



## Safeguarding and child protection policy

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<b>AUTHOR:</b>	<b>Assistant Headteacher DSL</b>

Role	Name	Contact details
Headteacher	Mr P Lowe-Werrell	plowe-werrell@marywebbschool.com
Designated Safeguarding Lead (DSL)	Miss S Pugh	spugh@marywebbschool.com
Deputy DSL(s)	Mrs S Longhurst Miss E Weston Mr M Jervis Mrs I Cawthorne	slonghurst@marywebbschool.com eweston@marywebbschool.com mjervis@marywebbschool.com icawthorne@marywebbschool.com
Designated Teacher	Miss S Pugh	spugh@marywebbschool.com
Mental Health Lead	Miss S Pugh	spugh@marywebbschool.com
Online Safety Co-Ordinator	Mr A Morris	amorris@marywebbschool.com
Relationship Sex Health Education Lead	Miss S Pugh	spugh@marywebbschool.com
Chair of Governors	Mr R Douglas	r.douglas@marywebbschool.com
Safeguarding Governor	Mrs C Ewells	cewells@marywebbschool.com

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### Policy Scope and Aims

This policy applies to anyone working on behalf of Mary Webb School and Science College including senior managers and the board of trustees/governing body, staff, volunteers, contractors, agency staff and students.

The policy is publicly available on the school website (or on request from the PA to the Headteacher admin@marywebbschool.com) so that it can be accessible for our children; their families and anyone visiting and/or working with us. (formatting)?

The policy aims to meet the requirements as outlined in Part 2 Keeping Children Safe in Education 2023 (page 27).

## Safeguarding Statement

We believe that:

- All children have the right to protection from all types of abuse.
- Everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

This means that we will:

- Not tolerate the abuse of children. This includes never accepting and always challenging or raising concerns about words or actions which downplay, justify, or promote abuse. This applies to anyone who is part of, comes into or works with our school.
- Be child centred and ensure that we consider the best interests of children in everything that we do. **This includes ensuring that we enable children's voices and experiences to be heard (using communication tools and advocacy if necessary); and that children are involved in and informed about the decisions being made about them.**
- Ensure we provide a safe environment for children to learn, grow and develop and in which they feel able to raise any concerns they may have for themselves or others.
- Look out for and respond promptly and appropriately to all identified concerns, incidents or allegations of abuse or neglect of a child.
- Ensure no child or group of children are treated less favourably by us than others.
- Be aware of and take extra positive actions that may be needed to safeguard and promote the welfare of a child(ren) who we know are more vulnerable to experiencing abuse or discrimination.
- Work in partnership with our children, their parents, carers, and other agencies.

## Key Terms

**Safeguarding** and promoting the welfare of children is defined as:

- **providing help and support to meet the needs of children as soon as problems emerge.**
- protecting children from maltreatment; **whether this is within or outside of the home including online.**
- preventing impairment of children's mental and physical health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- **promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, where possible and where this is in the best interests of the children; and**
- taking action to enable all children to have the best outcomes.
- **Outcome 1: children young people and families stay together and get the help they need.**
- **Outcome 2: children and young people are supported by their family network.**
- **Outcome 3: children and young people are safe inside and outside of their homes.**
- **Outcome 4: children in care and care leavers have stable, loving homes.**

**Child Protection** is a part of safeguarding and promoting welfare. It refers to the specific activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm. **This includes harm that occurs inside or outside the home including online.**

**Abuse** is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.

Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, **including where they see, hear, or experiences it affects.**

Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others.

Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

There are a number of types of abuse and safeguarding issues that could increase the risk that a child could be abused. These are further defined and explained in Part 1, Part 5 and Annex B of Keeping Children Safe in Education 2023.

**Staff** refers to all those working for or on behalf of the school, full or part time, temporary or permanent in either a paid or voluntary capacity. The exception to this term is Governors/Trustees.

**Governors/Trustees** refers to those who are part of the School's Governing Body and the Trustee Board. This includes individuals who are at Trust or Charity governing body level as well as part of local school governance bodies.

**Child** includes everyone under the age of 18.

A **Parent** refers to birth parents and others who have parental responsibility (as defined by the Children's Act 1989) or has care of a child.<sup>1</sup>

## Legislation, Standards and Guidance

This policy is based on the following legislation, guidance, standards, and procedures:

Legislation	Statutory National Guidance/Standards	Local Procedures
<ul style="list-style-type: none"> <li>• <a href="#"><u>Education Act 2002 Section 175 (maintained schools only)</u></a></li> <li>• <a href="#"><u>Education Act 2002 Section 157 (Independent schools incl Academies and CTC's)</u></a></li> <li>• <a href="#"><u>Children Act 2004</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>Keeping Children Safe in Education</u></a> and any legislation or guidance (statutory/non-statutory) outlined or referenced within it.</li> <li>• <a href="#"><u>Working Together to Safeguard Children</u></a> and any legislation or guidance (statutory or non-statutory) outlined or referenced within it.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>West Midlands Safeguarding Children Procedures</u></a></li> <li>• <a href="#"><u>Shropshire Safeguarding Community Partnership (SSCP) Childrens Threshold Document</u></a></li> <li>• <a href="#"><u>Shropshire Safeguarding Community Partnership Allegations about staff/volunteers protocol</u></a></li> <li>• <a href="#"><u>Shropshire Schools Operation Encompass Protocol</u></a></li> </ul>

## Linked Policies

<ul style="list-style-type: none"> <li>• Behaviour/Anti-Bullying Policy</li> <li>• Staff Code of Conduct</li> <li>• Whistleblowing</li> <li>• Health &amp; Safety</li> <li>• Attendance</li> <li>• Curriculum</li> <li>• RSHE</li> <li>• Complaints</li> <li>• SEND</li> <li>• Mental health and well-being</li> <li>• (Do you need to add the filtering statement to this list?)</li> </ul>	<ul style="list-style-type: none"> <li>• Administration of first aid/medicines</li> <li>• Online Safety, including staff use of mobile phones/ devices with imagery and sharing capacity.</li> <li>• Disciplinary and grievance</li> <li>• Data Protection/GDPR Guidance</li> </ul>
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<sup>1</sup> S576 Education Act

## Roles and Responsibilities

We follow the statutory guidance as set out in the latest Keeping Children Safe in Education (and associated documents and guidance); adhering to the roles and responsibilities and expectations identified for:

### **The Governing Body/Proprietors/Management Committee:**

have a strategic leadership responsibility for ensuring we take a whole school approach to safeguarding arrangements as outlined in this policy and that we comply with our duties under [Legislation and Guidance](#). Part 2 of Keeping Children Safe in Education outlines their key responsibilities.

The Safeguarding Governor is responsible for leading on the governance oversight of safeguarding arrangements; meeting with the Designated Safeguarding Lead termly and reporting back to the Governing Body during committee meetings.

The Chair of the Governing Body will liaise with the Local Authority in the event of an allegation of abuse made against the Headteacher in line with [Ensuring safe staff](#) .

All Governors/Trustees will ensure:

- The school has a Designated Safeguarding Lead who has the appropriate status and authority to carry out duties of the post and is provided with the time, funding, resources, and support needed to carry out their role effectively.
- The school has safeguarding policies and procedures in place (as outlined in Part 2 Keeping Children Safe in Education) that are implemented effectively and comply with our duties under [Legislation, Standards and Guidance](#) at all times.
- All staff and governors are knowledgeable and confident in carrying out their safeguarding duties in line with [Professional development and support](#).
- That the effectiveness and implementation of safeguarding arrangements are robustly overseen by the Governing Body by regular checks of the school safeguarding procedures (half-termly link governor visits)

### **The Headteacher/Head of School:**

Is responsible (with the lead support of the Designated Safeguarding Lead) for ensuring safeguarding arrangements are implemented effectively in school.

This includes:

- Having the overarching responsibility of ensuring the effectiveness of our school safeguarding arrangements as outlined in this policy.
- Being accountable and reporting to the Governing Body (with the support of the Designated Safeguarding Lead) on the effectiveness of school safeguarding arrangements.
- Supporting and promoting a whole school safeguarding culture and ethos as outlined in our [Safeguarding Statement](#). This includes ensuring that the Senior Leadership Team work effectively together and with the Designated Safeguarding Lead, to ensure a whole school approach to safeguarding.
- Take the lead role in [Ensuring Safe Practice](#), including ensuring staff are knowledgeable and confident in their safeguarding practice; **including making sure that their practices are in line with national and local requirements**. The Headteacher is also the lead person responsible for receiving, managing, and referring to/liasing with the Local Authority Designated Officer (LADO) (with the support of the Designated Safeguarding Lead) or any other authorities regarding allegations of abuse made against staff or other organisations/individual who use the school premises.

- Enabling the Designated Safeguarding Lead and any deputy to carry out their roles effectively. This means ensuring they are given sufficient time, training, support, resources, including cover arrangements where necessary.
- Ensuring that all school policies including safeguarding policies and procedures and those required to be in place, are implemented and followed by all staff.

### **The Designated Safeguarding Lead (DSL):**

Takes the lead responsibility for safeguarding and child protection in our school. Annex C Keeping Children Safe in Education 2023 outlines their key responsibilities. Our Deputy Designated Safeguarding Lead (hereafter referred to as DDSL) supports the Designated Safeguarding Lead in the discharge of their responsibilities.

Responsibilities include:

- Ensuring that the school has a child protection policy in place as required by Keeping Children Safe in Education, that is implemented and followed by all staff.
- Being available to deal with safeguarding and child protection during school hours. Out of hours staff can be contacted via email.
- Acting as the point of contact with whom to raise safeguarding concerns (including those raised by the school filtering and monitoring system).
- Supporting the Headteacher to [Ensure Safe Practice](#) in school.
- Managing safeguarding referrals to the Local Authority, Police and any other statutory authorities or multi-agency risk management arrangements (see [Designated Safeguarding Lead Response](#)).
- Working closely with the Governing Body, Headteacher/Head of school and relevant senior leadership team members to ensure a whole school safeguarding culture and ethos as outlined in our [Safeguarding Statement](#) and the implementation of effective safeguarding arrangements, as outlined in this policy.
- Acting as the point of contact to and proactively engaging with the Shropshire Safeguarding Community Partnership arrangements as outlined in [Working in Partnership](#).
- Ensuring children and parents are aware of how (doesn't make sense) and encouraged to raise safeguarding concerns and how they will be responded to as outlined in [Working in Partnership](#).
- Act as a source of support, advice, and expertise to all staff, including ensuring that there is ongoing promotion and awareness of safeguarding and child protection in school.
- Ensuring the effective management and oversight of safeguarding information as outlined in [Record Keeping and Information Security](#).
- Maintaining and accessing [Professional development and support](#).

