



# Child Protection and Safeguarding Policy and Procedures

Updated September 2023, to include KCSIE 2023

Further update February 2023 to amend LADO details

Status	Statutory
Last reviewed	September 2023
Ratified	Autumn 2023 Full Board/Trustees
Review period and due date	September 2024  (Annual)

This policy should be read in conjunction with the following policies:

- Child on Child Abuse Policy
- Policy on Managing Allegations against Staff and Volunteers
- Anti-bullying Policy
- Positive Handling Policy (Updating)
- Staff Disciplinary Policy
- Staff Code of Conduct
- Complaints Policy
- Whistleblowing Policy
- Attendance Policy

## Why are you concerned?

- For example
  - Something a child has said – e.g. allegation of harm
  - Child's appearance – may include unexplained marks as well as dress
  - Behaviour change
  - Witnessed concerning behaviour

## Act immediately and record your concerns. If urgent, speak to a DSL first.

*If it is out of hours & the DSL is NOT available then make a direct referral to social services – see key contacts table*

- Follow the school procedure: Complete a note of concern (Appendix 5), record in CPOMs
  - Reassure the child
  - Clarify concerns if necessary (TED: Tell, Explain, Describe)
  - Use child's own words
  - Sign and date your records
  - Seek support for yourself if required from DSL (Helen Graff, Acting Head Teacher)

## Inform the Designated Safeguarding Lead Helen Graff, Acting Head Teacher [helen@edenprimary.org.uk](mailto:helen@edenprimary.org.uk)

### Designated Safeguarding Lead

- Consider whether the child is at immediate risk of harm e.g. unsafe to go home
- Refer to other agencies as appropriate e.g. Internal or community services, early help open access, LADO, Police or Request for Support for integrated children's services (MASH referral)
- If unsure then consult with Area Education Safeguarding Advisor (Shauna McAllister) or Local Authority Social Worker at Haringey's Safeguarding Team, or Barnet MASH

### If you are unhappy with the response

#### Staff:

- Follow local escalation procedures
- Follow Whistleblowing procedures

#### Pupils and Parents:

- Follow school complaints procedures (can be found on school website)

## Record decision making and action taken in CPOMs in the learner's file

### Monitor

#### Be clear about:

- What you are monitoring e.g. behaviour trends, appearance etc.
- How long you will monitor
- Where, how and to whom you will feed back and how you will record

## Review and request further support (if necessary)

At all stages, the child's circumstances will be kept under review  
The DSL/Staff will request further support if required to ensure the **child's safety is paramount**

## 2. KEY CONTACTS

Post	Postholder	Contact details
Head Teacher	Helen Graff	<a href="mailto:helen@edenprimary.org.uk">helen@edenprimary.org.uk</a> 020 8883 9527
Designated Safeguarding Lead	Helen Graff	<a href="mailto:helen@edenprimary.org.uk">helen@edenprimary.org.uk</a> 020 8883 9527
Deputy Designated Safeguarding Lead	Deniz Ozturk (School Business Manager)	<a href="mailto:deniz@edenprimary.org.uk">deniz@edenprimary.org.uk</a> 020 8883 9527
Deputy Designated Safeguarding Lead	Kate Caplan (Inclusion Lead)	<a href="mailto:kate@edenprimary.org.uk">kate@edenprimary.org.uk</a> 020 8883 9527
Chair of Governors	Steve Miller	<a href="mailto:steve@svmassociates.co.uk">steve@svmassociates.co.uk</a> 020 8883 9527
Nominated link Governor for Safeguarding	Steve Miller	<a href="mailto:steve@svmassociates.co.uk">steve@svmassociates.co.uk</a> 020 8883 9527
Local Authority Designated Officer – Haringey (LADO)	Carline Benoit (Education) Finola Owens (Manager)	<a href="mailto:LADO@Haringey.gov.uk">LADO@Haringey.gov.uk</a> 020 8489 2968 07816 097223 Carline 07973 437853 Finola
Channel Helpline		020 7340 7264
Haringey Local Safeguarding Children Partnership	8th floor, River Park House, 225, High Road, London N22 8HQ <a href="https://haringeyscp.org.uk/">https://haringeyscp.org.uk/</a> 020 8489 3145	

### Making a MASH referral – Haringey Council Children’s Services

If you are worried about a child for any reason, **contact MASH on 020 8489 4470.**

If you are calling between 5pm and 9am weekdays or anytime at the weekend, call the **Emergency out-of-hours duty team on 020 8489 0000.**

**If you or a child is in immediate danger, if they need immediate assistance from the police or ambulance services, you should always phone 999**

During your phone call (above) if you are a professional working with children you may be asked to complete a **MASH referral form** within 24 hours. This should be emailed securely to [mashreferral@Haringey.gcsx.gov.uk](mailto:mashreferral@Haringey.gcsx.gov.uk)

Barnet Local Safeguarding Children Partnership

<https://thebarnetscp.org.uk/bscp>

### Making a mash referral – Barnet Council Children’s Services

If you feel you have urgent welfare concerns about children or young people that require and immediate response, phone the Multi-Agency Safeguarding Hub (MASH) on **020 8359 4066**. The MASH team are available Monday to Thursday 9 am to 5.15 pm and Friday 9 am to 5 pm.

Outside of these hours 020 8359 2000.

#### **Barnet Multi Agency Safeguarding Hub (MASH)**

2 Bristol Avenue, Colindale, London NW9 4EW

**NSPCC Helpline**

0808 800 5000

### 3. INTRODUCTION AND ETHOS

- To protect the safety, welfare and well-being of the pupils on roll at our school;
- To set out the school's overarching principles, approaches and systems for child protection and safeguarding across all aspects of school life;
- To ensure staff are aware of their statutory safeguarding duties and responsibilities as referenced in KCSIE 2023;
- To ensure staff are well-equipped and confident to recognise and report child protection concerns;
- To promote an open and listening culture where everyone can voice concerns in the knowledge they will be believed, helped and supported.

#### **Our core safeguarding principles are:**

##### **Promotion**

- Making sure pupils, parents, staff and all adults who come into contact with children know the systems and the support in place to keep children safe and there is a culture of vigilance permeating across the school

##### **Prevention**

- positive, supportive, vigilant, open and safe culture. Well-taught curriculum that includes relationships and online safety, pastoral opportunities for children and safer recruitment procedures

##### **Protection**

- following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.

##### **Support**

- for all learners, parents and staff, and where appropriate specific interventions that are required for those who may be at risk of harm.

##### **Working with parents and other agencies**

- to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.

At Eden we recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families and learners) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.

Staff and other adults working with children at Eden Primary are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned.

At Eden we believe that the best interests of children always come first. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account. All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.

Eden Primary recognises the importance of safeguarding and the promotion of children's welfare at all times. Safeguarding is embedded in all the school's processes and procedures and at the heart of our school to provide an ethos and environment that will help children to be safe and feel safe. In our school children are respected and encouraged to talk openly. All our staff understand safe professional practice and adhere to our safeguarding policies.

At Eden we expect that if any member of our community has a safeguarding concern about any child or adult, they should act immediately. This includes out of hours when the DSL may not be available to speak to, in which case a direct referral should be made to social services – see contact details at the start of this policy.

This policy is implemented in accordance with our compliance with the statutory guidance from the Department for Education, 'Keeping Children Safe in Education' 2023(KCSIE) which requires individual schools and colleges to have an effective child protection policy.

The procedures contained in this policy apply to all staff, including governors, temporary or third-party agency staff and volunteers and are consistent with those outlined within KCSIE 2023.

This policy also complies with our funding agreement and articles of association and reflects locally agreed inter-agency procedures put in place by our local safeguarding children partnerships in Haringey and Barnet.

This policy as revised in September 2023 is largely based on the model policy for Haringey schools written by Angela Corbett (AJC Education) on behalf of HEP. Additional material relevant to our school, incorporating lessons learned from our experience of safeguarding work, is included.

#### **A note on our safeguarding response to the coronavirus (Covid-19) pandemic.**

In March 2020 we published an Addendum to the Safeguarding and Child Protection Policy which covered the period of remote learning and in-school provision from March to July 2020. It stated that while the school was operating very differently, safeguarding principles in accordance with KCSIE 2019 and related government guidance, remained the same. We continue to follow government guidance and KCSIE 2023, and will amend this addendum, as necessary, if we return to remote learning and lockdown.

We acknowledge that some children have been exposed to a range of adversity and trauma including bereavement, anxiety and in some cases increased welfare and safeguarding risks during the pandemic. We will continue to work with local services (such as health and the local authority) to ensure necessary services and support are in place to support them.

This policy should be read alongside any current COVID risk assessment and/or Outbreak Management Plan.

#### **4. LEGISLATION AND GUIDANCE**

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related guidance. This includes:

- DfE Keeping Children Safe in Education 2023 (KCSIE)
- Working Together to Safeguard Children 2018 (last updated 1 July 2022) (WTSC)
- Ofsted: Education Inspection Framework' 2019 (revised July 2023)
- Framework for the Assessment of Children in Need and their Families (2000)
- Early Years and Foundation Stage Framework (EYFS) (last updated 12 July 2023)
- The Education (Independent School Standards) Regulations 2014
- The Non-Maintained Special Schools (England) Regulations 2015
- Multi-agency statutory guidance on female genital mutilation (July 2020)

Section 175 of the Education Act 2002 requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of all children who are pupils at a school, or who are students under 18 years of age. Such arrangements will have to have regard to any guidance issued by the Secretary of State.

