



# Safeguarding Policy

(Including The Early Years Foundation Stage)

*Main changes to note:  
 Keeping Children Safe in Education 2016 changed to  
 Keeping Children Safe in Education 2018  
 TSCB changed to TSSB (Trafford Strategic Safeguarding  
 Board)  
 Disqualification by Association – now removed by DFE  
 Other minor elements highlighted in yellow*

<b>Ratified</b>	<b>15<sup>th</sup> December 2016</b>	
	<b>19<sup>th</sup> December 2017</b>	
<b>Reviewed</b>	<b>27<sup>th</sup> September 2018</b>	

The government publishes a number of policies and guidance documents to assist schools in safeguarding children. We take account of these documents in formulating school policies and procedures and we have regard to it when carrying out our duties to safeguard and promote the welfare of children.

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002 and was revised in August 2018 to reflect the changes in national guidance as a consequence of the publication of revisions to 'Keeping Children Safe in Education' 2018. This document should be read in conjunction with 'Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children' (March 2015).

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

The policy is provided to all staff at induction alongside our Staff Code of Conduct. In addition, all staff are provided with Part One of the statutory guidance 'Keeping Children Safe in Education', DfE (2018). Policies, staff manual and other useful documents are available to all staff via our learning platform

Park Road Sale Primary School recognises that it is our moral and statutory responsibility to safeguard and promote the welfare of all children. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

In safeguarding our pupils we wish to ensure an effective balance between being a welcoming environment for our families and a secure environment for our pupils. We believe that our systems in school are very strong but try to ensure that there are regular opportunities to consider any further improvements that could be made, recognising that this is not an area in which we wish there to be any room for complacency.

## **1. INTRODUCTION**

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

## **2. ETHOS**

- 2.1 Park Road Sale Primary School aims to create and maintain a safe learning environment where all children and adults feel safe, secure and valued and know they will be listened to and taken seriously.
- 2.2 The Continuum of Needs and Response and the Common Assessment Framework/ Early Help Assessment is embedded into everyday practice and procedures when responding to children's need. The children have access to appropriate curriculum opportunities, including emotional health and well-being, to support the development of the skills needed to help them stay safe and healthy, develop their self-esteem and understand the responsibilities of adult life, particularly in regard to child care and parenting skills.
- 2.3 Access to cross-curricular activities will provide opportunities to develop self-esteem and self-motivation and to help pupils respect the rights of others, particularly those groups who may be considered a minority.
- 2.4 Everyone who comes into contact with children and their families has a role to play in safeguarding children. We recognise that staff at our school play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating. **All staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned.** When concerned about the welfare of a child, staff members must always act in the **best interests** of the child.
- 2.5 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies ~~in line with Working Together to Safeguard Children (2015) and Trafford Safeguarding Children Board's procedures.~~

### 3. ROLES AND RESPONSIBILITIES

#### 3.1 The Headteacher of Park Road Sale Primary school will ensure that:

- The policies and procedures adopted by the Governing Body to safeguard and promote the welfare of pupils are fully implemented and followed by all staff including volunteers.
- Safe recruitment and selection of staff and volunteers is practiced.
- A Designated Safeguarding Lead for child protection is identified and receives appropriate on-going training, support and supervision. A deputy DSL is identified so that in the absence of the DSL there is always cover for the role.
- Sufficient time and resources are made available to enable the Designated Safeguarding Lead to discharge their responsibilities, including attending inter-agency meetings, contributing to the assessment of children and young people, supporting colleagues and delivering training as appropriate.
- All staff and volunteers receive appropriate training which is updated every **3 years. year**
- All temporary staff and volunteers are made aware of the school's safeguarding policy and arrangements.
- All staff and volunteers feel safe about raising concerns about poor or unsafe practice in regard to the safeguarding and welfare of the children and young people and such concerns will be addressed sensitively and effectively.
- Parents/carers are aware of and have an understanding of the school's responsibilities to promote the safety and welfare of its pupils by making its obligations clear in the school prospectus.
- We recognise that our safeguarding responsibilities are clearly linked to our responsibilities for ensuring that appropriate safeguarding responses are in place for

children who are absent from school or who go missing from education, particularly on repeat occasions. The Attendance Lead will regularly liaise with the Designated Safeguarding Lead to discuss all persistently absent pupils and those who go missing to identify the risk of abuse and neglect including sexual abuse or exploitation and to ensure that appropriate safeguarding responses have been put in place to reduce the risk of future harm.

### **3.2 The Governing Body of the school will ensure that:**

- A member of the Governing Body is identified as the designated governor for Safeguarding and receives appropriate training. The identified governor will provide the governing body with appropriate information about safeguarding and will liaise with the Designated Safeguarding Lead member of staff.
- A senior leader has Designated Safeguarding Lead responsibility
- The school's safeguarding policy is regularly reviewed and updated annually and the school complies with local safeguarding procedures.
- The school operates safe recruitment and selection practices including appropriate use of references and checks on new staff and volunteers.
- All staff and volunteers who have regular contact with children and young people receive appropriate training which is up-dated by refresher training every **3 years. year**
- There is a Child Protection policy together with a staff behaviour (code of conduct) policy
- The school has procedures for dealing with allegations of abuse against staff and volunteers and to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned.
- A senior member of staff from leadership team is designated to take the lead responsibility for safeguarding and child protection and that there is a deputy DSL(s) who is appropriately trained member to deal with any issues in the absence of the Designated Safeguarding Lead (DSL). There will always be cover for this role;
- on appointment, the Designated Safeguarding Lead undertakes interagency training and also undertakes an 'update' course every 2 years. In addition to formal training, DSL will ensure that they update their knowledge and skills at regular intervals but at least annually, to keep up with any developments relevant to their role
- Any weaknesses in Child Protection are remedied immediately
- A member of the Governing Body, usually the Chair, is nominated to liaise with the LA on Child Protection issues and in the event of an allegation of abuse made against the Headteacher
- Child Protection policies and procedures are reviewed annually and that the Child Protection policy is available on the school website
- The Governing Body considers how children may be taught about safeguarding. This may be part of a broad and balanced curriculum covering relevant issues through personal social health and economic education (PSHE) and through sex and relationship education (SRE).
- that enhanced DBS checks are in place for all Governors
- Our governing body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school

### **3.3 The Designated Safeguarding Lead will:**

- Be a member of the Senior Leadership Team of the school. (usually the Headteacher)

- Have a specific responsibility for championing the importance of safeguarding and promoting the welfare of children and young people registered in the school.
- Act as the first point of contact with regards to all safeguarding matters.
- Attend up-dated training every two years.
- Provide relevant information to the LA on how the school carries out its safeguarding duties.
- Provide support and training for staff and volunteers and make sure that the Designated Person receives TCSB approved refresher training every three years.
- Ensure that the schools actions are in line with the TSCB Safeguarding Inter-Agency Procedures. (Guidance on these procedures may be found on the TSCB website at [www.tscb.org.uk/](http://www.tscb.org.uk/) )
- Refer a child if there are concerns about possible abuse, to the Local Authority, and acting as a focal point for staff to discuss concerns. Referrals should be made in writing, following a telephone call using a Single Agency Referral Form (SARF)
- Keep copies of all referrals to MARAT and any other agencies related to safeguarding children.
- Ensure that all staff and volunteers receive information on safeguarding policies and procedures from the point of induction.
- Ensure that any staff with specific responsibility for safeguarding children receive Level 2 and above training.
- Manage and keep secure the school's safeguarding records.
- Ensure that all staff and volunteers understand and are aware of the school's reporting and recording procedures and are clear about what to do if they have a concern about a child.
- Liaise with the Headteacher about any safeguarding issues.
- Ensure that the Safeguarding Policy is regularly reviewed and up-dated.
- Keep up to date with changes in local policy and procedures and are aware of any guidance issued by the DFE concerning Safeguarding.
- Send a pupil's child protection or safeguarding file separately from the main file to a new establishment if a pupil leaves the school. Keep a copy of the file.
- Provide, with the Headteacher, an annual report for the governing body, detailing any changes to the policy and procedures; training undertaken by the Designated Safeguarding Lead, and by all staff and governors; number and type of incidents/cases, and number of children on the child protection register (anonymised)
- During term time the designated safeguarding lead and/ or a deputy will always be available (during school hours) for staff in the school or college to discuss any safeguarding concerns. If in exceptional circumstances, a DSL is not available on the school site in person, we will ensure that they are available via telephone and any other relevant media.

### **3.4 Staff**

- All staff may raise concerns directly with Children's Social Care services
- All staff must be aware that safeguarding incidents could happen anywhere and staff should be alert to possible concerns being raised in this school.
- All staff are aware that safeguarding concerns about adults in the school should be made to the Designated Safeguarding Lead/Headteacher.
- All members of staff and volunteers are provided with child protection awareness information at induction, including in their arrival pack, the school safeguarding statement so that they know who to discuss a concern with.
- All members of staff are trained in and receive regular updates in e-safety and reporting concerns.