### **All staff (including students and volunteers):**

Are expected to work in line with our [Safeguarding Statement](#) and adhere to the policies, processes and systems that support safeguarding as outlined in this policy. This specifically includes:

- Accessing and maintaining [Professional development and support](#) to ensure they remain knowledgeable and confident in their safeguarding practice.
- Recognise, Respond and Report [Staff Safeguarding Concerns](#)
- Engaging in [Safe Practice](#). This includes raising concerns (however small) about individual behaviour or practices or cultures in schools that compromise the safety of children as outlined in [Ensuring safe staff](#).
- [Teaching our children how to keep safe](#)

## **Professional development and support**

To ensure all our staff and governors are knowledgeable and confident in keeping children safe in our school; they will complete the professional development activities as outlined below:

- Reading KCSIE 2023 (relevant parts)

- Completing e-learning units and assessments on on "The Key Safeguarding centre" National College?

We monitor professional development activities and maintain a central professional development record.

The Designated Safeguarding Lead and Deputy Designated Safeguarding Lead provide all staff with ongoing safeguarding support, advice, and expertise. Staff safeguarding knowledge and competence is overseen as part of the staff induction, appraisal, and performance processes in school. Staff have regular staff briefings with a safeguarding focus plus safeguarding updates during PD sessions.

### All Staff (including volunteers)

Activity	Frequency
Receive information on school safeguarding arrangements and procedures as outlined in KCSiE 2023 (Part 1: page 7, paragraph 13).	Induction or when arrangements/procedures are updated.
Read <a href="#">Keeping Children Safe in Education</a> (KCSiE): <ul style="list-style-type: none"> <li>• <b>All Staff:</b> Part 1; Part 5 and Annex B.</li> <li>• <b>Senior Leadership Team:</b> Entire document</li> <li>• <b>Staff who do not work directly with children:</b> Annex A</li> </ul>	Induction then annually (in Autumn Term) or when updated.
Complete Safeguarding Awareness Training to enable staff to <a href="#">recognise, respond to and report safeguarding (including online safety and child-on-child abuse) concerns</a>	Induction and then every 3 years
Complete Prevent Awareness Training appropriate to role <a href="#">The Prevent duty: safeguarding learners vulnerable to radicalisation - GOV.UK (www.gov.uk)</a>	Induction and every 2 years.
Complete Cyber Security Training <a href="#">Cyber security training for school staff - NCSC.GOV.UK</a>	Induction and then annually
Receive regular national and local safeguarding updates (including those relating to online safety).	As required during staff briefings and PD sessions at least annually.

### Designated Safeguarding Leads (including any deputies)

Activity (in addition to all staff above)	Frequency
Complete Schools Designated Safeguarding Lead Training to a standard as outlined in KCSiE Annex C	On induction in role and then every 2 years
Read <a href="#">Keeping Children Safe in Education</a> in its entirety.	Induction into role then annually (in Autumn Term) or when updated.
Maintain knowledge and development relating to the role of DSL	As required, but at least annually
Brook traffic light tool	Every 2 years

### All Governors

Activity	Frequency
Complete Governor Safeguarding Training to equip them with the knowledge to carry out their strategic <a href="#">Roles and Responsibilities</a> .	Induction and then every 3 years.
Read <a href="#">Keeping Children Safe in Education</a> <ul style="list-style-type: none"> <li>• <b>All Governors:</b> Part 1; Part 2 and Annex B.</li> <li>• <b>Chair &amp; Safeguarding Link Governors:</b> Entire document</li> </ul>	Induction into role then annually (in Autumn Term) or when updated.
Complete Cyber Security Training <a href="#">Cyber security training for school staff - NCSC.GOV.UK</a>	Induction and then annually
Complete Prevent Awareness Training appropriate to role <a href="#">The Prevent duty: safeguarding learners vulnerable to radicalisation - GOV.UK (www.gov.uk)</a>	Induction and every 2 years.



## Staff/Governors involved in recruitment of staff (including administration)

Activity (in addition to other relevant above)	Frequency
Read Part 3: <a href="#">Keeping Children Safe in Education</a>	Induction into role then annually (in Autumn Term) or when updated.
Complete appropriate safer recruitment training (that is in alignment with Part 3 KCSiE)	Induction and every 3 years (or when KCSiE Part 3 is updated)

## Ensuring Safe Practice

### Safer recruitment

We adopt robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying for or securing employment or volunteering opportunities in our setting. All staff/governors involved in recruitment complete additional safer recruitment training, as outlined in [Professional development and support](#). Our recruitment procedures are in alignment with KCSiE 2023: Part 3.

We provide adequate and appropriate staffing resources to meet the needs of children. Applicants for posts are clearly informed that the appointment is subject to satisfactory pre-employment clearances including references, medical clearance and an enhanced DBS Disclosure under the "Rehabilitation of Offenders Act 1974". We ensure that we meet our responsibilities under the Safeguarding Vulnerable Groups Act 2006. Where applicants are rejected because of information that has been disclosed, we will inform the applicant about their right to know and to challenge incorrect information. Our recruitment procedures are in alignment with Keeping Children Safe in Education 2023: Part 3.

As part of our recruitment and selection processes; we ensure that our commitment to safeguarding and promoting the welfare of children is evident to candidates throughout each stage of the process, with any candidate who is not suitable to work with children being deterred and identified at the earliest point. We also ensure that all applicants complete a robust application form. We seek suitable references and carry out online social media checks prior to interview, as well as ensure that there is a focus on the candidate's knowledge and competency in safeguarding practice as part of the interview processes.

We will ask candidates about any issues or concerns that come up in the search during the interview. This can avoid confusion/misunderstandings, and give them a chance to explain any inaccuracies.

We will:

- Not make decisions about hiring based solely on the personal information we find in online searches
- Always allow candidates the opportunity to address any inconsistencies during interviews

Finding out personal information about a candidate can lead to unconscious bias.

Therefore, we will involve a different member of staff who doesn't have any involvement in conducting interviews or making decisions about recruitment, to carry out online searches. The 'searcher' will act as a buffer between irrelevant personal information and the decision-makers.

Shortlisted candidates will be required to complete a self-declaration of their criminal record or any information that would make them unsuitable to work with children, so that they have the opportunity to share relevant information and discuss it at interview stage.

In accordance with Keeping Children Safe in Education 2023: Part 3, we maintain a record of information we have received to confirm the necessary pre-appointment safer recruitment checks are completed on staff (including volunteers, supply staff and students); Governors/Trustees; [contractors](#); and [visitors](#) who

attend our school in a professional capacity. We complete the checks on staff, volunteers, and Governors/Trustees who we recruit ourselves. For those who are recruited by others, we ensure that we receive written confirmation of the relevant checks completed and check their identification before they are allowed to work unsupervised or engage in regulated activity with children.

Where we do not have all the necessary information or there are gaps in the information, we have robust risk assessment processes in place to ensure that anyone who does not meet the required standards of pre-appointment checks or suitability are not allowed to work unsupervised or engage in regulated activity with children. We reserve the right to refuse access to the school site to any person who we are not assured is safe to work with or engage in regulated activity with children.

On appointment, staff (including volunteers) receive a robust induction programme which provides them with the relevant safeguarding knowledge but also clarity on the expected standards of behaviour within and outside of school. Please see [Professional development and support](#).

If any safeguarding concerns or allegations arise relating to a member of staff, Governor/Trustee or other person working on our school premises, staff are expected to act in line with [Ensuring safe staff](#) and [Staff Safeguarding Concerns: Recognise, Respond, Report](#).

## Contractors

We have several contracts with external providers to work in our school including with children. Contractors who have a contract with the school, for example, Catering and Cleaning providers receive Safeguarding training from their organisation and are issued with updated KCSIE 23 annex 1. Companies who visit school to carry out authorised contracted work including building contractors, provide a letter of assurance including Enhanced DBS information. All contractors on site, who work unsupervised or work directly with children have Enhanced DBS information recorded on the school Single Central Register (SCR). Any contractor on site without an Enhanced DBS, is accompanied at all times by a member of staff.

## Visitors

We have procedures for recording the details and confirming the identity of visitors, including prospective candidates. We ensure that we have control over who comes into the premises so that no unauthorised person has unsupervised access to children. All visitors will sign into school using the **inventory system** at reception. At this point they will be issued with a lanyard, a green lanyard for those who we hold a valid Enhanced DBS and **an orange** lanyard for those without a valid Enhanced DBS certificate. Visitors with an **orange** lanyard will be supervised by a member of staff at all times. **Lanyards for invigilators, kitchen staff and Governors?**

## Use of school premises for non-school activities

When we have arranged extra-curricular activities out of school hours which are **(doesn't make sense)** direct supervision or management by school staff, this safeguarding policy is to be followed and any concerns should be managed in accordance with [Staff Safeguarding Concerns: Recognise, Respond, Report](#) and [Designated Safeguarding Lead Response](#).

We will follow our [Ensuring safe staff](#) procedures if we become aware of any allegations relating to an organisation or individual using our school premises.

Where we have sessions or activities which are provided by another person or organisation that is using the school site and not during school time or under direct supervision, we seek assurances that they have the required child safeguarding arrangements in place as an individual/organisation as outlined in [Keeping children safe during community activities](#). This is regardless of whether children who are on roll at our school access the activity or not.

The arrangements for this will be set out within any transfer of control agreement, (i.e. lease or hire agreement); and failure to comply with these arrangements will lead to termination of the agreement.

## Alternative provision

Where we place a child with an alternative provision provider, we continue to be responsible for their safety and welfare and should be satisfied that the provider can meet the needs of the student. We do this by completing a Trust risk assessment of the placement to ensure that provision is safe and relevant before allowing students to attend.

We obtain written confirmation from the alternative provision provider that appropriate safeguarding checks have been conducted on individuals working at the establishment, i.e., those checks that the school would otherwise perform in respect of its own staff. See Appendix A: Alternative Provision Quality Assurance Checklist.

I am writing an AP policy, so we can add the link in here.

## Ensuring safe staff

### Managing allegations (including low level concerns)

We promote an open and transparent culture in which all concerns about the behaviour or conduct of any adults working in, at or on behalf the school are dealt with appropriately.