Other legislation this policy is based on:

<b>Legislation</b>	<b>What it covers</b>
School Staffing (England) Regulations 2009	<ul style="list-style-type: none"><li>• Lists what must be recorded on the single central record</li><li>• The requirement for at least one person conducting an interview to be trained in safer recruitment techniques.</li></ul>

Children’s Act 1989 (and 2004 amendment),	<ul style="list-style-type: none"> <li>• Provides the framework for the care and protection of children.</li> </ul>
Female Genital Mutilation Act 2003, as inserted by section 74 of the Serious Crime Act 2015 (Section 5B(11))	<ul style="list-style-type: none"> <li>• Places a <b>statutory</b> duty on teachers to report to the police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18.</li> </ul>
Rehabilitation of Offenders Act 1974	<ul style="list-style-type: none"> <li>• Sets out when people with criminal convictions can work with children.</li> </ul>
Schedule 4 of the Safeguarding Vulnerable Groups Act 2006	<ul style="list-style-type: none"> <li>• Defines what ‘regulated activity’ is in relation to children</li> </ul>

## 5. HUMAN RIGHTS, EQUALITIES AND PUBLIC SECTOR EQUALITY DUTY

- Eden Primary is aware of its obligations under the Human Rights Act 1998 (HRA), Equality Act 2010 (including its Public Sector Equality Duty) and the local multi-agency safeguarding arrangements in Haringey, Barnet and other local authorities that pupils may reside in.
- The Board of Trustees and senior leaders recognise that, under the HRA, it is unlawful for schools and colleges to act in a way that is incompatible with the Convention. The specific convention rights applying to schools and colleges are:
  - Article 3: the right to freedom from inhuman and degrading treatment (an absolute right)
  - Article 8: the right to respect for private and family life (a qualified right) includes a duty to protect individuals’ physical and psychological integrity
  - Article 14: requires that all of the rights and freedoms set out in the Act must be protected and applied without discrimination, and
  - Protocol 1, Article 2: protects the right to education.
- The Board of Trustees senior leaders recognise being subjected to harassment, violence and or abuse, including that of a sexual nature, may breach any or all of these rights, depending on the nature of the conduct and the circumstances.
- The Board of Trustees and senior leaders will adhere to the Equality Act, will not unlawfully discriminate against pupils because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity, or sexual orientation (protected characteristics).
- The Board of Trustees and senior leaders will pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation (and any other conduct prohibited under the Equality Act), to advance equality of opportunity and foster good relations between those who share a relevant protected characteristic and those who do not. The duty applies to all protected characteristics and means that whenever significant decisions are being made or policies developed, the Board of Trustees and senior leaders will give specific consideration to the equality implications of these such as, for example, the need to eliminate unlawful behaviours that relate to them such as sexual violence and sexual harassment, misogyny/misandry and racism.

## 6. RELATED SAFEGUARDING POLICIES

This policy is one of an integrated suite of policies, reflecting the whole school approach to safeguarding. It should be read and actioned in conjunction with the policies as listed below:

- Anti-Bullying
- Attendance and punctuality (may include children missing in education)
- Behaviour management: Policy for Managing Relationships and Behaviour
- Curriculum policies and documents including Stay Safe Curriculum to be developed 2023-2024
- Data protection and Information sharing

- First aid and managing medical needs
- Health and safety Policy
- Use of Premises by other organisations
- Managing allegations against staff and volunteers covering both allegations that cross the threshold of harm and low level concerns, also dealing with concerns against supply teachers
- Online safety policy including Acceptable Use of Technology Agreements
- Code of Conduct for Staff and Volunteers
- Child on-Child abuse policy, including sexual violence and sexual harassment
- Personal and intimate care/ Safe Touch Policy
- Personal, social and health education (PSHE curriculum)
- Relationships and Sex Education (RSE)
- Risk assessments (e.g. school trips, use of technology)
- Safer recruitment
- Searching, screening and confiscation covered in Behaviour policy
- Social media and Mobile technology
- Special educational needs policy
- Staff disciplinary policy
- Use of physical restraint (maybe covered in Behaviour policy)
- Whistleblowing
- Filtering and monitoring Policy developed 2023-24
- Permission for photography and filming

## 7. DEFINITIONS OF SAFEGUARDING

In line with KCSIE 2023, safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- protecting children from maltreatment;
- preventing impairment of children’s mental and physical health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- taking action to enable all children to have the best outcomes.

Safeguarding is what we do to prevent children suffering or coming to harm.

Child protection refers to activities undertaken by the school to protect children suffering from harm or likely to suffer from harm. A child includes anyone under the age of 18.

The safeguarding partners that the school works with to safeguard its pupils as set out in KCSIE are: the local authorities where our children live, not only the local authority where the school is situated –ie, Haringey and Barnet; the local clinical commissioning group; and the chief officer of Police for the area that falls under the local authority.

Abuse is a form of maltreatment of a child that covers inflicting harm or failing to prevent the infliction of harm. Neglect is a form of abuse and is the persistent failure to meet a child’s basic physical and psychological needs. *Section 8 and Appendix 1 provides a more detailed explanation of the different types of abuse and signs and symptoms and specific safeguarding issues.*

- KCSIE 2023 notes the use of the following widely recognised and understood terms ‘victim’ and ‘alleged perpetrator(s)’ and where appropriate ‘perpetrator(s)’.

At Eden Primary we recognise that not everyone who has been subjected to abuse considers themselves a victim or would want to be described in this way. We also think carefully about the use of the term ‘alleged perpetrator(s)’ and where appropriate ‘perpetrator(s)’, especially when speaking in front of children, not least because in some cases the abusive behaviour will have been harmful to the perpetrator as well. In managing any incident we are prepared to use any term with which the individual child is most comfortable and on a case-by- case basis.

## 8. INFORMING STAFF AND OTHERS OF SAFEGUARDING POLICY

All staff (including temporary staff and volunteers) will be provided with a copy of this policy, at induction and via email, at the start of the school year. They will be asked to sign to say they have read and understood its contents, are familiar with the school systems and will adhere to them. The policy and associated policies are saved on the school system in Staff/Policies. A copy is also available to be read in the staffroom. Visitors to the school site will be given a leaflet detailing our safeguarding arrangements, which also covers fire safety, first aid and health & safety. Visitors will be asked to sign to say they have read, understood and will adhere to these arrangements.

Parents/carers can download a copy of the school Safeguarding and Child Protection Policy from the school website <https://edenprimary.org.uk/> together with other related policies, including for Online Safety, Recruitment and Child on Child Abuse. Additionally, these and other policies are available from the school office on request.

Pupils will be made aware of the school's systems in age-appropriate ways through assemblies, PSHE lessons, displays around the school site, verbally, in letters sent home, and via the school website. The DSL and DDSLs will ensure pupils have understood these systems and are aware that they can raise concerns any time, they will be listened to, taken seriously and their wishes respected (where possible), given the necessary support and kept informed of actions taken.

## 9. ROLES AND RESPONSIBILITIES

### The Board of Trustees

- The Board of Trustees takes responsibility for strategic leadership that is a 'whole school approach' for the school's safeguarding arrangements and that these will comply with their duties under legislation and have full regard to KCSIE 2023. This includes ensuring the school's policies, procedures and training are effective and comply with the law at all times.
- The Board of Trustees will ensure the school's systems enable pupils to report what is happening to them.
- The Board of Trustees will ensure the appointed DSL is a senior member of staff. The role of the DSL (and deputies) set out in KCSIE Annex C will be made explicit in the postholder's job description.
- The school has a nominated governor for safeguarding. The nominated governor(s) will support the Designated Safeguarding Lead and have oversight in ensuring that the school has an effective policy which interlinks with other related policies; that locally agreed procedures are in place and being followed; and that the policies are reviewed at least annually and when required.
- All trustees will undertake safeguarding training and additional training on specific issues, such as online safety and Prevent. This will be part of ongoing and regular programme of training to build knowledge and understanding of safeguarding across all members of the Board of Trustees.
- The Board of Trustees will take an active role in monitoring safeguarding arrangements and providing support to the Designated Safeguarding Lead in line with Part 2 KCSIE 2023. This will include visits to school, regular contact with the Designated Safeguarding Lead and other staff working to protect children and reviewing information provided to them concerning pupils' welfare and safety, including for online safety. Trustees will also seek the views of pupils and parents/carers as part of their monitoring arrangements to check on the effectiveness of safeguarding arrangements.
- The Board of Trustees and leadership team at Eden Primary recognises the significant level of responsibility of the Designated Safeguarding Lead role. They will ensure the postholder (and any deputies) are given the additional time, funding, training, resources, and support needed to carry out the role effectively. They will also ensure there is adequate cover if the Designated Safeguarding Lead is absent.

### Head Teacher

The Headteacher/Principal will ensure that the suite of policies and procedures relating to safeguarding and child protection adopted by the school's Board of Trustees are understood and followed by all staff.

### Designated Safeguarding Lead



Eden Primary has appointed **Helen Graff, Acting Head Teacher**, as the Designated Safeguarding Lead (DSL). Additionally, the school has appointed **Deputy DSLs: Kate Caplan, Inclusion Lead**, and **Deniz Ozturk, School Business Manager**, who will have delegated responsibilities and act in the DSL's absence.

The DSL has overall responsibility for the day to day oversight of safeguarding and child protection systems in school. Whilst the activities of the DSL may be delegated to the deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL and this responsibility will not be delegated. This is in line with full job description set out in KCSIE 2023 Annex C.

The DSL will undergo appropriate and specific training to provide them with the knowledge and skills required to carry out their role. Deputy DSLs are trained to the same standard as the DSL. The DSL and any deputy DSLs training will be updated formally every two years, but their knowledge and skills will be updated through a variety of methods at regular intervals and at least annually.

The DSL (and deputies) will be provided with sufficient time so they can provide appropriate support to staff and children regarding any new safeguarding and welfare concerns following Covid-19. This may include handling of referrals to integrated social care and working with other agencies where appropriate. Job descriptions that align to KCSIE 2023 Annex C are in place for the DSL and deputy DSLs.

#### **The role of the DSL is to:**

- Hold the overall responsibility for child protection
- Act as the central contact point for all staff to discuss any safeguarding concerns
- Be available during term time (during school hours) for staff in the school to discuss any safeguarding concerns.
- Understand the views of children and encourage a culture of listening to children and taking account of their wishes
- Take the lead for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and identifying the impact that these issues might be having on children's attendance, engagement and achievement.
- Maintain a confidential recording system for safeguarding and child protection concerns
- Ensuring child protection files are up-to-date, records are clear and comprehensive and details of the concern, follow up, actions, decisions and outcome
- Ensuring information is shared as appropriate, including when a child transfers schools
- Coordinate safeguarding action for individual children
- When supporting children with a social worker, or looked after children, the DSL should have the details of the child's social worker and the name of the virtual school head in the authority that looks after the child (with the DSL liaising closely with the designated teacher)
- Liaise with other agencies and professionals in line with KCSIE 2023 and WTSC 2018
- Ensure that locally established procedures as put in place by the three safeguarding partners (Haringey LA), including referrals, are followed, as necessary.
- Represent, or ensure the school is appropriately represented, at multi-agency safeguarding meetings (including Child Protection conferences)
- Manage and monitor the school role in any multi-agency plan for a child.
- Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with teachers and school leadership staff.
- Ensure adequate and appropriate DSL cover arrangements in response to any closures and out of hours and/or out of term activities.
- Work with all staff (for example: teachers, support staff, pastoral leaders, SENDCo, mental health leads) on matters of safeguarding and welfare (including mental health and online/digital safety)
- Raising awareness of safeguarding and child protection systems with staff, pupils and parents.
- Ensure all staff access appropriate safeguarding training, including in online safety and other relevant specific issues and regular updates in line with the recommendations within KCSIE (2023)
- Providing support to staff as required.