<b>Role</b>	<b>Name</b>	<b>Contact details</b>
Designated Safeguarding Lead (DSL)	Claire Walmsley	973 1392
Deputy DSL	Claire Fisher / Emma Chadwick	973 1392
Headteacher	Claire Walmsley	973 1392
Named Safeguarding Governor	Sarah Shawcross	973 6589
Chair of Governors	Pete Martin	07739 653 317

## **4. THE CURRICULUM**

### **The Design of the Curriculum**

- 4.1 All children have access to an appropriate curriculum, differentiated to meet their needs. This enables them to learn to develop the necessary skills to build self-esteem, respect others, defend those in need, resolve conflict without resorting to violence, question and challenge and to make informed choices in later life.
- 4.2 Children and young people are encouraged to express and discuss their ideas, thoughts and feelings through a variety of activities and have access to a range of cultural opportunities which promote respect and empathy for others. There is access to information and materials from a diversity of sources which promote social, spiritual and moral well-being and physical and mental health.
- 4.3 Personal Health and Social Education, Citizenship and Religious Knowledge lessons will provide opportunities for children and young people to discuss and debate safeguarding within a range of subjects including online safety, lifestyles, family patterns, religious beliefs and practices, human rights issues, British values, Drugs, Sex and Relationships and Stranger Danger.
- 4.4 The curriculum is designed so that safety issues within the subject are discussed and safe practices taught, such as using equipment properly in PE and Design and Technology.
- 4.5 At all times there has to be appropriate staffing levels and when the curriculum is taken out of school, the appropriate and agreed pupil/adult ratios are maintained. The lead adult always assesses visits as to the level of risk and all trips are finally authorised by the Headteacher. All risk assessments are available to staff via our learning platform.
- 4.6 Visiting speakers are welcomed in school so that they can give specialist knowledge to the children.
- 4.7 All pupils will know that there are adults in the school whom they can approach in confidence if they are in difficulty or feeling worried and that their concerns will be taken seriously and treated with respect.

## **5. EQUAL OPPORTUNITIES**

Within the school prospectus and policies is an equal opportunities statement which asserts:

Our school is committed to promoting equality of opportunity in all aspects of school life, based on the understanding that all people are different but equal. We make every effort to ensure that all children, regardless of their intellectual or physical ability, have a fully inclusive education. We seek to address issues of race, gender, culture and religion wherever appropriate.

Our Inclusion Policy gives details of how the school aims to ensure that equal opportunities for all are promoted. It is reviewed by governors each spring.

## **6. BEHAVIOUR POLICY**

Our Behaviour policy contains details of how we aim to promote good behaviour and deal with problematic behaviour. It is reviewed by governors as appropriate.

## **7. KEEPING RECORDS**

- 7.1 Park Road Sale Primary School will keep and maintain up to date information on children on the school roll including where and with whom the child is living, attainment, attendance, referrals to and support from other agencies and any other significant event in a child's life.
- 7.2 Ensuring that all child protection records are kept confidentially and securely and are separate from pupil records until the child's 25<sup>th</sup> birthday, Child Protection information must be copied and sent under separate cover to new school/college whilst the child is still under 18. All this information must be redacted so the names of third parties are not stated. Where Child Protection records are passed on to another school/education setting/ then a receipt must be provided by the receiving school/education.

## **8. SAFE RECRUITMENT AND SELECTION OF STAFF**

- 8.1 The school's recruitment and selection policies and processes adhere to the DFE guidance set out in 'Keeping children safe in education-Statutory guidance for schools and colleges ' 2018
- 8.2 The Headteacher sits on all appointment panels. The Headteacher, Deputy Headteacher and a governor have undertaken the NCSL training on Safer Recruitment
- 8.3 The Headteacher and governing body will ensure that all staff and relevant volunteers will have a DBS check via the LA. If staff are found to have a criminal record the appointment is reconsidered by the Headteacher and the Personnel committee of the Governing Body. The LA is informed directly by the Criminal Records Bureau. In addition to obtaining the DBS certificate described, anyone who is appointed to carry out teaching work will require an additional check to ensure they are not prohibited from teaching.
- 8.4 Park Road Sale Primary School will seek an enhanced DBS and barred list check for those volunteers who:
  - Frequently partake in regulated activity with children and young people
  - Who are undertaking volunteering activity in an unsupervised capacity
  - In the case of a parent accompanying children for swimming lessons on an occasional rota basis, where the member of staff is supervising a single sex group, the children with the parent are kept together in a group and are in a public environment but a DBS check will be completed.
- 8.5 Park Road Sale Primary School will seek an enhanced DBS and barred list check all governors
- 8.6 Visitors with a professional role e.g. the School Nurse or members of the police already have relevant clearance from their employing authority.
- 8.7 In circumstances where the roles above do not fall into either category which would justify a check to be made, but subsequently information becomes to light that provides cause for concerns about their suitability to continue in that role, then a check may be justified.

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

~~8.8 The school will implement the Childcare (Disqualification) Regulations 2009 by ensuring that staff who are disqualified by association because they live in the same household as a person disqualified under the Childcare Act 2006 are not able to work in an early years setting within the school.~~

~~8.9 To do this the school will follow the statutory guidance "Disqualification under the Childcare Act 2006": Disqualification under the Childcare Act 2006 Publications GOV.UK~~

~~8.10 Staff members complete a declaration form which will be used to assess their suitability to work with children. It is staff members responsibility to inform the Headteacher if their situation with regard to disqualification by Association changes. Failure to notify the Headteacher will lead to disciplinary action.~~

## **9. TRAINING FOR STAFF AND VOLUNTEERS**

- 9.1 Training is provided for all staff and volunteers. Newly appointed staff and students on work placements are assigned a mentor for the induction period. When new staff join our school they will be informed of the safeguarding arrangements in place. They will be given a copy of our school's safeguarding policy along with the staff code of conduct, Part one and Annex A of 'Keeping Children Safe in Education' and told who our Designated Safeguarding Lead (DSL) and Deputy DSLs are. All staff are expected to read these key documents. They will also be provided with the recording form, given information on how to complete it and who to pass it to.
- 9.2 Every new member of staff or volunteer will receive safeguarding training during their induction. This programme will include basic safeguarding information about the school's policies and procedures, information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record a concern about the welfare of a child and the remit of the role of the Designated Safeguarding Lead (DSL). The training will also include information about whistle-blowing in respect of concerns about another adult's behaviour and suitability to work with children.
- 9.3 All staff and volunteers who are in regular contact with children will receive basic Level 1 training which is up-dated by refresher training every 3-years year. The Designated Person for Safeguarding will receive refresher training every two years as well as further training at Level 2 and above.
- 9.4 In addition all staff members should receive safeguarding and child protection updates (for example, via email, e-bulletins and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively
- 9.5 All staff will receive training or briefings on particular safeguarding issues, for example, Guns and Gangs, Forced Marriage, Domestic Abuse and Child Sexual Exploitation, Radicalisation where and when appropriate.
- 9.6 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance. Annex A of 'Keeping Children Safe in Education' (2018) provides links to guidance on specific safeguarding issues such as Child Sexual Exploitation and Female Genital Mutilation. In addition, local guidance can be accessed via Trafford Strategic Safeguarding Board at [www.tscb.co.uk](http://www.tscb.co.uk)
- 9.7 All regular visitors, temporary staff and volunteers to our school will be given a set of our safeguarding procedures; they will be informed of whom our DSL and alternate staff members are and what the recording and reporting system is via a leaflet.
- 9.8 Our governing body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school.

## 10. SAFER WORKING PRACTICES

- 10.1 The school expects staff and volunteers to set a good example to pupils through their own conduct and behaviour and aims to protect them from the risk of allegations being made against them by ensuring they maintain high standards of professionalism and appropriate boundaries.
- 10.2 The head teacher will ensure that there is a written code of conduct in place and that each member of staff, including volunteers, signs a code of conduct agreement on appointment that sets out the school's expectations with regards to standards of professional behaviour and that all staff have access to copies of relevant policies via our learning platform. Staff and volunteers should be aware of current guidance on safe teaching practice contained in the DCSF "*Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings*" (October 2015).
- 11.3. The Statutory Framework for the Early Years Foundation Stage (EYFS) Safeguarding and Welfare Requirements (2014) requires every setting to ensure that staff can recognise and respond in a timely and appropriate way to inappropriate behaviour displayed by other members of staff, or any other person working with children e.g. inappropriate sexual comments; excessive one-to-one attention beyond the requirements of their usual role and responsibilities; or inappropriate sharing of images.
- 11.4 **Restraint** : This school follows LA guidelines on physical restraint and has adopted the LA policy. This asserts that physical restraint may be used if there is the possibility that a child may be about to cause harm to him/ herself or to another. It also asserts that on no occasion should such physical contact be used as a punishment.
- 11.5 **Intimate and Personal Care**  
Children's dignity will be preserved and a level of privacy ensured. The normal process of nappy changing should not raise child protection concerns. There are no regulations that indicate that a second member of staff must be available to supervise the nappy changing process to ensure that abuse does not occur, but we ensure that staff do not leave themselves vulnerable and will always work in an open environment by avoiding private or unobserved situations or closing doors to toilet areas.