There are two levels of allegations / concerns:

### **1. Allegations that may meet the harm threshold.**

Circumstances where a someone working within the school has or may have:

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates that they would pose a risk of harm to children; or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children. This includes any behaviour that may have occurred outside of the school that could pose a transferable risk.

Allegations that someone that working in, at or on behalf the school has met the harm threshold should be immediately referred to the Headteacher in person. Staff may be required to provide a written statement at the request of the Headteacher.

If the allegation relates to the Headteacher, this should be immediately verbally reported to the Trust Executive / CEO (01746 760509), or Chair of Governors, who will then immediately liaise with the Trust Executive / CEO.

If there is any conflict of interest or immediate risk of harm to a child or; then the person with the concern must ensure [Immediate safety](#) and contact the Local Authority Designated Officer in accordance with [Shropshire Safeguarding Community Partnership Managing Allegations Procedures](#).

In most cases, the Headteacher (or the Chair of Governors) will lead on managing allegations, with the support of the Human Resources Department and the Designated Safeguarding Lead. They will ensure that Part 4 Keeping Children Safe in Education 2023 and [Shropshire Safeguarding Community Partnership Managing Allegations Procedures](#) are applied. Any allegations that meet the above criteria will be referred to the Local Authority Designated Officer within 1 working day and we will follow their advice and guidance.

We will notify OFSTED as soon as reasonably practical and within 14 days of the allegation first being made, informing them of action taken by completing the online form - [Report-a-serious-childcare-incident](#) .

It is essential that any allegations of abuse against a member of staff are dealt with quickly, in a fair and consistent way to effectively safeguard all those involved.

We also have a duty of care towards our staff, and we will provide a named contact for the staff member.

If necessary, we will adhere to our legal reporting duties (such as referring to the Disclosure and Barring Service or Teaching Regulation Agency) as employers as outlined in Part 3 Keeping Children Safe in Education if the criteria for such reporting is met.

## **2. Allegations / concerns that do not meet the harms threshold (Low level concerns).**

The term low level does not mean that these concerns are insignificant. A low-level concern is when staff or volunteer may have acted in a way that:

- Is inconsistent with the staff code of conduct, including inappropriate conduct outside of work. Our staff code of conduct outlines examples of what could be considered a low-level concern;
- Does not meet the harm threshold at point 1 above.

Low level concerns should be reported in person to the Headteacher to embed our culture of openness and transparency. To ensure that our school's values and expected behaviours are lived, monitored, and reinforced by all staff.

The DSL will gather as much information as possible and notify the Headteacher.

The Headteacher will decide the outcome of all low-level concerns (in consultation with the Designated Safeguarding Lead if necessary) raised in line with the staff code of conduct. Consideration will be given to whether there is a pattern of behaviour by the individual; or if there is a wider school culture issue and if policies need to be revised, or if all staff guidance or additional staff training is required.

### Whistle Blowing

Whistleblowing is the mechanism by which staff can raise concerns in good faith without fear of repercussions. All staff have a duty to raise concerns where they exist about another staff or volunteers practice. This may include attitude or actions of colleague's poor or unsafe practice or potential failures in adhering to the schools' policies, procedures and staff code of conduct.

If staff have such concerns; (,) these should be raised to Headteacher (refer to whistleblowing policy).

If staff feel unable to raise concerns with the school directly; they can contact [NSPCC Whistleblowing Advice Line](#).

## **Record Keeping and Information Security**

We have a legal duty to act in line with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR). We have data protection processes in place to ensure that we keep and process (manage) personal information about children, their families, staff and others safely and lawfully. This includes:

- Securely manage electronically held information in line with [Meeting digital and technology standards in schools and colleges](#)(see also [Online Safety](#))
- Manage requests for access to personal information we hold (known as subject access requests).

Details of our processes and how to request access to personal information we hold are outlined in the [TrustEd Schools GDPR Data Protection Policy](#)

### **Storage and management of safeguarding information (child protection files)**

Safeguarding [concerns](#) and [responses](#) for individual children are kept in a child protection file. Child Protection files are stored individually for each child and are separate to a child's main pupil file. The Designated Safeguarding Lead is responsible for ensuring the quality, maintenance, and management of child protection files, as well as using the system to monitor themes and patterns of concern to inform and continue to improve the whole school approach to safeguarding. The majority of child protection is held electronically in CPOMs, any paper files are secured in the safeguarding cabinet accessed by on the DSL and DDSL.

## Sharing safeguarding information with others

We are proactive in sharing information with each other and others who are working with our children and their families as early as possible, so that children can receive the help and support they need, respond to any safeguarding concerns and where possible prevent abuse.

Staff are expected to share information with one another as part of their work in school about the needs and risks of children on a need-to know basis in line with our [Safeguarding Statement](#) so that we keep children safe and promote their welfare. They are not permitted to share information with friends, family, or anyone in the local community outside of their work.

### Sharing information with other organisations

Staff should be familiar with and use [Information sharing advice for safeguarding practitioners](#).

As part of our [work in partnership](#) with parents and children; consent to share their information with others outside of school should always be sought from a child and their parent(s) unless it is not safe to do so.

This includes where seeking consent would:

- Place the child at increased risk of significant harm.
- Place any other at risk of injury.
- Obstruct or interfere with any potential Police investigation.
- Lead to unjustified delay in making enquiries about significant harm.

If a parent or child does not consent to information being shared, the law does not prevent the sharing of information if sharing is necessary for the purpose of keeping a child safe and promoting their welfare. Therefore; staff must make parents and children aware that information may still be shared with other organisations if necessary to help keep their child safe or promote their welfare or if there is another legal basis to do so.

Decisions to share safeguarding information with other organisations will be overseen by the Designated Safeguarding Lead (please also refer to [Designated Safeguarding Lead Response](#)).

### Transfer of child protection files and other safeguarding information

When a child leaves for a new education setting; the Designated Safeguarding Lead will arrange for the child protection file (and any additional information to help the new setting to help safeguard and promote the child's welfare) to be transferred to the new setting no later than within 5 working days of an in-term transfer or within 5 days from the start of the new term. Where the move is planned; the Designated Safeguarding Lead will consider sharing information in advance of the child leaving to help with the child's transition and to enable any help and support they may need. This is shared separately to any child's main file and confirmation of receipt of the files should be gained *Appendix D: File Transfer Record and Receipt*

If a child is absent from education or Electively Home Educated; we share relevant information with the Local Authority as required by law (please also see [Children potentially at greater risk of harm](#)). If the child leaves our setting and does not move to a new education setting; we transfer their child protection file (and any additional information as necessary) to the relevant Local Authority that they reside in line with the local protocol.

## Working in Partnership

As is outlined in our [Safeguarding Statement](#); and in order to ensure all children in our school are effectively safeguarded and their welfare is promoted; we will work in in partnership with our children, their parents and other agencies/partnerships as follows:

### Children

Our children are taught how to keep safe; including how and when to share or report to us any worries or concerns they may have about their safety and wellbeing or that of others. We encourage children to share and report worries and concerns by:

- Talking to any member of staff
- Emailing a member of staff
- Using the Your Mind Matters email address

Staff are expected to build trusted relationships with and work in the best interests of children and recognise, respond and report Staff Safeguarding Concerns.

We also actively seek children's views of safety in school through student voice activities.

### **Parents/Carers**

We recognise the importance of working together with and supporting parents/carers to safeguard and promote the welfare of their children. This includes:

- Communicating to parents how we keep children safe in our school (including online). This policy is made available to all parents on the school website. If parents want to raise concerns or complaints about how we keep their children safe; they can do this using our Complaints Policy which is available on our website. We also actively seek parent views of safety in school through a parent and carer survey.
- Encouraging parents to share and report worries and concerns about the safety and welfare of their child(ren) or any other children. Staff are expected to respond to any parents/carers who raises worries or concerns to them either about their child(ren) or others in line with Staff Safeguarding Concerns: Recognise, Respond, Report .
- The Designated Safeguarding Lead will ensure that we work with parents to offer and enable support for children and their families, taking action to safeguard and promote their welfare in line with the local arrangements in the area that they live.
- Ensuring that parents are made aware of how to raise safeguarding concerns or criminal behaviour themselves to the Local Authority and/or Enforcement Agencies.
- Providing parents with regular information, guidance and external support available to them through our weekly newsletter.

### **Other agencies/partnerships**

As we operate in Shropshire; we engage and co-operate with our local safeguarding arrangements. Our local safeguarding partnership is the [Shropshire Safeguarding Community Partnership \(SSCP\)](#). We engage and co-operate by:

- Ensuring we effectively safeguard and promote the welfare of children living in Shropshire in line with [Working together to safeguard children](#) and the Shropshire Safeguarding Community Partnership local criteria for action and assessment; as outlined in the [SSCP Threshold Document](#). Where children do not live in Shropshire but attend our school; we will work in line with the relevant local arrangements in their home area.
- Ensuring we work with other agencies and comply with other pieces of relevant statutory guidance in safeguarding [Children potentially at greater risk of harm](#).
- Supplying information and co-operating in multi-agency forum/meetings, audit or learning reviews as requested by the safeguarding partners.
- Working closely with Shropshire Council Learning and Skills Services and other Shropshire Council Services/partnerships to ensure we are providing high quality education and support to children in Shropshire.
- Participating in the local [Operation Encompass Protocol](#); an arrangement where police notify schools when a child who attends their school may have been subject or witness to police-attended incidents of domestic abuse. This enables us to provide appropriate emotional or practical support to a child/ren who may have been witness to and victim of domestic abuse. All new parents/carers

are able to access information via our website informing them of our participation in Operation Encompass [School Operation Encompass – Shropshire Learning Gateway \(shropshirelg.net\)](https://www.shropshirelearninggateway.net)).

## Teaching our children how to keep safe.

We recognise that educating our children in how to keep themselves and others safe both online and in face-to-face situation plays a crucial role in safeguarding them. We have a clear set of values and standards the provide opportunities for children to learn how to keep themselves and others safe, that are demonstrated and reinforced throughout school life and underpinned through -

- Behaviour Policy
- Anti-Bullying Policy
- Online Safety
- Our Personal Social Health and Education and Computing curriculum and policies including our RHE /RSHE Policy. Our RSHE programme is developed to be fully inclusive of all ages and stages of development and consideration of children's needs including [Children potentially at greater risk of harm](#); and addresses issues as outlined Keeping Children Safe in Education 2023, Part 2, page 34, paragraph 131.