- Manage referrals of suspected abuse to the Channel programme, disclosure & barring service and where a crime has been committed to the Police.
- Support/liase with the 'case manager' for child protection issues which concern a member of staff.
- Liaise with the headteacher or principal to inform him or her of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations. This includes the requirement for children to have an Appropriate Adult. Follow the Statutory guidance - PACE Code C 2019.
- Refer to the Eden document *Safeguarding and Child Protection: Roles of Designated Safeguarding Lead (DSL) and Deputy DSLs* for more detail on which aspects of the roles are managed by which member of the DSL team.

## Members of staff

All members of staff have a responsibility to:

- Provide a safe environment in which children can learn.
- Be aware it can happen here and safeguarding is everyone's responsibility.
- Build trusted relationships with children and young people that facilitates communication.
- Actively promote welfare and safeguarding, including online safety, of pupils.
- Know what to do if a child tells them that he or she is being abused or neglected and understand the impact abuse and neglect can have upon a child.
- Understand the difficulties that children may have in approaching staff about their circumstances and consider how to build trusted relationships which facilitate communication.
- Be aware of indicators of abuse and neglect and understand that children can be at risk of harm inside and outside of the school, inside and outside of home and online.
- To exercise professional curiosity and knowing what to look for is vital for the early identification of abuse and neglect to identify cases of children who may be in need of help or protection.
- Reassure a child that they are being taken seriously and that they will be supported and kept safe; never give the child the impression that they are creating a problem by reporting any form of abuse and/or neglect; and never make a child feel ashamed for making a report.
- Be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or being threatened. This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child.
- Understand the early help process and their role in it.
- Understand the school's safeguarding policies and systems.
- Undertake regular and appropriate training which is regularly updated.
- Be aware of the process of making referrals to children's social care and statutory assessment under the Children Act 1989.
- Be able to identify and act upon indicators that children are, or at risk of developing mental health issues.
- Know how to maintain an appropriate level of confidentiality and the importance of recording and information sharing.
- Understand the wider definitions of child-on-child abuse and be aware of specific issues such as cyberbullying, sexual violence, sexual harassment and exploitation as set out in KCSIE Part 1 (and Annex A) and Annex B.
- Be aware of the indicators of abuse and neglect so that they can identify cases of children who may need help or protection.
- Be aware of the school's child-on-child abuse policy, anti-bullying strategy and the role they play in preventing and responding to child-on-child abuse.

## Children

Children and young people have a right to:

- Feel safe, be listened to, know their concerns will be taken seriously, and have their wishes and feelings taken into account.
- Contribute to the development of school safeguarding policies, eg through school council, pupil surveys and other 'pupil voice' activities

- Receive help from a trusted adult.
- Learn how to keep themselves safe, including online.

## Parents and carers

Parents/carers have a responsibility to:

- Understand and adhere the relevant school policies and procedures.
- Talk to their children about safeguarding issues and support the school in their safeguarding approaches.
- Identify behaviours which could indicate that their child is at risk of harm, including online, and seek help and support from the school or other agencies.
- Speak to school staff if they have any concerns about the welfare, well-being and safety of their children.

## 10. RECOGNISING INDICATORS OF ABUSE AND NEGLECT

All staff are made aware of the definitions and indicators of abuse and neglect as identified by Working Together to Safeguard Children (2018 updated July 2022) and Keeping Children Safe in Education (KCSIE) 2023.

All staff understand that children can be at risk of harm inside and outside of the school/college, inside and outside of home and online.

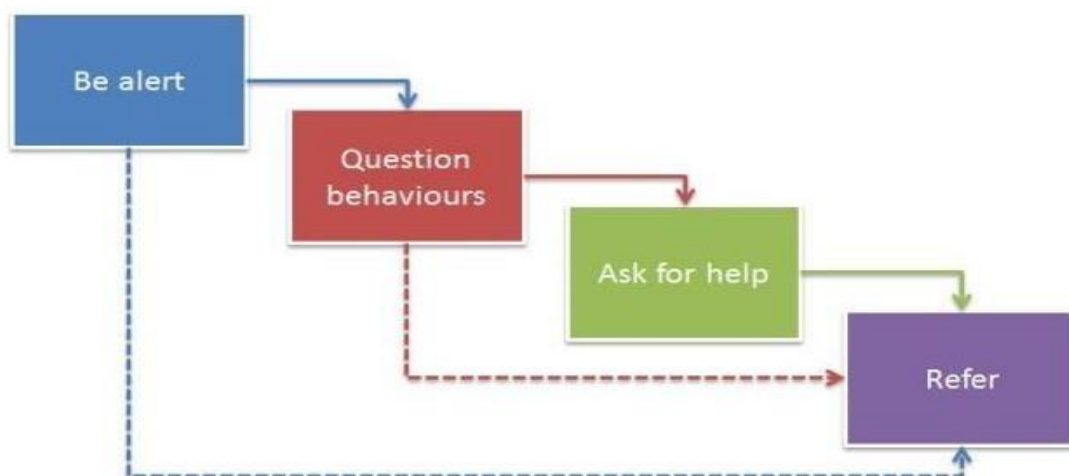
Harm can also include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse.

At Eden we recognise that when assessing whether a child may be suffering actual or potential harm there are four categories of abuse:

Physical abuse  
Sexual abuse  
Emotional abuse  
Neglect

The school recognises that abuse, neglect and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone. In most cases, multiple issues will overlap with one another.

All members of staff are expected to be aware of and follow this approach if they are concerned about a child: (Taken



from 'What to do if you are worried a child is being abused' DfE 2015).

All staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to

issues such as drug taking and/or alcohol misuse, deliberately missing education, serious violence (including that linked to county lines), radicalisation and consensual and non-consensual sharing of nude and semi-nude images and/or videos can be signs that children are at risk. A wider range of specific issues includes (but not limited to):

- Child abduction and community safety incidents
- Children with family members in prison
- Children Missing Education (CME)
- Child missing from home or care
- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- County Lines
- Cybercrime
- Domestic abuse
- Faith based abuse
- Female Genital Mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender based abuse and violence against women and girls
- Homelessness
- Honour based abuse (so called)
- Mental health
- Child abduction and community safety incidents
- Children with family members in prison
- Children Missing Education (CME)
- Child missing from home or care
- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- County Lines
- Cybercrime
- Domestic abuse
- Faith based abuse
- Modern slavery & the National Referral Mechanism
- Online safety
- Child-on-child abuse (including cyberbullying, racial, prejudicial and discriminatory bullying)
- Preventing radicalisation and extremism
- Relationship abuse
- Serious Violence
- Sexual Violence and Sexual Harassment
- Upskirting
- Youth produced sexual imagery, nudes/semi- nudes (“Sexting”)

Additional information on these safeguarding issues and information on other safeguarding issues is included in KCSIE Annex B and Appendix 2 of this policy.

Members of our staff are aware that concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. The indicators of child abuse and neglect can vary from child to child. Children develop and mature at different rates, so what appears to be worrying behaviour for a younger child might be normal for an older child.

All staff, but especially the designated safeguarding lead (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual abuse (including harassment and exploitation), domestic abuse in their own intimate relationships (teenage relationship abuse), criminal exploitation, serious youth violence, county lines, and radicalisation.

All staff should be aware that technology is a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse and other risks online as well as face to face. In many cases abuse and other risks will take place concurrently both online and offline. Children can also abuse other children online, this can take the form of abusive, harassing, and misogynistic/misandrist messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography, to those who do not want to receive such content.

It is important to recognise that indicators of abuse and neglect do not automatically mean a child is being abused; however, all concerns are taken seriously and explored by the DSL on a case by case basis.

Parental behaviours may also indicate child abuse or neglect, so staff should also be alert to parent-child interactions

or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.

Safeguarding incidents and/or behaviours can be associated with factors outside the school and/or can occur between children off site. Children may be at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.

By understanding the indicators of abuse and neglect, we can respond to problems as early as possible and provide the right support and services for the child and their family.

In all cases, if staff are unsure, they should always speak to the designated safeguarding lead or deputy.

## **11. CHILD PROTECTION PROCEDURES – TAKING ACTION**

Eden Primary adheres to the Haringey Safeguarding Children multi-agency partnership procedures (Haringey LA). The full Haringey LA procedures and additional guidance relating to specific safeguarding issues can be found on their website: <https://haringeyscp.org.uk/>

Where a child is resident in Barnet, the Barnet procedures will apply. <https://thebarnetscp.org.uk/bscp>

Staff (volunteers, governors, contractors, agency and supply staff and visitors) must follow the school procedures set out in this and the following sections should they identify or have a worry about a child protection issue. The actions staff and other adults should take if they are any safeguarding concerns about a pupil are all listed below. This will be covered in staff training, including new staff induction. Visitors will be provided with an information sheet on arrival, summarising the school systems and how they should pass on any child protection concerns. If anyone is unsure about reporting concerns, they must speak to the DSL and they can also refer to the DfE publication 'What to do if you're worried a child is being abused' (March 2015).

All staff are made aware of the process for making requests for support referrals for statutory assessments under the Children Act 1989, along with the role they might be expected to play in such assessments.

At Eden we recognise that some children have additional or complex needs and may require access to intensive or specialist services to support them.

### **Action if a child is in immediate danger or suffering harm or likely to suffer harm**

As soon as a member of staff or adult working in the school becomes aware that a child is suffering or likely to suffer harm, or in immediate danger they must let the DSL know immediately.

The member of staff must make a record of what the child (ideally contemporaneously) is telling them/has told them and also record this on CPOMs as soon as possible after the alert to the DSL. The handwritten record should be scanned and added to the electronic record (see details under making a record of a concern). It should be retained and passed to the DSL.