## 12 POSITION OF TRUST

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

## 13 MANAGING ALLEGATIONS AND CONCERNS AGAINST STAFF AND VOLUNTEERS

- 13.1 If members of staff ever have any concerns about people working in school, paid or unpaid, they have a professional duty to inform the management accordingly. This can be done in writing or verbally but staff should be prepared to discuss issues in the confidence that any such matter will be dealt with sensitively and with the necessary degree of confidentiality.
- 13.2 The school has a whistleblowing policy which is reviewed annually.
- 13.3 The school follows the procedures recommended by the TSSB when dealing with allegations made against staff and volunteers.
- 13.4 All allegations made against a member of staff and volunteers, including contractors or security staff working on site, will be dealt with quickly and fairly and in a way that provides

effective protection for the child while at the same time providing support for the person against whom the allegation is made.

- 13.5 Training from TSSB is available regularly – ‘Safer recruitment and managing allegations of professional abuse, multi-agency course’ – please see TSSB website.
- 13.6 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures outlined in <http://www.tscb.co.uk/procedures/allegations-of-abuse-made-against-adults-who-work-with-children-and-young-people.aspx> and Part 4 of ‘Keeping Children Safe in Education’, DfE (2018) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO). The LADO can be contacted via e-mail [anita.hopkins@trafford.gov.uk](mailto:anita.hopkins@trafford.gov.uk) or by phone 912 5024/MARAT 912 5215
- 13.7 If an allegation is made or information is received about any adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Headteacher immediately. This includes concerns relating to agency and supply staff and volunteers. Should an allegation be made against the Headteacher, this will be reported to the Chair of Governors and the LADO. In the event that neither the Headteacher nor Chair of Governors is not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as Headteacher or the Vice Chair of Governors.
- 13.8 The Headteacher or Chair of Governors will seek advice from the LADO within one working day. No member of staff or the governing body will undertake further investigations before receiving advice from the LADO.
- 13.9 Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or Chair of Governors should contact the LADO directly on 0161 9125010
- 13.10 The School has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.

#### **14 COMPLAINTS OR CONCERNS BY PUPILS, STAFF OR VOLUNTEERS**

- 14.1 Any concern or expression of disquiet made by a child will be listened to seriously and acted upon as quickly as possible to safeguard his or her welfare, following school’s complaints procedures
- 14.2 We will make sure that the child or adult who has expressed the concern or made the complaint will be informed not only about the action to be taken but also where possible about the length of time required to resolve the complaint. We will endeavour to keep the child or adult informed about the progress of the complaint/expression of concern.

#### **15 RECORDING AND REPORTING CONCERNS**

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

- Speak to the Designated Safeguarding Lead or the person who acts in their absence
- Agree with this person what action should be taken, by whom and when it will be reviewed
- Record the concern using the school’s safeguarding recording system

- All concerns about a child or young person should be reported **without delay** and recorded in writing using the school's agreed template

15.2 We recognise that children are also vulnerable to physical, sexual and emotional abuse by their peers or siblings. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting. Abuse perpetrated by children can be just as harmful as that perpetrated by an adult, so it is important to remember the impact on the victim of the abuse as well as to focus on the support for the child or young person exhibiting the harmful behaviour. Such abuse will always be taken as seriously as abuse perpetrated by an adult and the same safeguarding children procedures will apply in respect of any child who is suffering or likely to suffer significant harm; staff must never tolerate or dismiss concerns relating to peer on peer abuse.

15.3 We recognise that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges and these are discussed in staff training. These additional barriers can include:

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

15.4 At Park Road we recognise that our staff are well placed to identify concerns and take action to prevent children from becoming victims of Female Genital Mutilation (FGM) and other forms of so-called 'honour-based' violence (HBV) and provide guidance on these issues through our safeguarding training. If staff have a concern regarding a child that might be at risk of HBV they should inform the DSL who will activate local safeguarding procedures, using existing national and local protocols for multiagency liaison with police and children's social care.

Where FGM has taken place, since 31 October 2015 there has been a mandatory reporting duty placed on teachers. Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. We will provide guidance and support to our teachers on this requirement and further information on when and how to make a report can be found in the following Home Office guidance: 'Mandatory Reporting of Female Genital Mutilation - procedural information' (October 2015).

15.5 We recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society. At Park Road School, we will ensure that:

- Through training, staff, volunteers and governors have an understanding of what radicalisation and extremism is, why we need to be vigilant in school and how to respond when concerns arise.
- There are systems in place for keeping pupils safe from extremist material when accessing the internet in our school by using effective filtering and usage policies.
- The DSL has received Prevent training and will act as the point of contact within our school for any concerns relating to radicalisation and extremism.
- The DSL will make referrals in accordance with Trafford Channel Procedures and will represent our school at Channel meetings as required.

- Through our curriculum, we will promote the spiritual, moral, social and cultural development of pupils.

## **16 INFORMING PARENTS/CARERS**

- 16.1 Our approach to working with parents/carers is one of transparency and honesty and our responsibility is to safeguard and promote the welfare of all the children in our care. We aim to do this in partnership with our parents/carers. In most cases parents and carers will be informed when concerns are raised about the safety and welfare of their child. Parents and carers should be given the opportunity to address any concerns raised.
- 16.2 Parents and carers will be informed if a referral is to be made MARAT or any other agency.
- 16.3 Parents/carers will not be informed if it is believed that by doing so would put the child at risk. In such cases the Designated Safeguarding Lead or Headteacher will seek advice from MARAT.

## **17 CONFIDENTIALITY AND INFORMATION SHARING**

- 17.1 Staff ensure that confidentiality protocols are followed and information is shared appropriately. The Headteacher or Designated Member of Staff discloses any information about a pupil to other members of staff on a need to know basis only.
- 17.2 All staff and volunteers must understand that they have a professional responsibility to share information with other agencies in order to safeguard children. All staff and volunteers must be clear with children that they cannot promise to keep secrets.

## **18 WORKING WITH OTHER AGENCIES**

- 18.1 Park Road Sale Primary School has developed effective links with other relevant agencies and co-operates as required with any enquiries regarding child protection issues. The school will notify the allocated social worker if:
- It has been agreed as part of any child protection plan or core group plan.
  - A child subject to a child protection plan is about to be permanently excluded.
  - There is an unexplained absence of a pupil who is subject to a child protection of more than two days from school.
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## **19 CHILD PROTECTION CONFERENCES AND CORE GROUP MEETINGS**

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

## **20 CHILD PROTECTION: DOMESTIC ABUSE**

- 20.1 The school is aware that children and young people's development, as well as their social and emotional resilience, is affected by many factors including exposure to domestic abuse within the family situation and is a safeguarding issue.
- 20.2 Children and young people react to domestic abuse in similar ways to other types of abuse and trauma.
- 20.3 Information about Domestic Abuse and its effect upon children and young people will be incorporated into staff Safeguarding and Child Protection training and briefings and the

school's Safeguarding and Child Protection's Policies and Procedures will be used to protect children and young people exposed to, and at risk from, domestic abuse.

- 20.4 **Operation Encompass**-The purpose of Operation Encompass is to safeguard and support children and young people who have been involved in, heard or been witness to a domestic abuse incident. Following such an incident at home, children will often arrive at school distressed, upset and unprepared for the day. Greater Manchester Police, Trafford social care and key nominated adults in school will work together in partnership to allow the key adults the opportunity of engaging with the child and provide access to silent or overt support that allows them to remain in a safe and secure familiar environment following early reporting to school of a domestic abuse incident.

Our nominated key adult is The Headteacher.

- 20.5 Any child or young person thought to be at immediate risk will be reported without delay to MARAT or the Emergency Duty Team will be contacted as soon as possible.

## **21 CHILD PROTECTION: FORCED MARRIAGE**

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

## **22 RADICALISATION**

- 22.1 Park Road Primary School seeks to protect children and young people against the messages of all violent extremism (including, but not restricted to, those linked to Islamist ideology, or Far Right/Neo Nazi/White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups and extremist Animal Rights movements.)
- 22.2 Schools have a statutory duty in the following areas with the aim of safeguarding pupils from radicalisation, extremism and terrorism:
- Assessing the risk of pupils being drawn into terrorism, including support for the extremist ideas that are part of terrorist ideology.
  - Demonstrating that robust safeguarding policies are in place to identify children at risk, and intervening as appropriate (by referring pupils to Channel or MARAT, for example.)
  - Ensuring that clear protocols are in place so that any visiting speakers are suitable and appropriately supervised within school.
  - Ensuring that fundamental British values are promoted within the curriculum and extra-curricular activities and reflected in the general conduct of the school.
- 22.3 Ensuring that safeguarding arrangements take into account the procedures and practice of the local authority as part of the inter-agency safeguarding procedures set up by the Trafford Safeguarding Children Board (TSCB). This policy describes procedures which are in accordance with government guidance and refers to locally agreed inter-agency procedures put in place by the TSCB.
- 22.4 Training key staff to give them the knowledge and confidence to identify children at risk of being drawn into terrorism and challenge extremist ideas. They should know where and how to refer children and young people for further help. Prevention work and reductions of risk will include the RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies, integration of pupils by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy.

- 22.5 Protecting children from terrorist and extremist material when accessing the internet in school, including by establishing appropriate levels of filtering.
- 22.6 We also recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today's society.