The DSL, RSHE lead and other key members of the Senior Leadership Team (such as computing ([is this what you mean?](#)), Mental Health and SENDCo) will work collaboratively to ensure that this is implemented; and being responsive to any safeguarding themes or patterns of concern that arise in school.

## Online Safety

The use of information and communication technology (ICT); is a vital part of the everyday functioning of and life in school. We also recognise the important role ICT plays in the lives of our children and their families.

Whilst there are many benefits and strengths in using ICT; there are also a number of risks to children's welfare and safety in school when using internet enabled technology; which are summarised in the following categories<sup>2</sup>:

- **content:** being exposed to illegal, inappropriate, or harmful content.
- **contact:** being subjected to harmful online interaction with other users.
- **conduct:** online behaviour that increases the likelihood of, or causes, harm to children or others.
- **commerce:** - illegal, inappropriate, or harmful online commercial activities that can compromise the health and wellbeing or security of children or others.

We adopt a whole school approach to online safety which aims to safeguard and educate our children and their families, staff, visitors and our school in our use and management of ICT (including the use of camera enabled; mobile and personal devices and the ICT systems we have in place). Our online safety policy outlines our approach.

Where there are online safety concerns involving identified children (including child-on-child abuse); we will follow [Staff Safeguarding Concerns: Recognise, Respond, Report](#) and [Designated Safeguarding Lead Safeguarding Response](#).

Any school cyber security incidents will be reported to [Action Fraud \(National Fraud and Cyber Crime Reporting Centre\)](#) and, if there is a data breach this will be reported in line with our Data Protection Processes to the [Information Commissioners Office](#). Please also see [Record Keeping and Information Security](#).

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<sup>2</sup> Examples of what could be included in the categories is further detailed in Keeping Children Safe in Education 2023 (Part 2; page 35-36)

Where children are being asked to learn online at home, we follow advice from the Department of Education; [Safeguarding and remote education](#) . Our approach to remote learning is outlined in our Remote Learning Policy.

We review our online safety arrangements annually to ensure that we meet the Keeping Children Safe in Education 2023 online safety standards (including the digital standards for [filtering and monitoring](#) and [cyber security](#)). Any risks arising from our reviews are clearly recorded as part of our school evaluation and improvement action planning processes. These are reported to and overseen by our Governing Body.

All staff, senior leaders and Governors are appropriately trained (see [Professional Development and Supervision](#)) to enable them to ensure that there are effective online safety arrangements. We will respond to online safety incidents which indicate safeguarding concerns in line with the [Staff Safeguarding Concerns: Recognise, Respond, Report](#) and [Designated Safeguarding Lead Response](#) sections of this policy.

## Preventing Radicalisation

The Prevent Duty for England and Wales (2015) under section 26 of the Counterterrorism and Security Act 2015; places a duty on schools and registered childcare providers to have due regard to the need to prevent people from being drawn into terrorism.

The government set out its definition of British values– this promotes the values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of those of different faiths and beliefs.

Mary Webb School and Science College promotes these values to ensure that children build resilience.

If a member of staff has a concern about a child they should follow the school's normal safeguarding procedures, including discussing with the DSL, as set out in the Child Protection/safeguarding policy.

The DSL should refer to the Shropshire Safeguarding Community Partnership Child Exploitation Practice Guidance and Protocol (Preventing Terrorism).

Prevent referrals should be sent to [ctu\\_gateway@westmidlands.police.uk](mailto:ctu_gateway@westmidlands.police.uk)

If uncertain about whether threshold is met for a Prevent referral, we would contact West Mercia Police on 01386 591821 for a consultation.

For assistance with completion of a Prevent referral form, we would contact the West Midlands Prevent Hub on 0121 251 0241

## Domestic abuse and honour-based abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. It can take place between individuals aged 16 years and over who have a "personal connection" (as defined by the Domestic Abuse Act 2021).

So called "honour" based abuse (including Female Genital Mutilation and forced marriage) may also be considered as domestic abuse.



Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn.

We will seek support for victims and their children by following:

- Shropshire Safeguarding Community Partnership Domestic Abuse Pathway.
- The right to choose: government guidance on forced marriage Multi-agency statutory guidance on Female Genital Mutilation - GOV.UK ([www.gov.uk](http://www.gov.uk))

Depending on the level of risk, we may or may not consult parents before contacting Children's Services.

Mary Webb School and Science College takes part in Operation Encompass, which is being run locally in partnership with Shropshire Council and West Mercia Police.

Operation Encompass is a process whereby the police and the Shropshire Council will inform a member of staff if a child has experienced a domestic abuse incident. This will be done prior to the start of the day. Information sharing between professional agencies allows staff to provide emotional and practical support to their students experiencing domestic abuse.

The sharing of details under Operation Encompass is permitted under Statutory Safeguarding Legislation and in respect of Local Authority schools under the Crime and Disorder Act (for the prevention of crime) and doing so without the child's or parent's consent is permissible under both pieces of legislation and the General Data Protection Regulation (GDPR).

For more information on Operation Encompass, please visit: <https://www.operationencompass.org/>

### **Female Genital Mutilation (FGM)**

Whilst all staff should speak to the DSL (or Deputy) about any concerns about Female Genital Mutilation (FGM), there is a specific legal duty on teachers. If a teacher, during their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the teacher must personally report this to the police.

All teachers will be aware of and adhere to the Government Guidance on Mandatory reporting of Female Genital Mutilation: procedural information

For more information about FGM, please refer to: <https://www.gov.uk/government/publications/female-genital-mutilation-leaflet>

Parental consent may not be sought if this may put the girl at increased risk.

### **Preventing Radicalisation**

The Prevent Duty for England and Wales (2015) under section 26 of the Counterterrorism and Security Act 2015;(,) places a duty on schools and registered childcare providers to have due regard to the need to prevent people from being drawn into terrorism.

We fulfil our duty by:

- Promoting fundamental British Values as part of our values and curriculum
- Ensure that we provide a "safe space" for children to understand and discuss sensitive topics, those linked

to terrorism and extremism, and learn (according to their age and level of development) how to question and challenge these ideas in a politically balanced way.

- Be alert to and identify children who may be susceptible to extremist ideology and where it is assessed as appropriate by the Designated Safeguarding Lead, make a Prevent referral (in line with the local Preventing Terrorism Processes)
  - Monitor and report any hate based behaviour as part of our Behaviour and Child-on-Child Abuse Policies
  - Outline in our Online Safety and Relationship Sex Health Education Policies how children are being safeguarded from being drawn into terrorism (including visiting speakers) (please also refer to Teaching our children how to keep safe).
- Assess the risk of our children being drawn into terrorism, ensuring this is informed by the potential risk in the local area. Any identified risks are referenced in our school evaluation processes; and inform our approach to online safety (including filtering and monitoring and cyber security arrangements).

We regularly review our adherence to the Prevent Duty. Any actions arising from our assessment are included in our school evaluation and improvement action planning processes. These are reported to and overseen by our Governing Body.

All staff, senior leaders and Governors are appropriately trained to enable them to ensure that all children, particularly those who may be susceptible to extremist ideology and radicalisation are effectively safeguarded. We respond to children who are identified as being susceptible to an extremist ideology in line with the Staff Safeguarding Concerns: Recognise, Respond, Report and Designated Safeguarding Lead Response sections of this policy.

## **Children potentially at greater risk of harm**

We recognise that whilst all children should be protected, some groups of children, are potentially at risk of greater harm than others (both online and offline). The list below is not exhaustive but highlights some of those groups. Where a child falls into multiple groups above; this potentially further increases their vulnerability.

### **Children who need a social worker (Child in Need and Child Protection Plans).**

Children may need a social worker due to safeguarding or welfare needs. Children may need this help due to abuse and/or neglect and/or complex family circumstances. A child's experiences of adversity and/or trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour, and mental health.

We work with and host meetings with support workers from various agencies including social workers and early help workers. We attend strategy and core group meeting as requested to ensure an educational picture is shared.

### **Looked After Children and previously looked after children.**

The most common reason for children becoming looked after is as a result of abuse and/or neglect; as well as/or other significant complexities or adversity in their and their family's life.

At Mary Webb School and Science College, we ensure that appropriate staff members have access to the information they need in relation to a child's looked after legal status, contact and care arrangements. Staff will receive guidance and training around emotional attachment and development and the additional vulnerabilities of this cohort group, and are aware of the importance of flagging concerns, however small, as soon as possible. Teaching staff are invited to contribute to PEP and CLA reviews and towards target setting.

Mary Webb School and Science College has an appointed designated teacher who works with the local authority to promote the educational achievement of registered pupils who are looked after in line with

### **Children who are absent from or are not in receipt of full time education**

All children aged 5 to 16 are legally entitled to a fulltime education, suitable to any special educational need. Education is essential for children's progress wellbeing and wider development and being in school is a protective factor against wider harms and exploitation. Children being absent from education for prolonged periods and/or on repeat occasions can act as a vital warning sign to a range of safeguarding issues including neglect or child exploitation; as well as other needs. Our response to persistently absent pupils and children who are absent from education supports identifying such abuse, and in the case of absent pupils, helps prevent the risk of them becoming a child missing education in the future.

We have policies in place; that are inline with associated statutory guidance and [Shropshire Council Education Access Service Local Processes](#) including:

- Attendance Policy (ensure this is in line with Working together to improve school attendance and Shropshire Council Education Access; Attendance and Children missing Education process when removing a child from the school role at standard and nonstandard transition points).
- Children with health needs who cannot attend school (ensure this is in line with education for children with health needs who cannot attend school).

Our attendance officer monitors daily attendance and contacts home where no parental contact has taken place. Where patterns or concerns are raised the relevant Assistant Headteacher will work with the family and EWO to ensure students attends school. Parents/Carers are informed when students attendance drops below 90% (persistent absence).

We refer to and use Statutory Guidance on [Children missing education](#) to ensure we comply with our duties regarding children missing education. This includes notifying the Local Authority in line with the [Shropshire Council Children missing education](#) process when removing a child from the school roll at standard and non-standard transition points.

### **Children who are Electively Home Educated**

Many home educated children have an overwhelmingly positive learning experience. We would expect the parents' decision to home educate to be made with their child's best education at the heart of the decision. However, this is not the case for all, and home education can mean some children are less visible to the services that are there to keep them safe and supported in line with their needs.

### **Children who have experienced multiple suspensions and are at risk or, or have been permanently excluded**

It is important that children in our school know and understand how we expect them to behave we ensure that our school is a safe place, where all children feel safe and are able to learn. Serious, harmful and or repeated behavior by children will always be responded to. Such behavior can be a sign or indicator that a child has an unmet need or could indicate that they are at risk of or are experiencing/have experienced abuse or neglect or some other form of adverse experience in their life.