The DSL, along with the relevant Deputy DSLs, will review the case and decide on the next steps. If a child is in immediate danger or is at risk of harm, a request for support should be made immediately to Integrated Children's Services (Haringey's Safeguarding Team) and/or the police in line with Haringey LA procedures.

If the DSL or deputy DSL is not available, for example out of school hours, then any staff member or other adults can make a referral. The contact numbers for the MASH team are listed on Page 2 of this policy.

During this call you should seek the advice about notifying parents, remembering that in some situations this could be unsafe or cause the child more harm. During your phone call if you are a professional working with children you may be asked to complete a MASH referral form within 24 hours. This should be emailed securely to [mashreferral@Haringey.gcsx.gov.uk](mailto:mashreferral@Haringey.gcsx.gov.uk).

Any member of staff/adult making a direct referral to the MASH team must inform the DSL as soon as possible, verbally and provide a written record of the concerns and actions taken.

## **Action if a concern about a child is not in immediate danger or risk**

Staff must be vigilant at all times. In doing this staff may well notice safeguarding concerns that do not place a child at immediate risk of harm. Staff must be mindful that no concern is too small not to share and that they are vital in helping the DSL to build a picture of the child's well-being, welfare, mental health and safety and take the necessary action. Examples of concerns could be a child looking unkempt, saying or making a comment that arouses your suspicions or a change in character/behaviour.

We encourage our staff to be vigilant and to nurture professional curiosity – the capacity and communication skill to explore and understand what is happening within a family rather than making assumptions or accepting things at face value.

Staff must follow school procedures and record the concern on CPOMs. The DSL will ensure that there is continuous monitoring of CPOMs throughout the day so no concerns are missed and any necessary actions are taken. The member of staff and should not hesitate in also discussing their concern with the DSL or Deputy DSL. The DSL will review this information, with any other safeguarding concerns they have on record, and take any necessary actions.

## **Guidance on receiving a disclosure from a child**

Staff should follow this approach: **Receive, Reassure, React, Record**

**Receive:** Listen to what the child has to say. Allow them time to talk freely and do not ask leading questions.

**Reassure** the child that they are doing the right thing in telling you. Let them know they are being taken seriously and that nothing they say is or will cause a problem. Do not tell them they should have told you sooner.

**React:** Stay calm and do not show that you are shocked or upset. If they are not believed or meet with shock, a child or young person may retract what they have said. Do not in any circumstance promise to keep what they have told you a secret. Explain you will have to pass this information on and what will happen next. Be honest with the child/young person. Do not make any promises that you are unable to keep, such as "I'll stay with you", or "Everything will be all right now".

Try to alleviate any feelings of guilt that the child/young person displays, e.g. "You are not alone - you are not the only one this sort of thing has happened to". Acknowledge how hard it must have been for the child/young person to tell you what has happened. Give the child time and a safe place. Be aware that they may fear reprisals for having told somebody. They may feel confusing emotions. Telling is an act of courage as well as an act of desperation. Be careful about what you ask the child; you may taint any evidence being put before a court.

Use open questions, such as, "Is there anything else you would like to tell me?" or "When did it happen?" **Do not ask leading questions, for example "Did s/he.....?"**

**Record** (see below): If possible, make a handwritten record as the child speaks. If this is not possible, make a handwritten record as soon as possible afterwards. Follow the school procedure to also make a report on CPOMS.

Speak to a DSL or deputy DSL immediately if the child is at immediate risk or has been harmed. Under no circumstances should the staff member undertake any investigation into the concern.

Identify the support network available to yourself, as certain disclosures can be emotive. This may include speaking to the DSL, or staff counselling services. Ensure strict confidentiality at all times.

## **Action if a concern about a child has been identified**

The DSL may seek advice or guidance from their Area Education Safeguarding Advisor from the Education Safeguarding Service before deciding next steps. They may also seek advice or guidance from a social worker at the Haringey's Safeguarding Team service who are the first point of contact for Integrated Children's Services (ICS).

### **Making a record of a concern or disclosure**

All child protection and safeguarding concerns, discussions and decisions, and reasons for those decisions, should be entered into CPOMs. If the concern is a direct disclosure from a child then this should be recorded

In writing so there is a contemporaneous record of the disclosure, which can be used as evidence should a case go to court. Ideally, this should be on a Note of Concern, copies of which can be found in the staff room, the shared drive in Staff/2023-24/Safeguarding, and at the end of this policy.

- If members of staff are in any doubt about recording requirements, they should discuss their concerns with the DSL. If there is an immediate concern, consult with a DSL before completing the form as reporting urgent concerns takes priority over recording.
- Record; place, date, time and details of the child/young person involved. Record any noticeable nonverbal behaviour of the child/young person. If the child/young person uses their own words to describe sexual organs/acts, record the words spoken. Do not translate them into 'proper' words.
- Use the 'skin map' on the reverse of the 'Note of concern' sheet (Appendix 5) to indicate positioning, size and location of any injuries you have identified/observed.
- Be objective in your recording. Include statements made and what you have seen, rather than assumptions or interpretations. Records should be filled in completely and should be as accurate and factual as possible to be about exactly what was seen, heard, said or noticed and when. Opinions, assumptions and interpretations **should not** be recorded, as they are clearly separate from the facts. If you do not feel confident to do this yourself, please ask for help.
- Sign and date your record and hand the record without delay to the designated safeguarding lead. A summary of the report should be made on CPOMs and the DSL or deputy informed immediately. Do not destroy these notes; they will be retained by the DSL in a secure place. The court in any legal process may require them.
- Remember confidentiality, and do not discuss your concern with others. Do not discuss your concerns with parents or carers unless this has been specifically agreed and authorised by the Designated Safeguarding Lead.

### **Early Help Assessments**

The school will work with social care, the police, health services and other services to promote the welfare of children and protect them from harm. Staff are trained to be alert to the potential for early help, identify children that may benefit from early help and raise their concerns with the DSL. For example, Early Help may be appropriate for a child in our school who:

- is disabled or has certain health conditions and has specific additional needs;
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan);
- has a mental health need;
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse;
- is persistently absent from education, including persistent absences for part of the school day;
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour;
- is at risk of sexual or criminal exploitation, being radicalised or exploited.

If the DSL views that an early help assessment is appropriate they or the deputy DSL will lead on liaising with other agencies and in setting up inter-agency assessment, as required. Staff may be required to contribute and/or provide support in the early help assessment. They will ensure the appropriate early help support is put in place to support the child.

The DSL will keep all early help cases under constant review and consideration to ensure their concerns have been addressed and, most importantly, that the child's situation improves. If, after the request for support or any other planned external intervention, a child's situation does not appear to be improving, the DSL will take further actions. This may include a request for advice and support to Haringey's Safeguarding Team.

The school will work with social care, the police, health services and other services to promote the welfare of children and protect them from harm. Staff are trained to be alert to the potential for Early Help, identify children that may benefit from Early Help and raise their concerns with the DSL.

If the DSL views that Early Help is appropriate they or a Deputy DSL will lead on liaising with other agencies and in setting up inter-agency assessment, as required. Staff may be required to contribute and/or provide support in the Early Help assessment. They will ensure the appropriate Early Help support is put in place to support the child.

The DSL will keep all Early Help cases under constant review and consideration to ensure their concerns have been addressed and, most importantly, that the child's situation improves. If, after the request for support or any other planned external intervention, a child's situation does not appear to be improving, the DSL will take further actions. This may include a request for advice and support to Haringey's/Barnet's Safeguarding Team.

## **12. SAFEGUARDING AND CHILD PROTECTION PROCEDURES (REFERRALS)**

All staff are aware of the process for making MASH referrals for statutory assessments under the Children Act 1989, along with the role they might be expected to play in such assessments.

We recognise that in situations where there are immediate child protection concerns identified in line with Support Level Guidance, the school must NOT investigate as a single agency but must act in line with Haringey LA guidance which may involve multi-agency decision making.

If a child is in immediate danger or is at risk of harm, a request for support will be made immediately to Integrated Children's Services (Haringey's Safeguarding Team) and/or the police in line with Haringey LA/Barnet LA procedures.

The DSL may seek advice or guidance from their Area Education Safeguarding Advisor from the Education Safeguarding Service before deciding next steps. They may also seek advice or guidance from a social worker at Haringey's Safeguarding Team who are the first point of contact for Integrated Children's Services (ICS).

If the DSL is not immediately available to discuss an urgent concern, staff can seek advice from the Deputy DSL. They may also seek advice from the Education Safeguarding Service or via consultation with a social worker from the Haringey's Safeguarding Team. If anyone other than the DSL makes a referral to external services, they will inform the DSL as soon as possible.

If no DSL or DDSL is available and a concern is serious/there is immediate risk of harm to a child, all members of staff have a duty to inform social services/MASH. They should do this without delay using the phone numbers at the front of this policy and displayed on the staffroom and office wall, and let the DSL know as soon as possible. Everything that has been done should be recorded in CPOMS as soon as possible after action has been taken.

The DSL will keep all early help cases under constant review and consideration will be given to a request for support to the Haringey's Safeguarding Team if the situation does not appear to be improving or is getting worse.

If, after a request for support or any other planned external intervention, a child's situation does not appear to be improving, the DSL will ensure their concerns have been addressed and, most importantly, that the child's situation improves. DSLs may request support with this via the Education Safeguarding Service.

## **13. NOTIFYING PARENTS AND CARERS OF CHILD PROTECTION CONCERNS**

- Parents/carers will be informed of child protection concerns unless there is a valid reason not to do so, for example, if to do so would put a child at risk of harm or would undermine a criminal investigation. Such discussions will be undertaken by the DSL or deputy DSL, although this may be delegated to another member of staff who is part of the safeguarding team, and maybe already working in with the family.
- The DSL will liaise with Haringey safeguarding team, before making a decision not to inform parents/carers of a



child protection concern.

- In the event of a request for support to the Haringey's Safeguarding Team being necessary, parents/carers will be informed and consent to this will be sought by the DSL in line with guidance provided by Haringey LA. In line with advice, a referral may proceed without parental consent if deemed necessary. Parents/carers will be told where this is the case.
- Parents/carers will normally be notified in the case of allegations of abuse made against other pupils, unless it is unsafe to do so. The same applies to the person(s) the allegation is made against if they are a child.