## **23 SAFER USE OF THE INTERNET AND DIGITAL TECHNOLOGY**

### **Internet Safety**

- 23.1 Park Road Sale Primary School recognises that in a modern learning environment, use of the Internet, multimedia devices and digital imaging facilities are part of everyday requirements. Children should be encouraged to use the internet as much as is possible, but at all times in a safe way. Safe use is taught at regular intervals throughout school, with major inputs in Years 2, 3, 4 and 6
- 23.2 As part of our admissions forms, we obtain parental consent for photographs and videos to be taken and used. (Please see consent forms)
- 23.3 Staff all sign an acceptable use agreement to ensure they are aware of the limitations of technology use within school.
- 23.4 All staff are aware that any items that have capability for use of the Internet or the creation of digital images (including mobile phones) must be used by children/young people under appropriate supervision. If any such item that belongs to a member of staff is brought onto the school site, it is the responsibility of that staff member to ensure that these items contain nothing of an inappropriate nature.
- 23.5 Children/young people are not permitted to directly access items that do not belong to the school.
- 23.6 If there is any suspicion that any multimedia device or computer contains any images or content of an inappropriate nature, the Head teacher or DSL should be informed immediately.
- 23.7 Whilst it is essential that the governing body and Headteacher ensure that appropriate filters and monitoring systems are in place; they should be careful that "over blocking" does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding

### **Social Networking Sites**

- 23.8 Social Networking sites are part of everyday culture within the cyber environment and all staff will promote safe use of the internet to all children/young people.
- 23.9 The school curriculum will include the input of appropriately trained personnel around Internet Safety and safe use of media items.
- 23.10 Staff will ensure that any personal use of Social Networking sites does not in any way impinge upon the school or their professional standards. Any concerns regarding a staff member's conduct should be brought to the immediate attention of the Head teacher or the DSL.
- 23.11 Any attempt by a child/young person to contact staff via such internet sites will immediately be reported to the Head teacher or DSL in order that appropriate advice can be given to the child/young person and their parents/carers regarding professional boundaries and the safety of the child/young person.

### **Sexting**

- 23.12 Sexting' is one of a number of 'risk-taking' behaviours associated with the use of digital devices, social media or the internet. It is accepted that young people experiment and challenge boundaries and therefore the risks associated with 'online' activity can never be completely eliminated. However Park Road takes a pro-active approach in its ICT and Enrichment programmes to help students to understand, assess, manage and avoid the risks associated with 'online activity'. The school recognises its duty of care to its young people

who do find themselves involved in such activity as well as its responsibility to report such behaviours where legal or safeguarding boundaries are crossed.

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

Images or videos generated by children under the age of 18, or of children under the age of 18 that are of a sexual nature or are indecent.

23.14 These images are shared between young people and/or adults via a mobile phone, hand held device, computer, 'tablet' or website with people they may not even know.

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

## **24 MOBILE PHONES**

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

- Mobile phones are only used appropriately, and ensure staff have a clear understanding of what constitutes misuse and know how to minimise the risk.
- We ensure the use of a mobile phone does not detract from the quality of supervision and care of children.
- We ensure all mobile phone use is open to scrutiny.
- We ensure staff are vigilant and alert to any potential warning signs of the misuse of mobile phones.
- We ensure staff are responsible for their own behaviour regarding the use of mobile phones and should avoid putting themselves into compromising situations, which could be misinterpreted and lead to potential allegations.
- We ensure the use of mobile phones on outings is included as part of the risk assessment, for example, how to keep personal numbers that may be stored on the phone safe and confidential.
- Personal mobiles are switched off or on silent whilst staff are on duty.

## **25 THE HEALTH AND SAFETY POLICY**

25.1 The school has a health and safety policy, which is reviewed each spring term by the governors' Buildings and Finance Committee. An annual audit of Health and Safety documentation and procedures is also undertaken.

25.2 The Headteacher, Deputy Headteacher, Caretaker and the Governor with responsibility for Health and Safety oversee this aspect of school life. Concerns from staff are reported to any of the above and the caretaker carries out an initial examination, assessing what remedial action needs to take place.

25.3 Each term there is a fire drill that practices efficient evacuation from the buildings. The school conducts an annual Fire Risk Assessment.

25.4 There is also a critical incidents plan that details what actions should be taken in the case of emergencies.

## **26 FIRST AID**

- 26.1 Trained members of staff volunteer to oversee first aid. Three teaching assistants have the full four day training qualification and all other staff have a two day paediatric qualification. There are a number of first aid kits situated around school. When a child is poorly, or has suffered an accident in school or on the playground there is a protocol for staff to follow:
- Other than for minor injuries, the incident is logged in the accident book
  - For head injuries a Head Note is issued
  - A trained first aider is consulted for significant injuries
  - If there is any doubt at all a parent is contacted.
- 26.2 For the majority of medicines a dose before and after school is perfectly adequate. Our policy is that a member of staff will give medicines to pupils during the school day if this is necessary. In the case of a pupil needing medication during the day parents are welcome to come into school to administer correct dosages. Alternatively they may write a clear letter detailing the dosage and when the medication is required. This must accurately match the labelling on the bottle. Naturally the parents should consult doctors before giving any form of medication.

## **27 SITE SECURITY**

We endeavour to make the site as secure as possible:

- 27.1 Gates other than the main entrance are locked except at the start and end of each day.
- 27.2 External doors are closed to prevent intrusion but to facilitate smooth exits.
- 27.3 Visitors, volunteers and students must only enter through the main entrance and after signing in at the office.
- 27.4 Children in FS/KS1 are only allowed home with a designated adult. Some children in KS2 are allowed by their parents to walk home alone. All children are instructed to come back inside the school building if the end of day arrangements are not as they expected.
- 27.5 Playtime supervision is at a level which ensures that staff can keep a watch on external access points.
- 27.6 Staff supervise all exit doors at the end of the school day and children who attend after school activities must exit by the main doors.
- 27.7 Staff leading after school activities all check attendance via a register.
- 27.8 Should a child leave the school premises without permission, staff are instructed to report immediately to the office. Parents and police will be informed of the circumstances.
- 27.9 If children leave school during the day, to attend an appointment for example, they will sign out using the **Inventry System**.

## **28 ATTENDANCE**

- 28.1 Excellent attendance is expected of all children, but when children are unwell parents are expected to confirm absence by telephone immediately. If there is no notification, school has a policy of phoning home to ascertain each child's whereabouts.
- 28.2 The school has an attendance policy which is available to parents via our website.
- 28.3 The school works closely with the Local Authority's Welfare officer whenever a child's attendance and punctuality causes concern.
- 28.4 Attendance rates are reported to LA and government as requested and to governors each term.
- 28.5 Positive measures are in place to encourage children to attend regularly and punctually and the school is aware of its right to take legal action against parents who do not ensure good attendance and punctuality.
- 28.6 Nursery sessions are from 9:00 until 12:00 and from 12:30 pm. until 3.30 pm. Parents should bring their children in by the nursery entrance. If they arrive late, they should come to the main entrance. **on Abbey Road**.
- 28.7 For the main school, supervision is provided in the playground from 8:45am. Before then supervision is only provided for children who are in the Kidsclub. School will not be

responsible for children until 8:45 when doors are unlocked so the children can enter school. We do open the school gates at 8:30 but ideally we would like all children to come on to school grounds no earlier than 8:45am. However we do understand that children will arrive at school earlier than this for various reasons. Parents must be aware however, that if children come onto the playground, there is NO supervision and we are not responsible for children until 8:45am.

~~28.8~~ The start of the school day is 8:55am when the bell rings. ~~Reception and Key Stage 1 children use the entrance on Abbey Road; Key Stage 2 children use the entrance on Southern Road.~~

## **29 SERIOUS CASE REVIEWS**

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

- a. Find out if there are any lessons to be learnt from the case about how local professionals and agencies work together to safeguard and promote the welfare of children and young people.
- b. Identify what those lessons are, how they will be acted on and what is expected to change as a result of the s
- c. Improve inter-agency working to better safeguard and promote the welfare of children and young people.
- d. If required Park Road Sale Primary School will provide an individual management report for a serious case review and will cooperate fully with implementing outcomes of the review including reviewing policy, practice and procedures as required.

## Appendix 1



### Park Road Sale Primary School Staff Safeguarding Agreement

I have read the following documents and understand that it is my responsibility to revisit them as necessary.

I know that copies of the documents are on Fronter either in the “Staff Room” or in the “Office”

- Staff Manual
- Health and Safety Policy
- Child Protection Policy
- Behaviour Policy
- Inclusion Policy
- Whistleblowing Policy
- Physical Intervention Policy
- Guidance for safe working practices
- Risk Assessments
- Acceptable Use Policy for use of the Internet

I know that I should take any concerns I have about the welfare of children in this school to either the Headteacher or the Deputy Headteacher.

I am aware of the importance of safeguarding procedures in the school and know that I should ask a senior colleague if I am uncertain about anything which might impact on the welfare of children in this school.