Our behavior policy outlines the expected standards of behavior for our children; as well as how the school will support and respond to children with additional needs (including special educational; needs and disabilities) or whose needs or circumstances might affect their behaviour. Where a child's behaviour also indicates a safeguarding concern; staff will adhere to staff safeguarding concerns Recognise, Respond, Report.

At Mary Webb School and Science College, we believe that school offer students the best opportunity for a balanced education. Where parents inform us of their decision to electively home educate (EHE), we will work with the parent to ensure that they are making a decision that is in the best interests of the child. Except in exceptional circumstances, we will not support applications for EHE for children on CIN (in full)

or CP plans, and we will work closely with Children's Services to ensure the best outcome for the young person. *This operates in line with [DfE Elective home education guidance](#) and Shropshire Council [Elective home education](#) processes and protocols.*

### **Children requiring Mental Health Support**

Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Children who have mental health needs will often need early help or support to avoid their safety and welfare being compromised.

We have a senior mental health lead who is a member of the senior leadership team. We have a member of staff in PLC who has completed this training.

Students, staff and parents can refer any concerns to any member of staff who will signpost them as required. Escalated cases are directed to key staff as appropriate.

School maintains close communication with external professionals and agencies supporting young people, including for those in hospital, to ensure high levels of safeguarding and child protection are maintained.

Our mental health and well-being policy can be found on our website, this is written in line with [Promoting and supporting mental health and wellbeing in schools and colleges - GOV.UK](#) ([www.gov.uk](http://www.gov.uk))

### **Children with Special Education Needs Disabilities or other health issues.**

Children with special educational needs or disabilities (SEND) or certain medical or physical health conditions can face additional safeguarding challenges both online and offline.

We recognise that additional barriers can exist when recognising abuse and neglect in this group of children (e.g. assumptions that are indicators of possible abuse such as behaviour, mood and injury, relate to the child's impairment without further exploration)

Safety, Safeguarding and Wellbeing form part of the discussions at SEND reviews and annual reviews, and part of the educational visits procedures.

The SEND team in school receive regular training and support to facilitate supporting young people who need to make disclosures or raise concerns. SEND staff will often support young people throughout.

The SENCO will liaise, as appropriate, with external agencies including children's services and health to ensure a continuity of care and safeguarding and collaborative risk assessments and plans.

Please see the school's SEND policies and information report which can be found on our website.

*And Shropshire's local offer <https://www.shropshire.gov.uk/the-send-local-offer/>*

### **Children who are lesbian, gay, bi or trans (LGBT)**

The fact that a child or a young person may be LGBT is not in itself an inherent risk factor for harm. However, children who are LGBT can be targeted by other children. In some cases, a child who is perceived by other children to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.

At Mary Webb School and Science College students are taught about the Equality Act (2010) and protected characteristics as part of our PSHE and assembly programme.

### **Child-on-Child Abuse**

As set out in our [Safeguarding Statement](#); we will not tolerate the abuse of children. This includes where

children abuse other children (child-on-child abuse) or use words or actions which downplay or could (if not responded to) lead to abuse.

We want to ensure that no child-on-child abuse takes place in our school. However, we understand that we cannot just rely on children telling us that they are experiencing abuse from other children. Staff should understand that even if there are no reports in school, this does not mean child-on-child abuse is not happening. Staff will be made aware of the signs and indicators of child-on-child abuse as part of their [Professional Development and Supervision](#); which do not just rely upon children telling someone. Staff are expected to follow our [Appendix B: Child-on-Child Abuse Procedures](#)

The school monitors patterns of child-on-child incidents including those involving abuse, to ensure that we are aware of and able to minimise and respond to any emerging themes or patterns of behaviours. This helps us to continue to prevent, identify and respond to child-on-child abuse as outlined at the beginning of this section. This monitoring and our responses to it are reported to and overseen by our Governing Body.

## **Child-on-child sexual violence and sexual harassment**

Where there are concerns of child-on-child sexual violence or sexual harassment, the school will follow the Government guidance as set out in:

- Part 5 of KCSIE 2023: Child-on-child sexual violence and sexual harassment
- Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK ([www.gov.uk](http://www.gov.uk))
- Searching, screening and confiscation at school - GOV.UK ([www.gov.uk](http://www.gov.uk))

# Staff Safeguarding Concerns: Recognise, Respond, Report

## Recognise

### Be alert and curious!

Pay attention to possible **signs or indicators** of abuse from the child or others either from your own observation or what the child/others tell you:

Appearance

Behaviour

Communication.

**Do not just rely on a child telling you** (there are lots of reasons why they won't)

Any child in any family could become a victim of [abuse](#). Abuse and safeguarding issues are complex; and can often involve a child experiencing multiple issues or types of abuse.

Staff should always maintain the attitude that abuse "could happen here". Staff should be particularly alert to [Children potentially at greater risk of harm](#) and vigilant in identifying the signs and indicators which could indicate a concern that a child is being or could be at risk of abuse.

As well as maintaining their [Professional development and accessing support](#); staff can remind themselves of the signs and indicators of abuse and safeguarding issues by referring to: [Keeping Children Safe in Education 2023](#): Part 1 and Annex B. and [SSCP - Contacts and Definitions](#).

**Signs and indicators** of concern may be evident in spaces and places where children spend time (including when online). They may be present in the child or others around them (including adults or children); in their:

- Appearance
- Behaviour
- Communication

Signs and indicators can be recognised by staff through:

**Concerns shared directly by a child:** Staff *must not rely* on children telling them they are experiencing abuse. Children may not recognise; feel ready; know how to or be able to communicate concerns or worries. Staff must therefore act in accordance with our [Safeguarding Statement](#); [work in partnership](#) and use [professional curiosity](#) and skills in developing trusted and supportive relationships in their everyday work with children.

**Observations:** In person or online (including online behaviour in school) of a child or someone else (for example a parent, someone working or visiting the school).

**Concerns shared by others:** either verbally or in written communications. This could be parents; other children; other staff members or other adults who may be working in or with the school or individual children.

**Other systems we have in place:** For example online filtering and monitoring or information from other agencies through [working in partnership](#) etc.

There will be occasions where there are signs and indicators of concern but not enough evidence to indicate that the child is at risk of or experiencing abuse. Signs and indicators could be present for a variety of reasons as well as abuse (for example other family circumstances; health or learning needs); and may

act as an early sign for the need for early help and support. In such circumstances; staff are still expected to respond in line with this policy.

## Respond

Ensure the immediate safety of the child potentially at risk. If there is immediate danger; take action as necessary to protect the child, others and yourself (including contacting emergency services on 999 and [refer child protection concerns](#))

Apply other relevant policies/procedures (e.g. behaviour; first aid; attendance, staff code of conduct and/or [Appendix B: Child-on-Child Abuse Procedures](#) as applicable).

Seek views/gather relevant information (if safe to do so).

**Remember:** Listen (don't investigate), reassure (don't promise) and explain you will be reporting the concerns.

### Immediate safety

If a child is in **immediate danger**; staff must take individual action as necessary to keep the child, others, and themselves safe. They must:

- Contact emergency services if someone is in immediate danger (999).
- If necessary; refer child protection concerns themselves (follow [Multi-agency Referral: Reporting concerns \(MARF\)](#) )
- Work in line with our Behaviour Policy and [Use of reasonable force in schools](#) guidance.
- Report any allegations of harm by adults in a position of trust or unsafe practices in school in line with the [Ensuring safe staff](#).

### Other relevant policies/processes

Staff may need to follow other school safeguarding policies/processes (see [Linked Policies](#)) as applicable along with responding in line with this policy. All staff will immediately consider how best to support and protect the child and any other children who may be at risk or involved; ensuring they act in their best interests. Where there are concerns of child-on-child abuse; [Appendix B: Child-on-Child Abuse Procedures](#) should be referred to.

### Injuries

We request parents notify us of any accidents or injuries to their child before attending school. We will make a written record of the notification along with any injuries the child may have. Should a child receive any injuries during school time; staff will follow our accident reporting and first aid procedures.

### Seek views and gather information from the child and others.

Where safeguarding concerns are identified; staff should (where it is safe to do so) always seek the views of and directly from:

- Children (where appropriate and depending on the circumstances and their role with children);
- any other people involved in school (only on a need-to-inform/know basis for the purposes of gathering information for the purposes of safeguarding: see [Record Keeping and Information Security](#))
- Their parents (if necessary and depending on the circumstances and their role).

Any uncertainty about seeking views should be discussed with the Designated Safeguarding Lead.

Seeking views from the child/parents means asking them what they think using open questions (What? How? etc) and if they want any help or support. Staff should listen, reassure, and explain that concerns will be reported. Staff should avoid making assumptions, judgments or investigating. Please also refer to [When concerns are directly shared by a child](#).

Views should always be sought unless it is not safe to do so. This includes where seeking views would:

- Place the child at increased risk of significant harm.
- Place any other at risk of injury.
- Obstruct or interfere with any potential Police investigation.
- Lead to unjustified delay in making enquiries about significant harm.

If needs for help and support are identified; parents and children should always be asked for their consent to share information with other organisations so that help and support can be provided to them. If consent is not given; staff should follow guidance in the [Recording Keeping and Information Security: Sharing safeguarding information with others](#) section.

Any uncertainty about seeking views should be discussed with the Designated Safeguarding Lead. Decisions to share safeguarding concerns with other organisations without consent will be [reported to](#) and overseen by the Designated Safeguarding Lead.

If a child is non-verbal or not able to explain their views themselves due to their age, level of development or needs; then staff should pay attention to how the child may be expressing their views and feelings through their behaviour and use communication tools to help the child share their views

*Where a child is unable to verbally communicate a range of visual aids and augmentative communication aids will be used including the use of symbols if necessary to establish concerns, risks and protective factors.* (Font)

*There are support staff on site who have mental health first aid training, No Worries training and Emotions Coaching training. Young people are able to work with social prescribers and ISPA's or Family Support Workers on site where relevant.*

#### When concerns are directly shared by a child

Children are more likely to share their experiences and feelings with someone they know and feel comfortable talking to.

When children share the details of or feelings about abuse; the process of sharing can sometimes take time. Children may not share in full or give staff (and sometimes not the same staff member) pieces of information over time. When they do share, this may not always be verbally or directly; but the child may share in the Appearance, Behaviour or other forms of communication (see [Recognise](#) section).

