshold is met a strategy meeting will normally be held either by phone or in person. Normally a senior manager / safeguarding lead, the Designated Officer, HR, police and social care are invited to attend. Relevant information is shared, risks to children are considered and appropriate action agreed – e.g. child protection and other enquiries, disciplinary measures or criminal proceedings. A record of the meeting will be made, and regular reviews will take place until a conclusion is reached.

***Keeping Children Safe in Education* (DfE: September 2021) makes it clear that anybody can make a direct referral to the MASH team including the LADO and other external agencies.**

## **APPENDIX 8 - SAFEGUARDING CONCERNS OR ALLEGATION OF ABUSE ON A CHILD**

The following safeguarding procedures apply where you become aware that a member of staff/volunteer has, or a child discloses to you that an adult has behaved in a way that has, or may have, harmed a child, possibly committed a criminal offence against or related to a child or behaved towards a child or children in a way that indicates they may pose a risk of harm to a child.



- **DSL Contact Details:** Mrs. Carey Jones  
Telephone: 0208 590 5472  
Email: [acjones@eastcourtschool.org.uk](mailto:acjones@eastcourtschool.org.uk)
- **Deputy DSL Contact Details:** Ms Carol Hunswick  
Telephone: 0208 590 5472  
Email: [chunswick@eastcourtschool.org.uk](mailto:chunswick@eastcourtschool.org.uk)
- **Designated Officer (LADO):** Mrs. Helen Curtis  
Telephone: 020 8708 5350
- **If the LADO is not available, please contact the MASH team on 020 8708 3885 and ask to speak to a Duty Officer who can take your referral or assist with your inquiry.**

*Keeping Children Safe in Education* (DfE: September 2021) makes it clear that anybody can make a direct referral to Redbridge Council including the LADO and other external agencies.

**Co-operation with the Local Authority:** We cooperate entirely with any investigation carried out by the Local Authority, including those involving the LADO, in conjunction with the police. Our policy is in accordance with the guidance provided in KCSIE (DfE: September 2021).

**A Child Protection Guide - A Cue Card**

**We are committed to safeguard and promoting the welfare of all at our school.**

**A code of good practice for staff and volunteers designed for you to keep with you – Carry it.**

**A Code of Practice is intended to provide a readily accessible reference promoting the principle of our Child Protection Policy.**

**What happens if:**

**You suspect a child is being abused or neglected:**

1. Immediately inform the Designed Safeguarding Lead (DSL).
2. Record and date any facts which are relevant to your concern and pass these onto the DSL.
3. Do not investigate the issue yourself.

**A child discloses to you abuse by someone else**

1. Allow the child to speak without interruptions, accepting what is said and without investigating further or asking leading questions.
2. Reassure the child that 'it is not their fault' and that they were right to tell you.
3. Record in the child's own words details of the disclosure and refer this immediately to the DSL. Do not investigate the issue yourself.

**You receive an allegation about a member of staff or yourself**

1. Immediately inform the DSL of the allegation.
2. Record and date the details of the allegation in writing.

**Do** treat everyone with respect

**Do** provide an example of behaviour you wish others to follow

**Do** plan activities which involve more than one other person being present, or at least which are within sight or hearing of others

**Do** respect a young person's right to personal privacy

**Do** provide access for young people to talk to others about any concerns they may have.

**Do** recognise, and allow for, the special needs of young people with disabilities and learning difficulties

**Do** encourage young people with disabilities and learning difficulties

**Do** encourage children and adults to point out attitudes and behaviour that they do not like

**Do** avoid inappropriate physical or verbal contact with young people

**Do** remember that someone else might misinterpret your actions

**Do** respect the cultural, religious and ethnic backgrounds of others

**Do** recognise that caution is required even in sensitive moments of counselling

**Do** avoid situations that compromise your relationship with young people

**Do NOT** permit abusive peer activities (e.g. bullying, racism or others)

**Do NOT** judge or jump to conclusions about others

**Do NOT** show favouritism to any individual

**Do NOT** be drawn into attention seeking behaviour, such as crushes/tantrums

**Do NOT** make inappropriate remarks or gestures

**Do NOT** rely on good reputation

**Do NOT** believe 'it could never happen to me'

**Do NOT** interview or meet with children in private or outside of school

**Do NOT** let concerns or allegations of abuse go unrecorded

**Do NOT** play physical contact games with young people.

**APPENDIX 10: THE ORGANISATION AND RELATIONSHIP OF SAFEGUARDING AND PASTORAL CARE POLICIES AND PROCEDURES AT EASTCOURT INDEPENDENT SCHOOL**

Ensuring that our community is collectively responsible and able to ensure that we keep our pupils safe at all times is fundamental aim for our School. Eastcourt Independent School has developed a series of Policies and Procedures that are intended to support this endeavour. The following diagram illustrates the inter-relationship of these Policies.