#### **14. MULTI-AGENCY WORKING**

Eden Primary School recognises the importance of multi-agency and partnership working and is committed to working alongside partner agencies to provide a coordinated response to promote children's welfare and protect them from harm, in line with Working Together to Safeguard Children 2018. This includes contributing to Haringey and Barnet LA processes as required, such as participation in relevant safeguarding multi-agency plans and meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings.

The leadership team, DSL and DDSLs will work to establish strong and co-operative relationships with all external agencies regarding the protection of children, including the Multi Agency Safeguarding Hub (MASH), Police, Schools Nursing, SEND team, CAMHS and Early Help in Haringey and Barnet, in line with statutory guidance.

Where Early Help is appropriate, the designated safeguarding lead and/or inclusion lead will lead on liaising with agencies. This may require another staff member's assistance in supporting agency work. Eden's DSL or DDSL will:

- ensure that any Early Help assessment is evidence based and clear about what action and services are to be provided, in order to prevent needs escalating to statutory assessment.
- ensure that where referrals have been made, there has been feedback obtained from the Local Authority Social Care on decisions taken.
- notify the relevant social worker immediately if a pupil who is subject to a Child Protection Plan:
  - is to be excluded (whether fixed term or permanently)
  - has an unexplained absence
  - has any change in circumstances
- undertake appropriate discussion with parents/carers prior to involvement of another agency unless the circumstances preclude this action. If the school believes that notifying parents could increase the risk to the child or exacerbate the situation, advice will be sought from children's social care.

#### **15. CONFIDENTIALITY, SHARING INFORMATION AND RECORD KEEPING**

##### **Confidentiality**

- All members of staff must be aware that whilst they have duties to keep any information confidential, they also have a professional responsibility to share information with other agencies to safeguard children. We recognise our duty to share relevant information with appropriate agencies in matters relating to child protection at the earliest opportunity as per statutory guidance outlined within KCSIE 2023.
- All staff must be aware that they cannot promise confidentiality in situations which might compromise a child's safety or wellbeing.
- The Headteacher/Principal or DSL (and DDSL and members of the safeguarding Team) will share information about a child on a 'need to know' basis to help maintain confidentiality.
- Confidentiality is also addressed in this policy with respect to record-keeping below and allegations of abuse

against staff in the section below and in the school's policy.

### Information Sharing

- Eden Primary recognises our duty to share relevant information with appropriate agencies in matters relating to child protection at the earliest opportunity as per statutory guidance outlined within KCSIE 2022.
- The safety of the child is always paramount, any concerns about sharing information must not be allowed to stand in the way of ensuring the welfare and safety of pupils.
- Staff should never promise a student that they will not pass on child protection concerns to the relevant staff and agencies. However, the child should be reassured that:
  - their disclosure will be taken seriously, and it is not creating a problem
  - their disclosure will only be shared with relevant staff
  - staff will be sensitive to their feelings and concerns
  - their wishes will be heard
  - they will be kept informed of actions and support.
- The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children. The school may legitimately share information without consent where: it is not possible to gain consent; it cannot be reasonably expected that a practitioner gains consent; and, if to gain consent would place a child at risk.
- Eden Primary as an appropriately trained Data Protection Officer (DPO) as required by the General Data Protection Regulations (GDPR) to ensure that our school is compliant with all matters relating to confidentiality and information sharing requirements.
- Data Protection Officer (DPO), the Turn IT On team: [dpo@turniton.co.uk](mailto:dpo@turniton.co.uk)

DfE Guidance on Information Sharing (July 2023) provides further detail. The 7 'golden rules' for sharing information, and can support staff who have to make decisions about sharing information

<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

If staff are in any doubt about sharing information, they should speak to the DSL (or deputies). The Data Protection Act does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children (KCSIE).

Eden Primary School will share, as early as possible, information with regard to the risks and concerns about the safety and welfare of a child. When a decision to share information is made the records will show who has been given the information and why. Effective links with relevant agencies are developed and the school cooperates as required with their enquiries regarding child protection matters, e.g. to provide factual information when attending core groups and conferences as and when required.

Child Protection records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents do not have an automatic right to see them. If any member of staff receives a request from a pupil or parents to see Child Protection records, they will refer the request to the DSL/Head Teacher or a DDSL.

### Clear Record Keeping Procedures for the Protection of Children

- All safeguarding concerns, discussions and decisions, and reasons for those decisions, will be recorded in writing contemporaneously (this may be used as evidence if the disclosure becomes a Police matter) on the school safeguarding incident form and CPOMS and passed without delay to the DSL. This should include speaking to the DSL. Handwritten records may be on a plain piece of paper. They could also be written on the 'Note of Concern' form below (Appendix 5) if it is to hand; however this form has largely been superseded by the use of CPOMs. A body map will be completed if injuries have been observed. There is a body map on the 'Note of Concern' form and

in CPOMs. Any handwritten records can be scanned into CPOMs but will also be retained securely by the DSL.

- Records must be completed at the time using the child's words and shared as soon as possible after the incident/event. The record must be signed and dated by the member of staff. If there is an immediate concern the member of staff should consult with a DSL before completing the form as reporting urgent concerns takes priority.
- If members of staff are in any doubt about recording requirements, they should discuss their concerns with the DSL.
- Safeguarding records are kept for individual children and are maintained separately from all other records relating to the child in the school. Safeguarding records are kept in accordance with data protection legislation and are retained centrally and securely by the DSL (and DDSLs). Safeguarding records are shared with staff on a 'need to know' basis only.
- Since September 2020 the school uses CPOMs, the online record keeping tool. There is a Guide to using CPOMs for staff that is updated on a termly basis and used for staff training. The guide details practical considerations and procedures to be followed when making records in CPOMS and incorporates lessons learned from experience of practical use. The guide can be found on the school system here: Shared:\Staff\2023-24\SAFEGUARDING.
- Factual written records of all concerns about children are entered in CPOMS, even where there is no need to refer the matter immediately.
- Records will also be kept in CPOMS of any telephone calls, meetings or other communications for each child to build a full and detailed chronology. This may include other school records, such as first aid, medical treatment if the child is unwell, attendance and punctuality and behaviour.
- All safeguarding records will be transferred in accordance with data protection legislation to the child's subsequent school, under confidential and separate cover. These will be given to the new DSL and a receipt of delivery will be obtained. Eden will not routinely transfer all records from CPOMS but the DSL will consider on a child by child basis what records need to be passed on.#
- In addition to the child protection file, the DSL will also consider if it would be appropriate to share any information with the DSL at the new school in advance of a child leaving. For example, information that would allow the new school to continue to provide support.

Clear and secure record keeping also applies to Safer Recruitment; see section 32 below. Safe recruitment practices are always followed and clear and effective records are kept. DBS processes and pre-employment checks are applied consistently and secure records are kept that are consistent with the provision of the Data Protection Act 2018.

## **16. PROACTIVELY CREATING A SAFE ENVIRONMENT**

At Eden we place the highest priority on promoting a culture of safeguarding across all areas of school life and maintaining a school environment where children are safe and feel safe.

### **PASTORAL SUPPORT**

We recognise that high self-esteem, confidence and good lines of communication with a trusted adult help to protect children. We aim to equip our children with the recognition, language and skills needed to keep themselves safe.

Our school systems support children to talk to a range of staff. Children will be listened to and heard, and their concerns will be taken seriously and acted upon as appropriate. We ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty, and trust that their concerns will be taken seriously and acted upon as appropriate.

We also ensure children know that there are adults in trusted positions external to the school, e.g. police or doctor, whom they can approach if they are worried or in difficulty and trust that their concerns will be taken seriously and acted upon as appropriate. At regular intervals throughout the school year, and near holiday times, we reiterate to

children the support available to them through organisations such as Childline. We encourage them to identify their trusted adults both in and out of school, and we revise personal safety messages.

Regular letters and advice, appropriate to the age and stage of development of their child, are also sent to parents regarding staying safe, so that they can act with the school as safeguarding partners.

Our efforts to maintain a safe and secure environment also include:

- Monitoring the attendance and welfare of students and work with other agencies when issues are presented
- Engaging with Early Help as an effective support tool to avoid the escalation of risky behaviours within families.
- Maintaining vigilance and carry out all our duties in full with regard to Health and Safety (see Health and Safety policy, Risk Assessments)
- Establishing and maintaining contextual safeguarding – considering whether wider environmental factors are a threat to any child’s safety and/or welfare. (eg being aware that our children leave school alongside older children from Fortismere secondary school; teaching children how to stay safe in the woods, on local public transport, etc. )

## **17. CURRICULUM, TEACHING AND LEARNING AND STAYING SAFE**

We recognise that school plays an essential role in helping children to understand and identify the parameters of what is appropriate child and adult behaviour; what is ‘safe’; to recognise when they and others close to them are not safe; and how to seek advice and support when they are concerned. This is a crucial part of preventative education.

The school has put in place a whole school approach to helping pupils understand how to keep themselves safe. This aims to prepare pupils and students for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment.

The school’s approach to teaching pupils about safeguarding, including online safety, is part of providing a broad and balanced curriculum. The detail of this is set out in detail in the policy/policies for Curriculum/RSE/PSHE/online safety. The school makes use of published guidance to develop and deliver this provision, including for RSE, PSHE, and teaching online safety.

Our curriculum provides opportunities for increasing self-awareness, self-esteem, social and emotional understanding, assertiveness and decision making so that learners have a range of age appropriate contacts and strategies to ensure their own protection and that of others. We aim to equip children with the knowledge and skills they need to recognise and avoid risky behaviour in the real and virtual world.

The school recognises that one size does not fit all and takes a personalised and contextualized approach for more vulnerable children, victims of abuse and some SEND children, so they know how to assess risk and adopt safe practices.

The school has implemented the mandatory DfE Relationships Education, Relationships and Sex and Health Education curriculum. The school is embedding this into all aspects of the curriculum to ensure equality, age-appropriate and full experiences for all pupils.

During 2023-24 the School Development Plan makes provision for publishing a Stay Safe Curriculum which will provide a clear overview of all teaching about staying safe across the different subjects. This overview will include how the curriculum is built up through learning in subject lessons, computing lessons, PSHE, RSE, class discussion time, assemblies and special events, such as event weeks/days, visits/visitors and the use of specialist organisations.