**Name:**

**Signed:**

**Date:**

## Appendix Two

### Recognising signs of child abuse

All school and college staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another

**Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children.

#### **Categories of Abuse:**

- Physical Abuse
- Emotional Abuse (including Domestic Abuse)
- Sexual Abuse
- Neglect

#### **Signs of Abuse in Children:**

The following non-specific signs may indicate something is wrong:

- Significant change in behaviour
- Extreme anger or sadness
- Aggressive and attention-seeking behaviour
- Suspicious bruises with unsatisfactory explanations
- Lack of self-esteem
- Self-injury
- Depression
- Age inappropriate sexual behaviour
- Child Sexual Exploitation.

#### **Risk Indicators**

The factors described in this section are frequently found in cases of child abuse. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of the possibility of significant harm
- Justifies the need for careful assessment and discussion with designated / named / lead person, manager, (or in the absence of all those individuals, an experienced colleague)
- May require consultation with and / or referral to Children's Services

The absence of such indicators does not mean that abuse or neglect has not occurred.

In an abusive relationship the child may:

- Appear frightened of the parent/s
- Act in a way that is inappropriate to her/his age and development (though full account needs to be taken of different patterns of development and different ethnic groups)

The parent or carer may:

- Persistently avoid child health promotion services and treatment of the child's episodic illnesses
- Have unrealistic expectations of the child
- Frequently complain about/to the child and may fail to provide attention or praise (high criticism/low warmth environment)
- Be absent or misusing substances
- Persistently refuse to allow access on home visits
- Be involved in domestic abuse

Staff should be aware of the potential risk to children when individuals, previously known or suspected to have abused children, move into the household.

### **Recognising Physical Abuse**

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury
- Several different explanations provided for an injury
- Unexplained delay in seeking treatment
- The parents/carers are uninterested or undisturbed by an accident or injury
- Parents are absent without good reason when their child is presented for treatment
- Repeated presentation of minor injuries (which may represent a "cry for help" and if ignored could lead to a more serious injury)
- Family use of different doctors and A&E departments
- Reluctance to give information or mention previous injuries

### **Bruising**

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

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

## **Bite Marks**

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

## **Burns and Scalds**

It can be difficult to distinguish between accidental and non-accidental burns and scalds, and will always require experienced medical opinion. Any burn with a clear outline may be suspicious e.g.:

- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine)
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water is his/her own accord will struggle to get out and cause splash marks)
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation

Scalds to the buttocks of a small child, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

## **Fractures**

Fractures may cause pain, swelling and discolouration over a bone or joint.

Non-mobile children rarely sustain fractures.

There are grounds for concern if:

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

## **Scars**

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

## **Recognising Emotional Abuse**

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse.

The indicators of emotional abuse are often also associated with other forms of abuse.

The following may be indicators of emotional abuse:

- Developmental delay
- Abnormal attachment between a child and parent/carer e.g. anxious, indiscriminate or not attachment
- Indiscriminate attachment or failure to attach

- Aggressive behaviour towards others
- Scape-goated within the family
- Frozen watchfulness, particularly in pre-school children
- Low self- esteem and lack of confidence
- Withdrawn or seen as a “loner” – difficulty relating to others

### **Recognising Signs of Sexual Abuse**

Boys and girls of all ages may be sexually abused and are frequently scared to say anything due to guilt and/or fear. This is particularly difficult for a child to talk about and full account should be taken of the cultural sensitivities of any individual child/family.

Recognition can be difficult, unless the child discloses and is believed. There may be no physical signs and indications are likely to be emotional/behavioural.

Some behavioural indicators associated with this form of abuse are:

- Inappropriate sexualised conduct
- Sexually explicit behaviour, play or conversation, inappropriate to the child’s age
- Continual and inappropriate or excessive masturbation
- Self-harm (including eating disorder), self- mutilation and suicide attempts
- Involvement in prostitution or indiscriminate choice of sexual partners
- An anxious unwillingness to remove clothes e.g. for sports events (but this may be related to cultural norms or physical difficulties)

Some physical indicators associated with this form of abuse are:

- Pain or itching of genital area
- Blood on underclothes
- Pregnancy in a younger girl where the identity of the father is not disclosed
- Physical symptoms such as injuries to the genital or anal area, bruising to buttocks, abdomen and thighs, sexually transmitted disease, presence of semen on vagina, anus, external genitalia or clothing

### **Sexual Abuse by Young People**

The boundary between what is abusive and what is part of normal childhood or youthful experimentation can be blurred. The determination of whether behaviour is developmental, inappropriate or abusive will hinge around the related concepts of true consent, power imbalance and exploitation.

This may include children and young people who exhibit a range of sexually problematic behaviour such as indecent exposure, obscene telephone calls, fetishism, bestiality and sexual abuse against adults, peers or children.

Developmental Sexual Activity encompasses those actions that are to be expected from children and young people as they move from infancy through to an adult understanding of their physical, emotional and behavioural relationships with each other. Such sexual activity is essentially information gathering and experience testing. It is characterised by mutuality and of the seeking of consent.

Inappropriate Sexual Behaviour can be inappropriate socially, inappropriate to development, or both. In considering whether behaviour fits into this category, it is important to consider what negative effects it has on any of the parties involved and what concerns it raises about a child or young

person. It should be recognised that some actions may be motivated by information seeking, but still cause significant upset, confusion, worry, physical damage, etc. It may also be that the behaviour is “acting out” which may derive from other sexual situations to which the child or young person has been exposed.

If an act appears to have been inappropriate, there may still be a need for some form of behaviour management or intervention. For some children, educative inputs may be enough to address the behaviour.

Abusive sexual activity included any behaviour involving coercion, threats, aggression together with secrecy, or where one participant relies on an unequal power base.

### **Assessment**

In order to more fully determine the nature of the incident the following factors should be given consideration. The presence of exploitation in terms of:

- **Equality** – consider differentials of physical, cognitive and emotional development, power and control and authority, passive and assertive tendencies
- **Consent** – agreement including all the following:
  - Understanding that is proposed based on age, maturity, development level, functioning and experience
  - Knowledge of society’s standards for what is being proposed
  - Awareness of potential consequences and alternatives
  - Assumption that agreements or disagreements will be respected equally
  - Voluntary decision
  - Mental competence
- **Coercion** – the young perpetrator who abuses may use techniques like bribing, manipulation and emotional threats of secondary gains and losses that is loss of love, friendship, etc. Some may use physical force, brutality or the threat of these regardless of victim resistance.

In evaluating sexual behaviour of children and young people, the above information should be used only as a guide.

### **Recognising Neglect**

Evidence of neglect is built up over a period of time and can cover different aspects of parenting. Indicators include:

- Failure by parents or carers to meet the basic essential needs e.g. adequate food, clothes, warmth, hygiene and medical care
- A child seen to be listless, apathetic and unresponsive with no apparent medical cause
- Failure of child to grow within normal expected pattern, with accompanying weight loss
- Child thrives away from home environment
- Child frequently absent from school
- Child left with adults who are intoxicated or violent
- Child abandoned or left alone for excessive periods

### **Child Sexual Exploitation**

The following list of indicators is not exhaustive or definitive but it does highlight common signs which can assist professionals in identifying children or young people who may be victims of sexual exploitation.

Signs include:

- underage sexual activity
- inappropriate sexual or sexualised behaviour
- sexually risky behaviour, 'swapping' sex
- repeat sexually transmitted infections
- in girls, repeat pregnancy, abortions, miscarriage
- receiving unexplained gifts or gifts from unknown sources
- having multiple mobile phones and worrying about losing contact via mobile
- having unaffordable new things (clothes, mobile) or expensive habits (alcohol, drugs)
- changes in their dress
- going to hotels or other unusual locations to meet friends
- seen at known places of concern
- moving around the country, appearing in new towns or cities, not knowing where they are
- getting in/out of different cars driven by unknown adults
- having older boyfriends or girlfriends
- contact with known perpetrators
- involved in abusive relationships, intimidated and fearful of certain people or situations
- hanging out with groups of older people, or anti-social groups, or with other vulnerable peers
- associating with other young people involved in sexual exploitation
- recruiting other young people to exploitative situations
- truancy, exclusion, disengagement with school, opting out of education altogether
- unexplained changes in behaviour or personality (chaotic, aggressive, sexual)
- mood swings, volatile behaviour, emotional distress
- self-harming, suicidal thoughts, suicide attempts, overdosing, eating disorders
- drug or alcohol misuse
- getting involved in crime
- police involvement, police records
- involved in gangs, gang fights, gang membership
- injuries from physical assault, physical restraint, sexual assault.

## Appendix Three

### Forced Marriage (FM)

This is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Whistle-blowing may come from younger siblings. Other indicators may be detected by changes in adolescent behaviours. Never attempt to intervene directly as a school or through a third party.

### Female Genital Mutilation (FGM)

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms and other indicators of FGM.

### What is FGM?

It involves procedures that intentionally alter/injure the female genital organs for non-medical reasons.

### 4 types of procedure:

Type 1 Clitoridectomy – partial/total removal of clitoris

Type 2 Excision – partial/total removal of clitoris and labia minora

Type 3 Infibulation entrance to vagina is narrowed by repositioning the inner/outer labia

Type 4 all other procedures that may include: pricking, piercing, incising, cauterising and scraping the genital area.