It takes a lot of courage for a child to share that they feel unsafe or are experiencing abuse. There are many reasons why children do not share their experiences (for example, uncertainty, shame, experiences of discrimination, fear, denial or a lack of understanding or ability to recognise and explain their experience).

When children are sharing their concerns; staff should:

- **Listen to the child.** Please refer to this [NSPCC poster](#).
- **Remain calm:** the child may stop sharing if they feel the staff member is upset or shocked by what the child is telling them.
- **Explain it can't be a secret.** Staff must explain to the child that what they share has to be passed on and to who so that you can help them. Think about when to do this to make sure the child feels safe and can continue to trust you and other staff.
- **Reassure** and offer comfort to the child (physical touch should not be automatically offered as comfort); recognise their feelings and their courage in sharing their experience. Never deny or



minimise what the child is telling you or reprimand them if they decide not to share or for not telling you before.

- **[Seek the child's views](#)**: use questions or communication tools that help the child to share from their own point of view. Gather information: do not investigate or assume what is happening to the child.
- **Explain** what will happen next. If you don't know everything that is going to be done, tell the child that you will make sure that they are kept informed.
- **Report and record** the conversation immediately as outlined in the [Reporting concerns](#) section.
- **Seek support** if you feel distressed (via the DSL or DDSL)

## Report

**Report in person** to the Designated Safeguarding Lead as soon as possible.

**Record** your concerns, decisions, actions and outcomes on the safeguarding recording system.

**If concerned about a member of staff or someone else in the school**; report in line with [Ensuring safe staff](#).

### Report to Designated Safeguarding Lead

All safeguarding concerns must be Reported to the Designated Safeguarding Lead as soon as they are recognised and after the initial response to the child and others. Staff are expected to verbally report their concerns to the Designated Safeguarding Lead.

Where concerns involve an allegation of harm or a low-level concern about someone working in or at the school; staff must follow [Ensuring safe staff](#).

### Record concerns

All safeguarding concerns must be recorded by the staff member in writing on CPOMs (staff receive annual training as to how to use this application). The body map on CPOMs can be used where physical injuries to a child form part of the evidence of the concern; staff will record information about the physical injuries.

Each safeguarding concern record should include:

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

If staff are unsure of the recording requirements staff should seek advice from the Designated Safeguarding Lead.

## Designated Safeguarding Lead Response

Safeguarding concerns can be [raised by staff](#) as above; but may also be raised to the Designated Safeguarding Lead by:

- **Working Together to Safeguard Children 2023 (particularly chapters 1 and 3).**
- Children, parents, or visitors to the school.
- Other agencies (see [Working in Partnership](#))
- The school's ICT filtering and monitoring systems.

The Designated Safeguarding Lead will:

## Consider and assess the concern.

Review the information reported; gather any further information as necessary; including conducting a risk and needs assessment if necessary. The Designated Safeguarding Lead will use and refer to the following:

- [Keeping Children Safe in Education 2023](#)
- [SSCP Threshold Document](#)
- Other [relevant local tools and pathways](#) (West Midlands Procedures)
- If applicable [Appendix B: Child-on-Child Abuse Procedures](#)
- [When to Call the Police Guidance for Schools](#)

## Decide on what action to take.

Once the concern has been considered and assessed; the Designated Safeguarding Lead will decide on action(s) to be taken. They may wish to delegate actions to other members of staff; in the best interests of the child. The DSL will assist the Headteacher with decisions to [Ensuring safe staff](#) in school.

In making decisions; the Designated Safeguarding Lead will work in partnership with the Headteacher; relevant staff/senior leadership team in line with their [Roles and Responsibilities](#) and any other organisations as appropriate (see [Working in Partnership](#) and [Record Keeping and Information Security](#)).

Actions could include one or more of the below

- **Manage internally:** in alignment with school policies and processes including offering support to the child and their family through the school pastoral support (Universal/School Early Help) offer in a way which addresses the needs/risks identified. This may also include actions to make locations/infrastructure in school (including online) safer; adapt the curriculum to ensure we are [Teaching our children how to keep safe.](#) ; or [Working in Partnership](#).
- **Offer Early Help/Targeted Early Help.** This could include offering and/or referring the child or their family enhanced or specialist support services to address the needs/risks identified in line with the [SSCP Thresholds document](#) and locally available provision. Any referrals for support will require parental consent and will take account of children's wishes and feelings.
- **Raise concerns to Children's Social Care** in line with the [SSCP Thresholds document](#) and [relevant local tools and pathways](#).
- **Report to the Police.** If there are any concerns that a crime (including online) may have been committed by someone against or involving a child; concerns will be reported to the Police.

Where there is possible criminal behaviour by a child (including in circumstances of child-on-child abuse); we will take account of [When to call the police: guidance for schools and colleges](#).

Other local referral processes will also be followed as applicable: including referring to relevant multi-agency forums and processes as outlined in [relevant local tools and pathways](#) (e.g. to [Prevent Radicalisation](#); ensure [Online Safety](#); respond to domestic abuse: [Multi-Agency Risk Assessment Conference](#)).

## Record actions, decisions, and outcomes.

On the child protection file and in line with [Record Keeping and Information Security](#) . This will include assessments and discussions (including meeting notes/minutes) of discussions and meetings with staff or others (see [Working in Partnership](#)).

## Manage and oversee any ongoing response.

Once the initial actions are taken; the Designated Safeguarding Lead will decide whether there is an ongoing need to actively monitor or manage the safeguarding needs of a child. Where this is decided; they will ensure that the school [works in partnership](#) with the child; parents, and any other involved agencies.

This may include taking further actions (as outlined above) where concerns escalate.

The [SSCP Escalation/Resolution of Professional Disagreements Policy](#) will be used to challenge, resolve and if necessary escalate any concerns the school may have when working with other agencies in safeguarding children.

## Appendix A: Trust Alternative Provision Quality Assurance Checklist

Section A Overview	Yes	No	Comment
<b>Initial assessment of the potential suitability of commissioning the provider</b>			
Is each provision on the <b>Shropshire AP list?</b> (This does not replace a school's duty to make its own checks regarding each Provision.)			
Is a recent ' <b>Good</b> ' or ' <b>Outstanding</b> ' Ofsted Report available where applicable?			
Does the institution have a URN?			
If the AP does not have an URN, then this means it is not registered. Should it be? If it should be – or you are not sure, then notify CEO / DCEO urgently. See 290 above.			
Section B Safeguarding and Health and Safety	Yes	No	Comment
<b>Which of the following checks were carried out prior to placement?</b>			
Site visit to ensure suitability, safeguarding practices and Health and safety			
Safeguarding Policy			
Staff and Volunteer Record – Single central record of qualifications, recruitment and vetting checks			
Insurance Certificates			
Risk Assessments			
Admissions Policy and Procedures and register			
Attendance Policy and Procedures and register			
Health and Safety Policy and paperwork (eg fire safety certificate)			
Educational Visits and Outings Policy and Procedures			
Code of Conduct and Behaviour Policy (to include drugs policy and anti-bullying policies)			
Data Protection Policy and Procedures			
Equality information and objectives (public sector equality duty) statement for publication			
Child Protection Policy and Procedures			
Statement of procedures for dealing with allegations of abuse against staff			
Sex and Relationships Education Policy			
Complaints Procedure Statement			
SEND policy where appropriate			

Section C Quality of Provision	Yes	No	Comment
<b>Which of the following checks were carried out prior to placement? REPEAT ON SITE REGULARLY THROUGH PROVISION</b>			
The commissioned course meets the educational and SEMH needs of each pupil (especially carefully scrutinised for SEND)			
The premises are fit for educational and environmental purpose			
Health and safety arrangements are of an appropriate standard when provision is underway			
Teaching and learning is of a high standard			
Suitable resources and teaching materials are available			
Behaviour management is strong			
Attendance recording and reporting are robust			
Tracking and reporting on progress is robust			
Suitable accreditation and other outcomes are on offer			
Due attention is paid to reintegration or progression to post-16 pathways			

Completed by:

Date:

Headteacher's signature:

Date:

## Appendix B: Child-on-Child Abuse Procedures

We aim to prevent, identify, and respond to child-on-child abuse at the earliest opportunity by:

- Expecting all staff and Governors/Trustees in our school to ensure they are adhering to and promoting the commitments we make in our [Safeguarding Statement](#).
- Ensuring staff are aware of and respond to signs and indicators of child-on-child abuse. This includes ensuring that our Designated Safeguarding Lead and other relevant staff have completed training in how to assess and respond to child-on-child abuse. For further detail; please refer to [Professional Development and Support](#).
- Being clear how we expect our children to behave towards one another. Our Behaviour Policy outlines these expectations; how the school will support our children to understand and fulfil them; and how we will prevent and respond to behaviour which falls below our expected standards (including all forms of bullying). Where behaviour also indicates child-on-child abuse; staff will adhere to the processes outlined in this section.
- Ensuring we are [Teaching our children how to keep safe](#).
- Making sure that children who experience or are at risk of experiencing abuse from other children are identified, feel supported and safeguarded from further harm.
- Making sure that children who have caused or are identified as being at risk of being abusive in their behaviour towards other children are identified, supported and safeguarded from engaging in further harmful behaviour.
- Making sure that we are taking positive action to ensure that [Children who are more vulnerable to child-on-child abuse](#) are not disproportionately impacted by child-on-child abuse in our school.

### What is child-on-child abuse?

Child-on-child abuse:

- Is when a child or group of children inflicts harm or fails to act to prevent harm to another child.
- Actions that cause harm can be a single serious incident or a pattern of incidents.
- Harm caused to a child can be physical, emotional and/or psychological; and can include witnessing the ill treatment of others.
- Can happen both inside and outside of school; at home or someone else's home; in public spaces and online. In the school context; we know that child-on-child abuse can take place in spaces and at times of the school day where children are less likely to be supervised. We also know that where child-on-child abuse is taking place outside of school (including online) this abuse can also continue and have an impact on a child when they are at school.
- Can be defined in different ways (examples are outlined in Keeping Children Safe in Education 2023: Part 1; pages 12-13 and Part 5; pages 106-109).
- A child may experience one or multiple types of child-on-child abuse at the same time.

### Children who are more vulnerable to child-on-child abuse

Please read this alongside [Children potentially at greater risk of harm](#).