Our curriculum provides opportunities for increasing self-awareness, self-esteem, social and emotional understanding, assertiveness, decision making and the skills to think independently and make sensible decisions based on their own judgements, so that learners have a range of age appropriate contacts and strategies to ensure their own protection and that of others. Our school systems support children to talk to about their concerns and worries with confidence in

the knowledge they will be listened to and heard, and their concerns will be taken seriously and acted upon as appropriate.

## **18. STAFF INDUCTION, AWARENESS AND TRAINING**

We recognise that safeguarding children is everyone's business. Eden Primary School will ensure all staff, trainees, volunteers and external providers in regulated activity:

- have regular training in safeguarding
- have read statutory documents with regard to safeguarding
- are familiar with the categories, possible signs and the risk factors of abuse.
- understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the Designated Safeguarding Lead or Deputies.

All members of staff have been provided with a copy of part one of 'Keeping Children Safe in Education' (2023) (or at the discretion of the Board of Trustees Annex A instead) which covers safeguarding information for all staff.

School leaders, including the DSL, will read the entire KCSIE document.

School leaders and all members of staff who work directly with children will also be expected to read Annex B within Keeping Children Safe in Education 2023.

All members of staff have signed to confirm that they have read and understood KCSIE Part One (or Annex A) and Annex B. These forms are kept by the DDSL Deniz Ozturk.

**All** staff at Eden Primary expected to be aware of systems within their school which support safeguarding. This will be explained to them as part of staff induction by the Deputy Head and updated on a regular to ensure they are fully aware of current practice. This includes:

- safeguarding and child protection policy, which should amongst other things also include the policy and procedures to deal with child-on-child abuse;
- behaviour policy (which should include measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying);
- safeguarding response to children who go missing from education;
- online safety policies;
- staff behaviour policy (often known as code of conduct) – this should include low-level concerns, allegations against staff and whistle blowing;
- role of the designated safeguarding lead (including the identity of the designated safeguarding lead and any deputies).

Eden Primary aims to keep the profile and importance of safeguarding high. All staff members (including agency and third-party staff) will receive appropriate child protection training to ensure they are aware of a range of safeguarding issues. Basic child protection training will take place annually including online safety training. In addition, a range of other specific safeguarding issues have been prioritised by leaders as most pertinent to the school. This may include training in Prevent, mental health, child-on-child abuse and domestic violence.

All staff will receive regular safeguarding and child protection updates in staff training, courses, staff briefings, memos by email, supervision, coaching and CPD. to provide them with relevant skills and knowledge to safeguard children effectively.

The DSL will ensure that all new staff and volunteers (including agency and third-party staff) receive child protection training including in online safety, behaviour management and the staff code of conduct to ensure they are aware of the school internal safeguarding processes as part of their induction.

All staff members (including volunteers, agency and third-party staff) will be made aware of the school expectations regarding safe and professional practice via the staff code of conduct and Acceptable Use Policy.

The DSL will provide regular reports to the board of Trustees detailing safeguarding training undertaken by all staff and will maintain up to date register of who has been trained.

Eden Primary staff will be confident about:

- the school's legislative responsibility;
- their personal responsibility;
- the content of Keeping Children Safe in Education (2023) Part 1 and Annex A and B, and other relevant guidance and advice documents;
- the school's policies and procedures, including *this Safeguarding and Child Protection Policy 2023/24*, the *Child on Child Policy and Procedures 2023* and other related policies;
- the need to be alert to the signs and indicators of possible abuse;
- the need to show professional curiosity in patterns of behaviour;
- *Relationships and Behaviour policy* and *Anti-Bullying Policy* (including measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying);
- safeguarding response to children who go missing from education;
- role of the designated safeguarding lead (including the identity of the designated safeguarding lead and deputies);
- the need to record concerns, and how to do this;
- how to support and respond to a child who tells of abuse;
- how the school will fulfil its duty of care to staff who have been accused in a child protection issue;
- their duty to raise concerns about poor or unsafe practice in regard to children, and how to use the whistle blowing policy. Such concerns will be addressed sensitively and effectively in a timely manner in accordance with the whistle blowing policy;
- Other specific safeguarding issues that have been prioritised by leaders as most pertinent to the school, including security issues within and when travelling to and from school, security at school, anti-semitism, mental health, family issues, bereavement, domestic violence, child on child abuse.

Eden staff are encouraged to contribute to and shape our safeguarding arrangements and child protection policies through input at staff meetings and training sessions, as well as informally, and through reflecting on practice when concerns are dealt with, highlighting lessons learned.

Eden has in place a comprehensive Safeguarding Training Plan which is overseen by DSLs Helen Graff and Deniz Ozturk. Each year this is used to plan and record training for the year which is detailed in an annual Safeguarding Training Log. These documents are kept on the school system here: Shared\SLT\2023- 24\SAFEGUARDING\TRAINING and are shared regularly with the Board of Trustees by the DSL.

Although Eden has a nominated lead for the Board of Trustees on safeguarding, all members of the Board of Trustees will access appropriate safeguarding training which covers their specific strategic responsibilities on a regular basis. Annual whole staff training provided by the school is for trustees and staff together.

## **19. SAFER WORKING PRACTICE AND USE OF REASONABLE FORCE**

The schools policies, procedures enable and supports staff to make appropriate physical contact and use reasonable force to safeguard children. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. 'Reasonable' in these circumstances means 'using no more force than is needed'.

The school's policy follows DfE guidance Use of reasonable force in schools, and includes:

- response to risks presented by incidents involving children with additional vulnerability - SEND, mental health or with medical conditions,
- duties under the Equality Act 2010 in relation to making reasonable adjustments, non-discrimination and their Public Sector Equality Duty
- positive and proactive behaviour support to reduce the occurrence of challenging behaviour and the need to use reasonable force.

All members of staff are required to work within our clear guidelines on safer working practice and the use of reasonable force as outlined in the school code of conduct and policies. Helpful guidance (updated in February 2022

and supported by the DfE) can be found on the Safer Recruitment Consortium website Home ([saferrecruitmentconsortium.org](http://saferrecruitmentconsortium.org)).

Staff will be made aware of the school behaviour management and physical intervention policies, and any physical interventions/use of reasonable force must be in line with agreed policy and procedures and national guidance.

All staff will be made aware of the professional risks associated with the use of social media and electronic communication (such as email, mobile phones, texting, social networking). Staff will adhere to relevant school policies including Staff Code of Conduct, Acceptable Use/online safety policies, and Social Media.

### **Working on a one to one basis with children**

This must always take place in a room where staff can be seen and / or heard from outside the room with the door open or appropriate window provision for viewing.

### **Use of personal mobile phones during school hours**

All staff will be made aware of the professional risks associated with the use of social media and electronic communication (such as email, mobile phones, texting, social networking). Staff will adhere to relevant school policies including staff Code of Conduct, Online Safety Policy, and Social Media Policy.

Personal mobile phones should not be used in class. During breaks and lunchtimes, when not on duty, members of staff are free to use their personal mobile devices in the staff room. If members of staff use their equipment in this way they are still expected to follow professional standards and abide by the Code of Conduct and Social Media Policy (this is being developed). Personal phones/other devices must not be used to take photographs of school activities. Staff should always use school-owned cameras or tablets if taking photographs of children.

### **Changing Pupils who have wet or soiled themselves (not SEN pupils)**

If a child has wet or soiled themselves due to illness, the parent should be called to collect the child. If this will result in a delay, then the child will be changed by school staff. The procedure for changing a child who has wet themselves should be followed:

- member of staff collects clean clothing and wet wipes if required.
- child undresses themselves as appropriate in one of the toilet cubicles.
- member of staff waits outside the toilet cubicle.
- if the child needs assistance, the member of staff will call another member of staff in their phase to assist.
- both members of staff must be within sight of each other and the dignity of child maintained at all times.

### **Changing Pupils who have wet or soiled themselves (SEN pupils)**

When changing children who require intimate care, it is ideal, although not always practical, that there are two members of staff who are involved in this. Staff should follow the guidance outlined above. All changing of pupils must only be carried out by teachers, teaching assistants, midday supervisors or office support staff directly employed by the school. Volunteers, work-experience students, teacher training students, sports coaches and consultants must never change any pupil or provide any sort of intimate care.

### **Behaviour management and physical intervention**

Staff are aware of the behaviour management and physical intervention policies, and any physical interventions/use of reasonable force must be in line with agreed policy and procedures and national guidance.

Many Eden staff have been trained by Team Teach in safe handling in line with our behaviour policy. This includes the use of physical restraint, positive behaviour supports and techniques to defuse crisis and conflict situations.

Training will be recurrent, with annual updates at a minimum. These may be in school or with other organisations. It

will include information about the effects of medications pupils may be receiving and how restraint procedures might affect the physical wellbeing of the pupil during restraint procedures, and methods for monitoring a pupil's well-being during restraint.

At all times we have regard to the section on the use of 'reasonable force' in schools and colleges in Keeping Children Safe in Education (2023), including:

There are circumstances when it is appropriate for staff in schools and colleges to use 'reasonable force' to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury. 'Reasonable' in these circumstances means 'using no more force than is needed'...

When using reasonable force in response to risks presented by incidents involving children with SEN or disabilities or with medical conditions, schools and colleges should in considering the risks carefully recognise the additional vulnerability of these groups. By planning positive and proactive behaviour support, for instance through drawing up individual behaviour plans for more vulnerable children, and agreeing them with parents and carers, schools and colleges can reduce the occurrence of challenging behaviour and the need to use reasonable force.

The school has developed a policy for the use of reasonable force, the Positive Handling Policy, which will enable and support staff to make appropriate physical contact. This will follow DfE guidance in the use of reasonable force, and will include the school's:

- response to risks presented by incidents involving children with additional vulnerability - SEND, mental health or with medical conditions,
- duties under the Equality Act 2010 in relation to making reasonable adjustments, non- discrimination and their Public Sector Equality Duty
- positive and proactive behaviour support to reduce the occurrence of challenging behaviour and the need to use reasonable force.

## **20. STAFF SUPERVISION AND SUPPORT**

Any member of staff affected by issues arising from concerns for children's welfare or safety can seek support from the DSL and all staff are supported by the DSL in their safeguarding role.

The induction process will include familiarisation with child protection responsibilities and procedures to be followed if members of staff have any concerns about a child's safety or welfare.

The school will provide appropriate supervision and support for all members of staff to ensure that they are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and all staff are supported by the DSL and DDSLs. As part of the professional development process, staff have regular reviews of their own practice to ensure they improve over time.