### Why is it carried out?

Belief that:

- FGM brings status/respect to the girl – social acceptance for marriage
- Preserves a girl's virginity
- Part of being a woman / rite of passage
- Upholds family honour
- Cleanses and purifies the girl
- Gives a sense of belonging to the community
- Fulfils a religious requirement
- Perpetuates a custom/tradition
- Helps girls be clean / hygienic
- Is cosmetically desirable
- Mistakenly believed to make childbirth easier

Is FGM legal?

FGM is internationally recognised as a violation of human rights of girls and women. It is **illegal** in most countries including the UK.

Circumstances and occurrences that may point to FGM happening

- Child talking about getting ready for a special ceremony
- Family taking a long trip abroad
- Child's family being from 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 the child's sibling has undergone FGM
- Child talks about going abroad to be 'cut' or to prepare for marriage

Signs that may indicate a child has undergone FGM:

- Prolonged absence from school and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable
- Complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group
- Reluctance to take part in physical activity
- Repeated urinal tract infection
- Disclosure

'Mandatory Reporting of Female Genital Mutilation - procedural information', Home Office (October 2015)

The 'One Chance' rule

As with Forced Marriage there is the 'One Chance' rule. It is essential that school takes action **without delay**.

The Serious Crime Act 2015 strengthened further the legislation on FGM and now includes:

- the right to anonymity for victims
- the offence of failing to protect a girl aged under 16 from the risk of FGM
- the provision of Female Genital Mutilation Protection Orders (FGMPO); and
- the duty on professionals (including teachers) to notify police when they discover that FGM appears to have been carried out on a girl under 18.
  - NB For school staff this will occur from a disclosure and not a physical examination

## **Radicalisation**

Park Road seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or Far Right/Neo Nazi/White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups and extremist Animal Rights movements.

Schools have a statutory duty in the following areas with the aim of safeguarding pupils from radicalisation, extremism and terrorism:

- Assessing the risk of pupils being drawn into terrorism, including support for the extremist ideas that are part of terrorist ideology.
- Demonstrating that robust safeguarding policies are in place to identify children at risk, and intervening as appropriate (by referring pupils to Channel or MARAT, for example.)
- Ensuring that clear protocols are in place so that any visiting speakers are suitable and appropriately supervised within school.

- Ensuring that fundamental British values are promoted within the curriculum and extra-curricular activities and reflected in the general conduct of the school.
- Ensuring that safeguarding arrangements take into account the procedures and practice of the local authority as part of the inter-agency safeguarding procedures set up by the Trafford Safeguarding Children Board (TSCB). This policy describes procedures which are in accordance with government guidance and refers to locally agreed inter-agency procedures put in place by the TSCB.
- Training key staff to give them the knowledge and confidence to identify children at risk of being drawn into terrorism and challenge extremist ideas. They should know where and how to refer children and young people for further help. Prevention work and reductions of risk will include the RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies, integration of pupils by gender and SEN, anti –bullying policy and other issues specific to the school’s profile, community and philosophy.
- Protecting children from terrorist and extremist material when accessing the internet in school, including by establishing appropriate levels of filtering.

We also recognise that safeguarding against radicalisation and extremism is no different to safeguarding against any other vulnerability in today’s society.

### **Information Sharing 2015**

In March 2015, the government published revised guidance: Information Sharing 2015. Many professionals are wary about sharing information and are concerned about breaching the Data Protection Act. This document is quite clear about sharing information and encourages practitioners to balance the risk of sharing with the risk of not sharing.

Everyone working with children must know the signs and symptoms of abuse and understand under what circumstances they are allowed to share information. Lord Laming emphasised that the safety and welfare of children is of paramount importance and highlighted the importance of practitioners feeling confident about when and how information can be legally shared.

### **Seven golden rules to sharing information**

1. Remember that the Data Protection Act 1998 and human rights law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent

if, in your judgement, there is good reason to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.

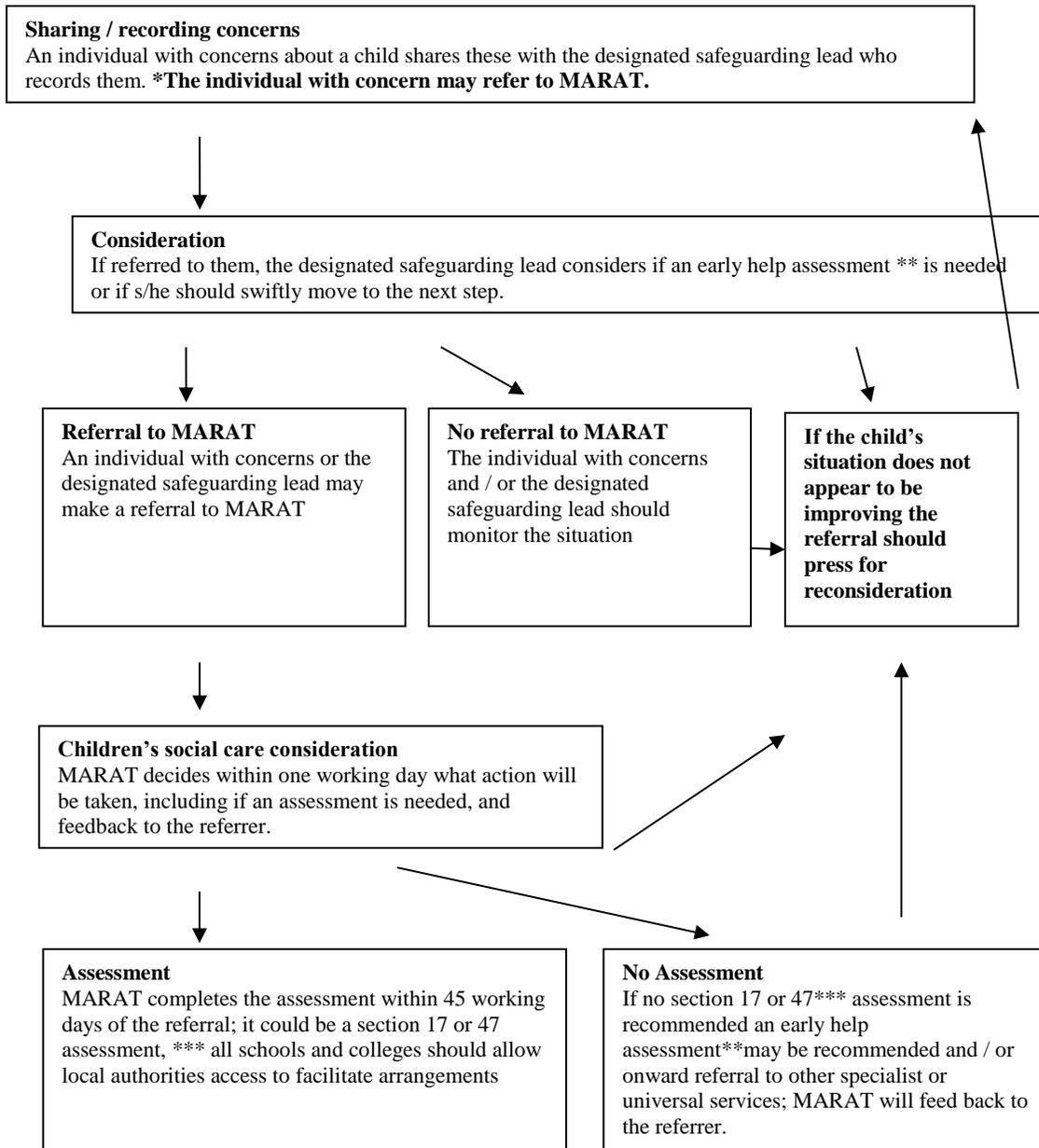
5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.

6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely (see principles)<sup>7</sup>. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

# Action when a child has suffered or is likely to suffer harm

This diagram illustrates what action should be taken and who should take it when there are concerns about a child. If, at any point, there is a risk of immediate serious harm to a child a referral should be made to children’s social care immediately.