Children who are perceived to be different to others can be particularly vulnerable to child-on-child abuse. When children are abused by other children; there is more often than not a misuse of power or privilege by the child(ren) causing harm. This can have a significant impact on the emotional development and mental wellbeing of the child who is being harmed; and lead them to feel isolated, unsafe, and traumatised.

Children who harm others may have additional or complex needs. Harmful behaviour by children can also be a sign or indicator that a child has an unmet need or could indicate that they themselves are at risk of or are experiencing/have experienced abuse or neglect or some other form of adverse experience<sup>3</sup> in their life.

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<sup>3</sup> See [Understanding trauma and adversity | Resources | YoungMinds](#) for further information.

Children who harm other children may have power or privilege over a child(ren) they are causing harm to but can also be powerless or vulnerable in other part of their lives.

Child-on-child abuse is harmful to all children involved.

Evidence<sup>4</sup> indicates that children from particular groups are more vulnerable to child-on-child abuse. This includes children who:

- Have special education needs and/or disabilities and/or health issues.
- Have already been and/or are experiencing abuse or some other kind of adversity or trauma. This includes children who are looked after or who have a social worker due to safeguarding concerns.
- Are eligible for free school meals. Socio economic inequality can increase incidents of bullying.
- Are from Black, Asian and/or other minoritized ethnic communities (including travelling communities and children for whom English is an additional Language). These children are more likely to be the target of hate-related behaviour/crime. They are less likely to be identified as children who are being harmed and more likely to be over identified as children who are a risk of causing harm. This is known as adultification bias<sup>5</sup>.
- Identify as Lesbian Gay, Bi-Sexual; Transgender (LGBT). These children are more likely to be the target of bullying and/or hate-related behaviour/crime and harmful sexual behaviour and abuse.
- Are female. Girls are more vulnerable to harmful sexual behaviour and abuse in intimate personal relationships.
- Are male. Boys and are more vulnerable to experiencing bullying; particularly that which is physical in nature (including being forced to carry out initiation or other acts which humiliate or degrade: known as hazing).

Where a child has several differences and would fall into multiple groups above; this further increases their vulnerability.

## When is child-on-child behaviour considered abusive?

We recognise the importance of distinguishing between behaviour that is developmentally appropriate, problematic, or harmful. Harmful behaviour is abusive. It can also (but not always) include physical abuse.

In considering whether behaviour is abusive; staff should consider:

- **The impact on the child(ren) affected by the behaviour:** Any behaviour that is likely to have an impact on a child's physical and emotional health and development should be considered potentially harmful. The greater the impact of the behaviour on the child's health and development; the greater level of harm caused to them.

The needs and circumstances of the child who is identified as being potentially harmed should always be considered. This should also include ensuring that their wishes and feelings are sought and recognised in considering the impact upon them.

Even where children do not/are not able to express their wishes and feelings; staff should also pay attention to other potential signs/indicators of abuse (please refer further to [Staff Safeguarding Concerns: Recognise, Respond, Report](#))

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<sup>4</sup> Evidence sources:

- Keeping Children Safe in Education 2023; Part 2: Children potentially at greater risk of harm.
- [Prevalence of bullying \(anti-bullyingalliance.org.uk\)](https://www.anti-bullyingalliance.org.uk/).
- [Safeguarding d/Deaf and disabled children | NSPCC Learning](#);
- [Safeguarding children from Black, Asian and minoritised ethnic communities | NSPCC Learning](#);
- [Safeguarding LGBTQ+ children and young people | NSPCC Learning](#);
- [Spotlight #3: Young people and domestic abuse | Safelives](#).
- [Addressing child-on-child abuse: a resource for schools and colleges \(farrer.co.uk\)](#)

<sup>5</sup> [Adultification bias within child protection and safeguarding \(justiceinspectors.gov.uk\)](https://www.justiceinspectors.gov.uk/)

Children raising child-on-child concerns either for themselves or others will be taken seriously and never be given an impression they are creating a problem.

- **The behaviour of the child(ren) who is/are causing harm:** It is important to consider the behaviour of children on a continuum; taking account of their age and level of development; as well as any other needs or circumstances that may influence their behaviour (for example a child who is causing harm to other children could be an indication that they have unmet needs; or may be a sign or indicator that they are experiencing abuse, or are experiencing some other adverse experience which is having an impact upon them).

Features of abusive behaviour<sup>6</sup> can include:

- A pattern of similar behaviour (this can include lower-level problematic behaviours that have occurred over time that have begun to increase in frequency or seriousness)
- A misuse of power over the child who is being harmed. (please also see children who are more vulnerable above).
- Victimisation of the child who is being harmed. This could also include circumstances where the child causing harm is supported or joined by other children.
- Intrusive behaviour; not considering or enabling the child being harmed to freely agree and/or consent to the behaviour.
- An element of control; coercion and/or force.
- Physical/sexual violence (this does not always have to be present; but where it is so would heighten the level of concern).
- Evidence that a child is actively seeking, planning or getting enjoyment or pleasure from causing harm would also heighten concern.

## Our response to child-on-child abuse

In most instances, we will use our Behaviour policy to manage the conduct of children towards each other. However, where behaviour is considered abusive or indicates safeguarding concerns; then staff will also need to raise such concerns to the Designated Safeguarding Lead in line with the [Staff Safeguarding Concerns: Recognise, Respond, Report](#) section.

In responding to any concern of child-on-child abuse; we will take account of:

- Part 5 Keeping Children Safe in Education 2023.
- [Use of reasonable force in schools](#)
- [Searching, screening and confiscation at school](#)
- [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)
- [When to call the police: guidance for schools and colleges.](#)

### Risk and needs assessment.

All staff will immediately consider how best to support and protect **all children involved** in child-on-child abuse incidents; ensuring they act in their best interests.

We may deem it necessary to complete a formally recorded risk and needs assessment for all children involved in child-on-child abuse incidents. The decision to complete a formal risk assessment will be taken by the Designated Safeguarding Lead. This formal assessment will always take place where there is evidence of [violent or abusive behaviour](#).

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<sup>6</sup> Adapted from Hackett Continuum as described in [Understanding sexualised behaviour in children | NSPCC Learning](#). When drawing on Hackett's continuum, in order to assess the seriousness of other (i.e. non Harmful Sexual Behaviour) alleged behaviour, it should be borne in mind that there are some aspects of Hackett's continuum which may not of course be relevant or appropriate to consider (see [Farrer and Co \(2022\) page 35-36](#))



The purpose of the risk and needs assessment is to safeguard **all children involved** (including children who may not be at the school, such as siblings) and will clearly outline the strategies to be put in place to mitigate risk and address any identified needs.

The risk and needs assessment will be completed; taking account of information from all key staff (and relevant involved professionals) working with the children, as well as their parents/carers. It will also include the views and feelings of the children; where this is safe and appropriate to do so.

The risk assessment will be shared with all staff and relevant involved professionals who work with the children; as well as parents and carers. It will respond to any changes in behaviour and will be regularly updated and evaluated to assess impact.

[Brook Traffic Light Tool](#) In circumstances where children are displaying sexual behaviour towards other children that raises concern; our Designated Safeguarding Lead is trained in and will use the Brook Traffic Light Tool to inform the risk and needs assessment.

Our template risk and needs assessment can be found in appendix C.

### Response

The parents/carers of **all involved children** will be notified of and involved in our response. We will only share the details of other children to parents/carers who do not have parental responsibility for them where we have consent to do so or where a decision has been taken to share to enable them to effectively safeguard their child (please also refer to [Record Keeping and Information Security](#))

The risk and needs assessment will inform the response taken. The following responses will be considered; (more than one response can be considered):

- **Manage internally** in alignment with our Behaviour Policy and pastoral support offer in a way which addresses the needs/risks identified. Any sanctions imposed on the child causing harm will be proportionately balanced with any other responses (such as police involvement) and take accounts of risks and needs; as well as the ongoing impact on/risk to the child who has been harmed or others. This may also include actions to make locations/school infrastructure (including online) safer; adapt our curriculum to ensure we are [Teaching our children how to keep safe.](#); or [Working in Partnership](#).
- **Offer Early Help/Targeted Early Help.** This could include offering and/or referring **any child involved** to enhanced or specialist support services to address the needs/risks identified in line with the [SSCP Thresholds document](#) and locally available provision. Any referrals for support will require parental consent and will take account of children's wishes and feelings.
- **Raise concerns to Children's Social Care** in line with the [SSCP Thresholds document](#).
- **Report to the Police.** We will take account of [When to call the police: guidance for schools and colleges](#).

### Recording and monitoring

All child-on-child abuse concerns and responses will be recorded and stored on the child protection files of all involved children (Please refer to [Record Keeping and Information Security](#)). Child-on-child incidents that do not indicate abuse or raise safeguarding concerns are recorded in line with our Behaviour Policy on Go4schools.

## Appendix C: Risk and Needs assessment (child-on-child)

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
<p>Details of the incident</p> <p>Record details of the incident from the point of view of both children</p>	<ul style="list-style-type: none"> <li>• How serious is the incident? Was it a crime?</li> <li>• Were there any other victims? [If yes, add extra columns for each other child]</li> <li>• Do we need to make arrangements to limit contact between the children involved, other than keeping them a reasonable distance apart on school premises including at before and after-school activities? (If the allegation relates to rape, assault by penetration, or sexual assault, the answer is automatically yes)</li> <li>• How did the school find out about it? Was it reported directly or by someone else with knowledge of the incident?</li> <li>• Did the incident take place within an intimate relationship between the children?</li> <li>• Are there any related issues, including links to child sexual exploitation and child criminal exploitation?</li> </ul>			<p>Use this column to record additional information that may be relevant</p> <p>For example, previous, unrelated behaviour incidents</p>	

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
Social risks	<ul style="list-style-type: none"> <li>• Do the children share a peer group? Are people in their friend group likely to take sides?</li> <li>• Do they both attend your school?</li> <li>• Do other people know about the incident? Do those people understand:               <ul style="list-style-type: none"> <li>○ Who they can talk to if they have concerns about the people involved, or about their own safety and wellbeing</li> <li>○ The importance of confidentiality</li> <li>○ If, and how, they may need to be involved in any further investigations</li> </ul> </li> <li>• Are they likely to be the subject of gossip, bullying or further harassment?</li> <li>• Have there been previous incidents of sexually inappropriate behaviour within their peer group(s)?</li> <li>• Do they risk being alienated from their friend group(s) as a result of this incident?</li> </ul>				
Physical risks	<ul style="list-style-type: none"> <li>• Do they feel, or continue to feel, physically threatened by the other child?</li> <li>• Do you have reason to believe there is a continued risk to the safety and wellbeing of the children involved, or other pupils and staff?</li> <li>• Is either party at risk of physical harm as a result of this incident (for example, bullying or 'retribution' by peers)</li> <li>• Do they share classes/break times/etc.?</li> <li>• Are they likely to come into contact with each other (or anyone else involved in/with knowledge of the incident) outside of school? How can such contact be limited?</li> <li>• Are they likely to come into contact with each other (or anyone else involved in/with knowledge of the incident) on school transport? How can we provide support here?</li> </ul>				

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
Environmental risks	<ul style="list-style-type: none"> <li>• Do they live in a home where violence or abuse has occurred?</li> <li>• Do they live in or near an area or location known to police to be high risk for sexual harassment or assault?</li> <li>• Are they active on social media? If so, how? Do they know how to protect themselves from online grooming?</li> <li>• What activities do they take part in outside of school?</li> <li>• Are parents clear about: <ul style="list-style-type: none"> <li>○ How the school (and partner agencies) are handling the incident?</li> <li>○ Confidentiality?</li> <li>○ The conduct expected of them while an investigation is ongoing?</li> </ul> </li> </ul>				

DATE	UPDATES MADE	REASONS FOR UPDATES	UPDATES MADE BY
	E.g, "Updated lunchtime arrangements"	E.g, "Feedback from Child A"	

## Appendix D: Transfer of Safeguarding files handover form



PART 1: To be completed by sending / transferring setting, school or college where CPOMs electronic transfer is not used.