Eden has access to a qualified and very experienced psychotherapist who is available to staff for hour long counselling sessions to discuss children they teach and issues that may arise, if this is needed. Our school insurer also provides a range of wellbeing services staff can access. The DSL will also put staff in touch with other outside agencies for professional support if they so wish. Staff can approach organisations such as their Union, the Education Support Partnership or other similar organisations directly.

The school will ensure that members of staff who are working within the foundation stage are provided with appropriate supervision in accordance with the statutory requirements of Early Years Foundation Stage (EYFS) 2023.

## **21. ONLINE SAFETY**

The use of technology presents challenges and risks to children and adults both inside and outside of school. We will



empower, protect and educate the whole school community in their use of technology and establish mechanisms to identify, intervene in, and escalate any incident where appropriate.

The school sees technology and its use permeating all aspects of school. Our integrated approach to online safety is set out in detail in:

- The Online Safety Policy, which includes acceptable use statements for pupils, staff, temporary staff, contractors, volunteers and governors
- Social Media policy
- Use of images policy
- Remote Learning policy
- Staff Code of Conduct

Online safety is also referred to and threaded through other policies, including policies for the curriculum, subject teaching, behaviour, child on child abuse and RSE/PSHE. The role and responsibilities of the DSL also clarifies its pertinence and there is clarity about online safety in communications and engagement with parents.

The breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk as set out in KCSIE:

- **Content:** being exposed to illegal, inappropriate or harmful material; for example, pornography, fake news, misogyny, self-harm, suicide, racism, anti-Semitism, radicalisation and extremism;
- **Contact:** being subjected to harmful online interaction with other users; for example: child to child pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes;
- **Conduct:** personal online behavior that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images e.g consensual and nonconsensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying;
- **Commerce:** risks such as online gambling, inappropriate advertising, phishing and/or financial scams. If we feel that our pupils, students or staff are at risk, we will report it to the Anti- Phishing Working Group.  
<https://apwg.org/>

The school is also aware of cybercrime: the use of a computer as an instrument to further illegal ends, such as committing fraud, trafficking in child pornography and intellectual property, stealing identities, or violating privacy. The school is also aware of “algspeak”; referring to code words or turns of phrase as an increasingly common phenomena across the internet as people seek to bypass content moderation tools on social media platforms such as TikTok, YouTube, Instagram and Twitch. For instance, in many online videos, it’s common to say “unalive” rather than “dead,” “SA” instead of “sexual assault”.

The DSL has overall responsibility for online safeguarding within the school but will liaise as necessary with other members of staff, the DDSs, and specifically the Computing Lead. The DSL has overall responsibility in understanding the filtering and monitoring systems and processes in place.

Eden Primary School uses a wide range of technology. This includes computers, laptops, tablets, cameras and other digital devices, the internet, our remote learning platforms, Google Classroom and Seesaw, the shared server and email systems. All school owned devices and systems will be used in accordance with our acceptable use policies and staff code of conduct and with appropriate safety and security measures in place.

We recognise the specific risks that can be posed by mobile technology, including mobile phones and cameras. In accordance with KCSIE 2023 and EYFS 2023, appropriate policies are in place that are shared and understood by all members of the community.

Further information reading the specific approaches relating to this can be found in our Online Safety Policy and our Acceptable use Agreements for staff and pupils which can be found on our website and in Policies on the shared drive. All staff and pupils, except Reception pupils who are deemed to be too young to make this commitment themselves, are expected to sign an acceptable use agreement once a year.

Eden Primary will do all we reasonably can to limit children's exposure to online risks through our school IT systems and will ensure that appropriate filtering and monitoring systems are in place, in line with guidance from KSCIE 2023 and the [UK Safer Internet Centre](#) and working with our advisors from Turn It On and LGFL.

- If learners or staff discover unsuitable sites or material, they are required to turn off monitor/screen and report the concern immediately to a member of staff. This should then be reported to the Head Teacher and/or DSL and to our IT Consultant from Turn It on either in person or on the phone.
- All users will be informed that use of our systems can be monitored, and that monitoring will be in line with data protection, human rights and privacy legislation.
- Filtering breaches or concerns identified through our monitoring approaches will be recorded and reported to the DSL and IT consultant.
- Any access to material believed to be illegal will be reported immediately to the appropriate agencies, such as the Internet Watch Foundation and the police.
- When implementing appropriate filtering and monitoring, Eden Primary will ensure that "over blocking" does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding
- Governors and leaders will check regularly on the effectiveness of the filtering and monitoring systems Eden Primary acknowledges that whilst filtering and monitoring is an important part of school online safety responsibilities, it is only one part of our approach to online safety.
- All computing lessons and lessons with devices contain online safety teaching and guidance.
- Learners will use appropriate search tools, apps and online resources as identified following an informed risk assessment.
- Learners internet use will be supervised by staff according to their age and ability.
- Learners will be directed to use age-appropriate online resources and tools by staff.

Eden Primary will ensure a comprehensive whole school curriculum is in place to enable all learners to learn about and manage online risks effectively as part of providing a broad and balanced curriculum.

Eden Primary will build a partnership approach to online safety and will support parents/carers to become aware and alert by: providing parents with information in newsletters, curriculum events, online safety training events, etc.

Eden Primary will ensure that online safety training for all staff is integrated, aligned and considered as part of our overarching safeguarding approach.

The DSL will respond to online safety concerns in line with the child protection and other associated policies such as child-on-child abuse and behaviour.

- Internal sanctions and/or support will be implemented as appropriate.
- Where necessary, concerns will be escalated and reported to relevant partner agencies in line with local policies and procedures.

For all further detail regarding online safety, please read our Online Safety Policy.

### **Remote Learning**

- Eden Primary will ensure any remote sharing of information, communication and use of online learning tools and systems will be in line with privacy and data protection requirements.
- All communication with learners and parents/carers will take place using school provided or approved communication channels; for example, school provided email accounts and phone numbers and/or agreed systems e.g. Google Classroom, Seesaw. Any pre-existing relationships or situations which mean this cannot be complied with will be discussed with the DSL.
- Staff and learners will engage with remote teaching and learning in line with existing behaviour principles as set out in our school staff behaviour policy/code of conduct, Acceptable Use/online safety AND Remote Learning policies. When delivering remote learning, staff will follow our policy and guidance for remote learning.
- Staff and learners will be encouraged to report issues experienced at home and concerns will be responded to in line with our child protection and other relevant policies.

- Parents/carers will be made aware of what their children are being asked to do online, including the sites they will be asked to access. Parents /carers will be informed about who from the school their child is going to be interacting with online and who they contact in case they need help and/or support.
- Parents/carers will be encouraged to ensure children are appropriately supervised online and that appropriate parental controls are implemented at home.

## **22. PROTECTING AND SUPPORTING MORE VULNERABLE CHILDREN**

We recognise that children who have been abused or have witnessed violence towards others may find it difficult to develop a sense of self-worth. They may feel helpless, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk.

We recognise that some vulnerable children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.

Additional measures of care are in place for children on, and sometimes formerly on, the Child Protection register including:

- notifying social care if there is an unexplained absence of a pupil who is on the child protection register;
- ensuring the school behaviour policy is aimed at supporting vulnerable pupils in the school – i.e. the school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse they may have been subject to;
- liaison with other agencies that support the pupil such as social care, the Child and Adult Mental Health Service (CAHMS), the Attendance and Welfare Service and the Educational Psychology Service.

## **23. SAFEGUARDING CHILDREN WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES OR HEALTH ISSUES**

Eden Primary acknowledges that children with special educational needs or disabilities (SEND) or certain medical or physical health conditions can face additional safeguarding challenges both online and offline. These children may have an impaired capacity to resist or avoid abuse both offline and online and face additional barriers in recognising abuse and neglect. These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration;
- these children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children;
- the potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs and communication barriers and difficulties in managing or reporting these challenges;
- cognitive understanding – being unable to understand the difference between fact and fiction in online content and then repeating the content/behaviours in schools or colleges or the consequences of doing so.

Members of staff are encouraged to be aware that children with SEN and disabilities can be disproportionately impacted by safeguarding concerns, such as bullying and exploitation.

Children with communication difficulties will be supported to ensure that their voice is heard and acted upon.

All members of staff will be encouraged to appropriately explore possible indicators of abuse such as behaviour/mood change or injuries and not to assume that they are related to the child's disability and be aware that children with SEN and disabilities may not always outwardly display indicators of abuse. To address these additional challenges, our school will always consider extra pastoral support for children with SEN and disabilities. Details of support and provision can be found in the school's SEND policy and annual report. To address these additional challenges, our

school provides extra pastoral support for children with SEN and disabilities.

The DSL (or deputy) will work closely with the Inclusion Lead to share information and plan support and monitor as required.

Eden Primary School will ensure that staff who have responsibility for children with SEND:

- are well equipped to be vigilant to changes in behaviour;
- establish effective communication systems for reporting changes;
- reduce the impact of social isolation;
- target parents towards support for their own needs in coping with their child's SEND;
- teach personal safety skills such as who to tell, good / bad touches and good / bad secrets as part of the PSHE and SRE curriculum. The content of lessons will be shared with parents/carers so that these skills can be supported at home.

At Eden our Inclusion lead and SENDCo is also a DDSL. The DSL will work closely with the Inclusion Lead and other relevant staff to share information and plan, support and monitor as required.

## **24. CHILDREN IN NEED OF MENTAL HEALTH SUPPORT**

All staff will be made aware that 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. Staff are aware of how children's experiences, can impact on their mental health, behaviour and education. Staff will be given regular training in mental health issues and how to recognise when child's mental health may be at risk.

A designated member of staff will be trained to be the Senior Mental Health Lead and to have the knowledge and skills to promote and lead on wellbeing and mental health across the school.

Staff are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one. Staff are expected to be vigilant at all times and if they have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken by speaking to the DSL or a deputy.

The school is proactive in promoting the mental health and well-being of pupils. This includes links to the school's approach for preventing and tackling bullying.

The school has in place a range of ways to support children's mental health both within and beyond the school. To support children's mental health the school offers regular training for all staff, employs a trained Emotional Literacy Support Assistant (ELSA), has access to a child psychotherapist and can signpost families to a range of additional services.