## Anybody can make a referral



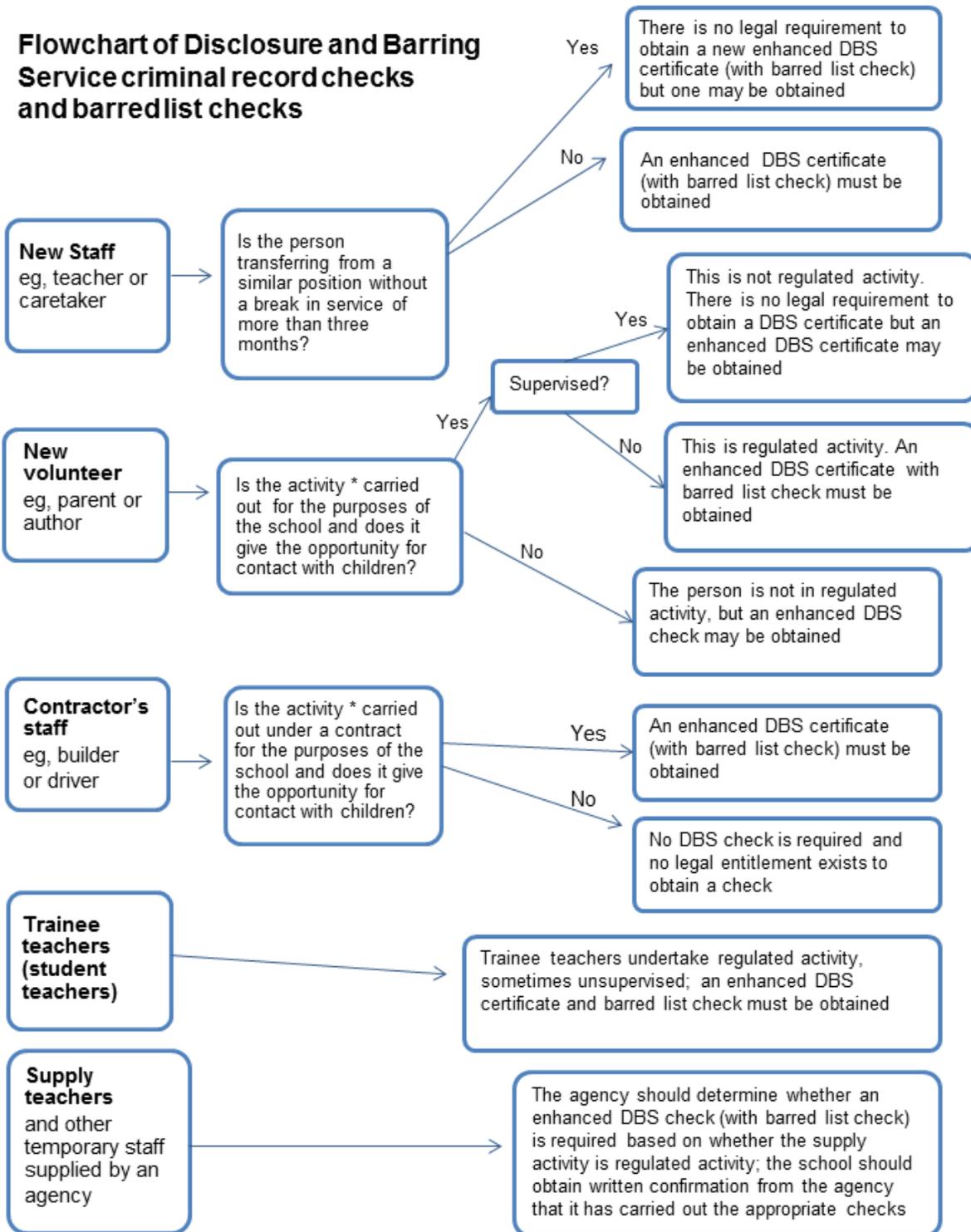
\*In cases which also involve an allegation of abuse against a staff member, see part four of this guidance which explains action the school or college should take in respect of the staff member.

\*\*Where a child and family would benefit from co-ordinated support from more than one agency (e.g. education, health, housing, police) there should be an inter-agency assessment. These assessments should identify what help the child and family require to prevent needs escalating to a point where intervention would be needed via a statutory assessment under the Children Act 1989. The early help assessment should be undertaken by a lead professional who could be a teacher, special educational needs co-ordinator, General Practitioner (GP), family support worker, and / or health visitor.

\*\*\*Where there are more complex needs, help may be provided under section 17 of the Children Act 1989 (children in need). Where there are child protection concerns local authority services must make enquiries and decide if any action must be taken under section 47 of the Children Act 1989.

**ALL STAFF AND GOVERNORS TO BE AWARE OF THE ABOVE FLOWCHART.**

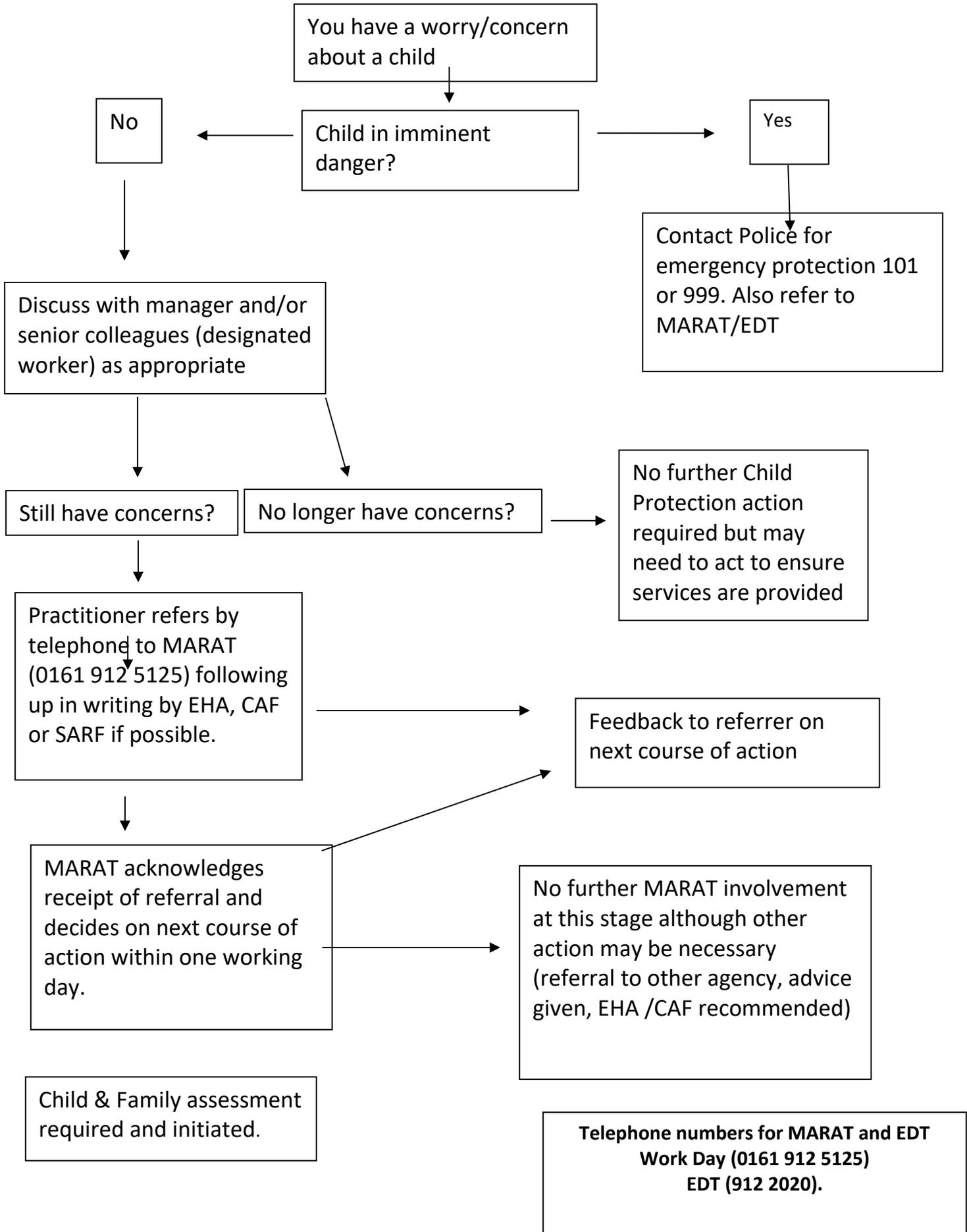
## Flowchart of Disclosure and Barring Service criminal record checks and barred list checks



\* Activities listed under the guidance's definition of regulated activity and which are carried out 'frequently'

**PLEASE SHARE THIS FLOWCHART WITH THOSE RESPONSIBLE FOR THE RECRUITMENT OF STAFF.**

# MARAT FLOWCHART



You have a worry/concern about a child

No

Child in imminent danger?

Yes

Contact Police for emergency protection 101 or 999. Also refer to MARAT/EDT

Discuss with manager and/or senior colleagues (designated worker) as appropriate

Still have concerns?

No longer have concerns?

No further Child Protection action required but may need to act to ensure services are provided

Practitioner refers by telephone to MARAT (0161 912 5125) following up in writing by EHA, CAF or SARF if possible.

Feedback to referrer on next course of action

MARAT acknowledges receipt of referral and decides on next course of action within one working day.

No further MARAT involvement at this stage although other action may be necessary (referral to other agency, advice given, EHA /CAF recommended)

Child & Family assessment required and initiated.

**Telephone numbers for MARAT and EDT  
Work Day (0161 912 5125)  
EDT (912 2020).**

## LINKS

Multi Agency Threshold Guidance

<http://www.tscb.co.uk/docs/threshold-guidance-november-2013.pdf>

Single Agency Referral Form (SARF)

<http://www.tscb.co.uk/docs/trafford-single-agency-referral-sarf-procedures.pdf>

Early Help

<http://www.tscb.co.uk/procedures/early-help-and-multi-agency-working.aspx>

### Useful contacts

MARAT 912 5125

Emergency Duty Team (EDT) 912 2020

Anita Hopkins -Trafford Local Authority Designated Officer (LADO)-912 5024

Jonathan King Specialist Education Practitioner –MARAT 912 5010 [jonathan.king@trafford.gov.uk](mailto:jonathan.king@trafford.gov.uk)

Channel- 856 6362

[channel.project@gmp.police.uk](mailto:channel.project@gmp.police.uk)

### Other useful links

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Guidance for Safer Working Practices for Adults who work with Children and Young People in Education Settings (October 2015).