NAME OF CHILD:	
DOB:	
NAME OF SCHOOL/SETTING SENDING CP FILE:	
ADDRESS OF SCHOOL/SETTING SENDING CP FILE:	
METHOD OF DELIVERY:	BY HAND    SECURE POST ELECTRONICALLY
DATE FILE SENT:	
NAME OF DSL TRANSFERRING FILE:	
NAME OF PERSON TRANSFERRING TO:	
SIGNATURE:	

PART 2: To be completed by receiving setting, school or college where CPOMs electronic transfer is not used.

NAME OF SCHOOL/SETTING RECEIVING FILE:	
ADDRESS OF SCHOOL/SETTING RECEIVING FILE:	
DATE RECEIVED:	
NAME OF PERSON RECEIVING FILE:	
DATE CONFIRMATION OF RECEIPT SENT:	
SIGNATURE:	

**Receiving School:** Please complete Part 2 and return this form to the Designated Safeguarding Lead listed in Part 1 above. You are advised to keep a copy for your own reference

## Appendix E: Accessing the right service at the right time

We take a holistic approach to safeguarding all children in our care and recognise that different families need a different level of support at different times. To enable us to recognise at which level a family might require support, we use the Shropshire Safeguarding Community Partnership's Multi-agency Guidance on Threshold Criteria: [Shropshire Threshold Document](#)

The DSL and relevant staff must familiarise themselves with the Threshold Document and should access relevant [Shropshire Council Early Help training and support](#) to enable them to understand the Thresholds Document and support the local multi-agency approach to early help assessment.

This guidance identifies four levels to ensure all children receive the support and intervention they need to achieve a positive life experience. Of central importance in understanding where a child's needs might lie on this continuum, is the cooperation and engagement of parents/ carers. We aim to develop good, professional relationships to ensure that we have a shared understanding of each child's needs.

It should be noted that if parents demonstrate a lack of co-operation or appreciation about the concerns we identify this may, in itself, raise the level of the need and required level of action.

Just because a child is assessed at a point in time as meeting certain threshold criteria does not mean that they always will. An assessment is an on-going process, not an event; children's needs often change over time.

The DSL will maintain an overview of all children with a plan to ensure their needs are being met at the right level of intervention.

### **Level 1 – Universal**

Children with no additional needs and where there are no concerns. Typically, these children are likely to live in a resilient and protective environment where their needs are met. These children will require no additional support beyond that which is universally available.

Consent must be sought to access services and share information with others. Any information sharing between agencies without consent must be clear as to its legal basis.

We ensure privacy information is shared with the family and a consent form completed.

Support is provided by services identified as universal in local communities and are available to all. These include schools, colleges, early years and childcare provision, primary healthcare provision (i.e. GP, hospitals), and the voluntary and community sector.

Universal support will most likely be provided by a single agency and/or existing support from family, friends and the community.

It is these Universal Services who are best placed to ensure children and families have access to the Early Help Offer. The needs of the child are appropriately met within this framework.

### **Level 2 – Children in need of Early Help**

These children can be defined as needing some additional support without which they would be at risk of not meeting their full potential.

Their identified needs may relate to the health, education or social development, and are likely to be short term needs. If ignored these issues may develop into more worrying concerns for the child.

In addition to the Whole Family Assessment, specific local tools and pathways should be used where there are concerns about possible harm to the child.

Early Help aims to provide a multi-agency response when a single agency is not able to progress and help the child and their family.

The existing single agency or multi-agency team should work with the family and each other to complete a Whole Family Assessment and Action Plan.

At this stage, a lead professional/practitioner should be identified who can build a relationship with the whole family and ensure the whole family's needs are met and actions progressed.

Consent must be sought to access services and share information with others. Any information sharing between agencies without consent must be clear as to its legal basis.

We ensure privacy information is shared with the family and a consent form completed.

Children in need of early help will receive pastoral support from school.

### **Level 3 – Children with complex needs**

This level applies to those children identified as requiring targeted support and who meet at least two of the six Strengthening Families criteria in the Whole Family Assessment. It is likely that for those children their needs and care are compromised.

These children will be those who are vulnerable to harm or experiencing adversity. In addition to the Whole Family Assessment, specific local tools and pathways should be used where there are concerns about possible harm to the child.

These children are potentially at risk of developing acute/complex needs if they do not receive targeted early help.

If a child continues to have unmet needs which cannot be met by Universal or Early Help support, then the existing single agency or multi-agency team should work with the family and each other to review the Whole Family Assessment and Action Plan and follow the Request for Intervention Pathway to request more intensive family support from a Targeted Early Help Family Support Worker.

Consent must be sought to access services and share information with others. Any information sharing between agencies without consent must be clear as to its legal basis.

We ensure privacy information is shared with the family and a consent form completed.

### **Level 4 – children with acute specialist needs/Child Protection**

These are children whose needs and care at the present time are likely to be significantly compromised and are suffering or likely to suffer significant harm. They require intervention from Shropshire Council Children's Social Care.

An immediate referral to Compass should be made for assessment under Section 17 or Section 47 of the Children Act 1989.

Specific local tools and pathways and the Shropshire Threshold Matrix should be used to support their referral and help practitioners to assess significant harm to the child.

### **Child in Need**

Section 17 of the Children Act (1989) states that a child shall be considered in need if:

- They are unlikely to achieve, maintain or have the opportunity of achieving or maintaining a reasonable standard of health or development without the provision of services by a Local Authority
- Their health and development is likely to be significantly impaired, or further impaired, without the provisions of such services
- They are disabled

Consent must be sought to access services and share information with others. Any information sharing between agencies without consent must be clear as to its legal basis.

We ensure privacy information is shared with the family and a consent form completed.

## **Child Protection**

Section 47 of the Children Act 1989 states that the authority shall make necessary enquiries to enable them to decide whether they should take action to safeguard or promote the child's welfare where there is reasonable cause to suspect a child is suffering or likely to suffer significant harm.

Where it is suspected that a child may be suffering or be at risk of suffering significant harm; referring practitioners must inform parents/carers that they are making a referral to Children's Services, and seek consent unless to do so may:

- Place the child at increased risk of significant harm; or
- Place any other person at risk of injury; or
- Obstruct or interfere with any potential police investigation; or
- Lead to unjustified delay in making enquiries about allegations of significant harm

Guidance for assessment practice can be found on page 13 of the Shropshire Threshold document.

(Taken from: Multi-agency Guidance on Threshold Criteria to help support Children, Young People and their Families in Shropshire 2021): [Shropshire Threshold Document](#)

## **2.4 Partnership with families**

A copy of this policy is made available to all parents prior to their child joining Mary Webb School and Science College, as well as details of the complaints procedure. In general, any concerns will be discussed with parents and we will offer support.

All conversations, whatever the outcome, should be recorded appropriately in order to show that they took place, identify what was agreed and evaluate how effectively they enabled needs to be met. In this way, quality conversations can demonstrate their impact on successful practice, including improvements in decision making and joint working. Conversations should continue in order to inform the on-going planning and reviewing.

Practitioners working with families at a Universal, Early Help or Targeted or Child in Need level will need to obtain the consent of the family before any information is held or shared with other agencies. Any information sharing between agencies without consent must be clear as to its legal basis.

If the practitioner does not gain the family's consent and in future has ongoing concerns, they should refer to local tools and pathways available via [West Midlands Child Protection Procedures](#) and consider contacting Compass for advice and guidance. Except for child protection matters, referrals to Children's Services cannot be accepted without parents having been consulted first.



Consent is not required for child protection referrals where it is suspected that a child may be suffering or be at risk of suffering significant harm; however, the referring practitioner, would need to inform parents/carers that they are making a referral, unless to do so may:

- Place the child at increased risk of Significant Harm; or
- Place any other person at risk of injury; or
- Obstruct or interfere with any potential police investigation; or
- Lead to unjustified delay in making enquiries about allegations of significant harm.

The child's interest must be the overriding consideration in making such decisions. Decisions should be recorded.

If consent is withheld by the parent, this could lead to one of the following options:

- If it is felt that the child's needs can be met through Early Help, then discussion with the family should take place about the completion of a Whole Family Assessment and provision of services through an Early Help Plan. Early help consultations are available from the Early Help Advisors for support in managing these situations
- For another agency familiar with the child and family to make the approach about information sharing to the family
- No Whole Family Assessment should take place. Other specific local tools and pathways available via [West Midlands Child Protection Procedures](#) should be used where there are concerns about possible harm to the child. The rationale for this decision will be recorded on the concerns form
- The combination of the concerns and the refusal to consent to enquiries being made may result in the concerns being defined as child protection concerns. In this case, information sharing may proceed without parental consent. The consultation and the decision to proceed without consent must be clearly recorded on the case file

**If a child has actually been injured or is in imminent danger of being injured then we will contact the emergency services, medical or police, immediately on 999.**

When making a level 4 referral to Children's Services we will ensure we have a record of all details required detailed on a [Shropshire Multi-Agency Referral Form](#)