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

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

'The Prevent duty: Departmental advice for schools and childcare providers', DfE (2015)

'Mandatory Reporting of Female Genital Mutilation - procedural information', Home Office (October 2015)

NSPCC whistleblowing helpline is also 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 or via e-mail: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

CEOP- <http://www.thinkuknow.co.uk/>

<http://www.nspcc.org.uk/inform>

<http://www.education.gov.uk/childrenandyoungpeople>

<http://www.gov.uk/dbs>

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

<http://www.homeoffice.gov.uk/crime/violence-against-women-girls/teenage-relationship-abuse>

<http://www.saferinternet.org.uk/helpline>

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/439598/prevent-duty-departmental-advice-v6.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf)

<https://www.gov.uk/government/publications/the-use-of-social-media-for-online-radicalisation>

## GLOSSARY TERMS

<b>Abuse</b>	<p>A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults, or another child or children.</p> <p><i>(Definition provided by Working Together 2015)</i></p>
<b>Accommodation</b>	<p>Section 20 of the Children Act 1989 enables a local authority to provide accommodation for a child who has no person with parental responsibility for him/her, is lost or abandoned or whose parent cannot provide suitable accommodation and care.</p>
<b>Allocated case</b>	<p>A case that has been made the responsibility of a named social worker or other key worker until such time as the case is closed, transferred or managed in such other way that the named worker no longer has responsibility for it.</p>
<b>Assessment</b>	<p>The assessment of developmental needs of a child within their family and wider environmental context to determine, if the child has needs and what services they require. The assessment may be general in nature (e.g., CAF, Child and Family) or relate to a specific developmental need (e.g. health or education.)</p>
<b>Care order</b>	<p>A court order under s.31 of the Children Act 1989 placing a child in local authority care to protect the child from harm they are suffering or may suffer, whilst under the care of his/her parent (and/or being beyond a parent's control).</p>
<b>Child</b>	<p>Anyone under 18 years of age. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.</p>
<b>Child in need</b>	<p>Section 17 (10) of the Children Act 1989 defines a child in need as a child who, without the provision of local authority services:</p> <ul style="list-style-type: none"> <li>a) Who is unlikely to achieve or maintain, or to have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision of services to them by a local authority</li> <li>b) Whose health or development is likely to be significantly impaired, or further impaired, without the provision for them of such services; or</li> <li>c) They are disabled,</li> </ul> <p>and “family”, in relation to such a child, includes any person who has parental responsibility for the child and any other person with whom they has been living.</p>
<b>Child protection</b>	<p>Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.</p> <p><i>(Definition provided by Working Together 2015)</i></p>
<b>Child protection enquiry</b>	<p>Where a local authority:</p> <ul style="list-style-type: none"> <li>(a) are informed that a child who lives, or is found, in their area <ul style="list-style-type: none"> <li>(i) is the subject of a emergency protection order, or</li> </ul> </li> </ul>

	<p>(ii) is in police protection; and</p> <p>(b) have reasonable cause to suspect that a child who lives, or is found, in their area is suffering, or is likely to suffer, significant harm</p> <p>Section 47 of the Children Act 1989 gives children's social care a duty to make enquiries to decide whether they should take action to safeguard or promote the welfare of a child who is suffering, or likely to suffer, significant harm.</p>
<b>Child Sexual Exploitation (CSE)</b>	The sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people (or a third person or persons) receive "something" (e.g., food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of their performing, and/or another or others performing on them, sexual activities.
<b>Children</b>	<p>Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.</p> <p><i>(Definition provided by Working Together 2015)</i></p>
<b>Child and Family Assessment</b>	An assessment conducted by a social worker which addresses the central and most important aspects of the needs of the child and the capacity of their parents to respond to these needs. It is to be undertaken where circumstances are complex and should be completed within 45 working days of referral.
<b>Disclosure and Barring Service (DBS)</b>	<p>The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups, including children. It replaced the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA).</p> <p>The DBS is responsible for:</p> <ul style="list-style-type: none"> <li>• processing requests for criminal records checks</li> <li>• deciding whether it is appropriate for a person to be placed on or removed from a barred list</li> <li>• placing or removing people from the DBS children's barred list and adults' barred list for England, Wales and Northern Ireland</li> </ul>
<b>Duty children's social worker</b>	Professional from the Children's Social Care team that receives and responds to all child concern referrals – in office hours.
<b>Emergency duty team (EDT)</b>	A social work team providing an out of hours social care service for Trafford.
<b>Emergency Protection Order</b>	A court order under Section 44 of the Children Act 1989 giving Children's Social Care and the Police the power to protect a child from harm by removing the child to suitable accommodation or preventing a child from being removed (e.g. from hospital).
<b>Enquiry checks</b>	Checks made of agencies involved with a child for Section 47 child protection investigation purposes.
<b>Impairment of health and development</b>	Where professionals are seeking to judge whether a child's health and development have been significantly harmed, the Children Act 1989 (s31 (10)) directs them to make a comparison with the health and development which could reasonably be expected of a similar child.
<b>Integrated Children's System (ICS)</b>	Case management system for case recording within Children's Social Care. Introduced in 2008, this is a government sponsored system with national criteria for

	local software providers to adhere to. It ensures that there is consistency of practice across all social work teams, improves transparency and accountability.
<b>Local Safeguarding Children Board ( LSCB)</b>	Local Safeguarding Children's Boards (LSCBs) are a statutory bodies established in each local authority area under Section 14 of the Children Act 2004. The purpose of LSCBs is:  a) to coordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area; and  b) to ensure the effectiveness of what is done by each such person or body for those purposes.
<b>MARAT</b>	Multi Agency Referral and Assessment Team
<b>Nominated safeguarding children adviser</b>	The person/people in each agency who has/have responsibility for child protection issues in that agency and provide child protection advice to frontline professionals / clinicians, e.g. child protection lead in schools, designated and named doctors and nurses etc.
<b>Parent</b>	Parent or carer of a child.
<b>Parental Responsibility</b>	All the duties, rights, powers, responsibilities and authority which by law a parent of a child has in relation to the child and their property. A Care Order confers the responsibility to a local authority but it does not remove it from the child's parents.
<b>Police Powers of Protection (Section 46) (PPO)</b>	Section 46 of the Children Act 1989 giving the police powers to protect a child from harm by removing the child to suitable accommodation or preventing a child from being removed (e.g. from hospital).
<b>Private Fostering</b>	An arrangement made directly by a parent for their child to be looked after for 28 days or more by an adult who does not have parental responsibility for the child and is not a close relative/step parent.
<b>Referral</b>	A request for services to be provided by a local authority. A case can become current only after a referral has been made.
<b>Regulated Activity with Children</b>	The Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012) defined Regulated Activity with Children as:  a) Unsupervised activities - Teaching, training or instruction, care for or supervise children, provide advice / guidance on wellbeing, drive a vehicle only for children b) Work for a Limited Range of Establishments (Specified places) – Where there is an opportunity for contact, for example schools, children's homes, childcare premises (but not work by supervised volunteers) c) Healthcare / Relevant Personal Care - for example washing or dressing; or health care by or supervised by a professional, even if done once d) Registered Child-minding and Foster-Carers
<b>Risk to child</b>	Description of an adult or child who has been identified (by probation services / Youth Justice Service, Police or health services, individually or via the Multi-Agency Public Protection Arrangements) as posing an on-going risk to a child (replaces the term Schedule 1 Offender).
<b>SARF</b>	Single Agency Assessment Form
<b>Safeguarding and promoting the welfare of children</b>	Defined for the purposes of this guidance as:  <ul style="list-style-type: none"> <li>• protecting children from maltreatment;</li> <li>• preventing impairment of children's health or development;</li> <li>• ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and</li> </ul>

	<ul style="list-style-type: none"> <li>taking action to enable all children to have the best life chances.</li> </ul> <p><i>(Definition provided by Working Together 2015)</i></p>
<b>Section 17</b>	Section 17 of the Children's Act 1989 imposes on every local authority a duty to safeguard and promote the welfare of children in the area who are in need.
<b>Section 47 Enquiry</b>	Section 47 of the Children Act requires every local authority to make enquiries about children thought to be at risk, enabling them to decide whether they need to take further action to safeguard and promote the child's welfare.
<b>Senior Manager</b>	Manager in any agency above first line manager.
<b>Serious Case Review</b>	<p>SCRs are undertaken when:</p> <p>(a) abuse or neglect of a child is known or suspected; and</p> <p>(b) either —</p> <p>(i) the child has died; or</p> <p>(ii) the child has been seriously harmed and there is cause for concern as to the way in which the authority, their Board partners or other relevant persons have worked together to safeguard the child.</p>
<b>Social Worker or Child's Social Worker</b>	Social work qualified professional with case responsibility.
<b>Staff / staff member</b>	Any individual/s working in a voluntary, employed, professional or unqualified capacity, including foster carers and approved adopters.
<b>Working Together</b>	Working Together to Safeguard Children (2015) is a guidance document produced by the DFE setting out how all agencies and professionals should work together to safeguard children and promote children's welfare.