## **25. CHILDREN IN NEED OF A SOCIAL WORKER (CHILD IN NEED AND CHILD PROTECTION PLANS)**

The school recognizes that pupils may need a social worker due to safeguarding or welfare needs and that children may need help due to abuse. We recognize that a child's experiences of adversity and trauma can leave them vulnerable to further harm as well as potentially creating barriers to attendance, learning, behavior and mental health.

The DSL and all members of staff will work with and support social workers to help protect these and all vulnerable pupils. The DSL will always consider the support of the social worker to ensure any decisions are made in the best interests of the child's safety, well-being, welfare and educational outcomes.

## **26. LOOKED-AFTER CHILDREN AND PREVIOUSLY LOOKED-AFTER CHILDREN**

Eden Primary will ensure that our staff have the skills, knowledge and understanding to keep looked-after and previously looked-after children safe. At the time of writing this policy, September 2023, Eden Primary has no looked-

after or previously looked-after children on roll.

The DSL has details of students' social worker and relevant virtual school heads. Appropriate staff are provided with relevant information about each looked after child's legal status, contact arrangements with birth parents or those with parental responsibility, and care arrangements. The school has appointed a designated teacher, DSL Helen Graff, who is responsible for promoting the educational achievement of looked-after and previously looked-after children in line with statutory guidance. The designated teacher will have the relevant qualifications and experience and receive appropriate training to perform the role. The designated teacher will:

- Work closely with the DSL to ensure that any safeguarding concerns regarding looked after and previously looked- after children are quickly and effectively responded to.
- Work with virtual school heads to promote the educational achievement of looked-after and previously looked-after children, including discussing how pupil premium funding can best be used to ensure each child's wellbeing and progress. This includes (from June 2021) a non-statutory responsibility for the strategic oversight of the educational attendance, attainment and progress of children with a social worker.

## **27. CHILDREN MISSING EDUCATION (CME)**

All staff should be aware that children being absent from school or college, particularly repeatedly and/or for prolonged periods, and children missing education can act as a vital warning sign of a range of safeguarding possibilities. This might include abuse or neglect, such as sexual abuse or exploitation or student criminal exploitation, or issues such as mental health problems, substance abuse, radicalisation, FGM or forced marriage. See also information in Appendix 2 of this policy or KCSIE Annex B (page 144).

The school has in place robust systems for recording and monitoring daily attendance and punctuality of pupils. This includes 'first day' calls, follow up calls, letters home and home visits.

The school recognises the importance of keeping in touch with parents and carers to promote and ensure the welfare, well-being and safety of pupils. The school will hold more than one emergency number for each child to ensure that a parent/carer can be contacted urgently or for the DSL to check on the well-being of a pupil.

The school is aware of its duty to report any missing children to the local authority. Full details of these systems for monitoring and supporting children with poor attendance and how the school follows statutory advice in removing pupils from the school roll can be found in the school's attendance policy.

Children Missing Education (CME) are at significant risk of underachieving, being victims of abuse, and becoming NEET (not in education, employment or training) later on in life.

- We monitor pupils' attendance through a twice daily register. The school's welfare/ admin staff make first day absence calls to families where a child is absent and the school have not been informed.
- The school will ensure it holds at least 2 emergency contacts for each child and will regularly update contact information to ensure it is accurate.
- Under section 175 of the Education Act 2002 in respect of their pupils, and as part of this our admin assistant will investigate any unexplained absences.
- We regularly inform Haringey Education Welfare Service of the details of pupils who are regularly persistent offenders
- We inform the Education Welfare Service immediately of any pupil who has been absent for 5 consecutive days, and despite the efforts of school staff, the family have not been located. This may include a home visit by school staff to verify the pupil's whereabouts. The EWS will then conduct further checks.
- We will not remove a child from the admission register until another school has requested the unique pupil number for that child or we have liaised and referred the case to the education welfare service who has agreed to the removal from the school roll.
- We follow the CME guidance to ensure that no pupils are off rolled until a new school is confirmed.

- If there are concerns about the attendance of a child who is subject to a child protection plan or who is looked after by the local authority, the school will also inform the child's social worker.
- If a parent reports that their child has gone missing from home, we will ensure this has been reported to the police. If a child absconds from school during the course of the day, the parent will be informed, and if necessary, or if the pupil cannot be located, the police will also be informed.
- As required, we will arrange full-time education for any pupil on a fixed term exclusion, from the sixth school day of the exclusion.

## 28. CHILDREN OF SUBSTANCE MISUSING PARENTS/CARERS

Misuse of drugs and/or alcohol is strongly associated with significant harm to children, especially when combined with other features such as domestic violence. When the school receives information or evidence about drug and alcohol abuse by a child's parents/carers they will follow MASH referral procedures. This is particularly important if the following factors are present:

- use of the family resources to finance the parent's dependency, characterised by inadequate food, heat and clothing for the children.
- children exposed to unsuitable caregivers or visitors, e.g. customers or dealers.
- the effects of alcohol leading to an inappropriate display of sexual and/or aggressive behaviour.
- chaotic drug and alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance.
- disturbed moods as a result of withdrawal symptoms or dependency.
- unsafe storage of drugs and/or alcohol or injecting equipment.
- drugs and/or alcohol having an adverse impact on the growth and development of the unborn child.

## 29. CHILD ON CHILD ABUSE

**All concerns regarding Child on Child abuse will be dealt with under the school's Child on Child Abuse Policy (updated September 2023), which should be read and understood by all staff. The policy details carefully the steps which should be taken in dealing with any allegation of peer on peer abuse and staff should not proceed without following it closely.**

All members of staff at recognise that children can abuse their peers. This can happen both in and out of school and online. We believe that no form of abuse can be tolerated. All victims will be taken seriously, offered reassurance and appropriate support, regardless of when and/or where the abuse has taken place and assured that they are not creating a problem. Staff must be mindful that their response could impact on another child coming forward in future. We recognise that some pupils will sometimes negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the school's behaviour policy. Occasionally, concerns or allegations may be raised by pupils about their peers which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse and sexual exploitation.

All staff should understand the following aspects of child-on-child abuse and be clear about the school's approach:

- that even if there are no reports in their schools it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding child-on- child abuse they should speak to their designated safeguarding lead (or deputy).
- the importance of challenging inappropriate behaviour between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.
- that some child-on-child abuse issues may be affected by gender, age, ability and culture of those involved.
- that children may not find it easy to tell staff and a reminder that children can show signs in ways they hope adults will notice and react.

In line with KCSIE 2023 the school recognises that child-on-child abuse is likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm, particularly if pre-planned
- sexual violence
- sexual harassment
- 'upskirting', which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- consensual and non-consensual sharing of nudes and semi nudes images and or videos (also known as sexting or youth produced sexual imagery);
- encouraging other children to engage in inappropriate sexual behaviour

Paragraph 35 fully details the types and forms of child-on-child abuse can take that staff should be aware of can be found the school's child-on-child abuse policy and in [Appendix 3](#) of this policy.

When responding to concerns relating to child on child sexual violence or harassment, school will follow the procedures set out in the school's child-on-child abuse policy. This follows the guidance outlined in KCSIE 2022 Part 5.

The school recognises consensual and non-consensual sharing of nudes and semi nudes images and or videos (also known as sexting or youth produced sexual imagery) as a safeguarding issue; all concerns must be reported to and dealt with by the DSL (or deputy). The school will follow its protocol which follows the following advice [DfE Searching Screening and Confiscation Advice](#) (updated July 2023) and [UKCIS Education Group Sharing nudes and semi-nudes advice for education settings](#).

Eden staff will always remain mindful that children may not find it easy to tell staff and may instead show signs in ways they hope adults will notice and react.

When responding to concerns relating to child on child sexual violence or harassment, Eden Primary will follow guidance outlined in KCSIE 2023 and ['Sexual Violence and Sexual Harassment Between Children in Schools and Colleges'](#) September 2021.

### **30. CHILDREN WHO ARE LESBIAN, GAY, BI, TRANS, QUEER + (LGBTQ+)**

A child or a young person within Eden Primary may be LGBTQ+. The school acknowledges that this in itself is not an inherent risk factor for harm. However, the school recognises that children who are LGBTQ+ can be targeted by other children. In some cases, a child who is perceived by other children to be LGBTQ+ (whether they are or not) can be just as vulnerable as children who identify as LGBTQ+.

Risks can be compounded where children who are LGBTQ+ lack a trusted adult with whom they can be open. It is therefore vital that staff endeavour to reduce the additional barriers faced, and provide a safe space for them to speak out or share their concerns with members of staff.

LGBTQ+ inclusion is part of the school's Relationships Education, Relationship and Sex Education and Health Education curriculum.

### **31. GANGS, COUNTY LINES, SERIOUS VIOLENCE, CRIME AND EXPLOITATION**

Eden Primary recognises the impact of gangs, county lines, serious violence, crime and sexual exploitation. It is recognised that the initial response to child victims is important and that staff will take any allegation seriously and work in ways that support children and keep them safe.

All staff have been trained and recognise the need to be vigilant for the signs that may include, but not exclusively (see further information in Appendix 2):

- unexplained gifts/new possessions – these can indicate children have been approached by/involved with individuals associated with criminal networks/gangs.
- children who go missing for periods of time or regularly come home late
- children who regularly miss school or education or do not take part in education
- change in friendships/relationships with others/groups
- children who associate with other young people involved in exploitation
- children who suffer from changes in emotional well-being
- significant decline in performance
- signs of self-harm/significant change in wellbeing
- signs of assault/unexplained injuries.

'County Lines' refers to the use of children to conduct illicit activities normally for urban gangs, to allow them to operate in coastal or suburban areas Criminal exploitation of children and vulnerable adults (Jul 2017)

### 32. SEXUAL ABUSE

Any suspicion of sexual abuse or actual disclosure by a child, including children under the age of 13, that he or she has been sexually abused must be referred immediately to the MASH team, who will contact the appropriate investigative agencies.

Parents/carers should not normally be informed at this stage as this may jeopardise the investigation and the safety of the child. Where there is an allegation of, or concern about, sexual abuse a strategy meeting will be held in order to decide on the most appropriate way to proceed. The referrer will normally be invited to the strategy meeting.

### 33. FEMALE GENITAL MUTILATION (FGM)

All staff are made aware of the issues around FGM, so-called 'honour'-based abuse and forced marriage, as well as the signs and symptoms, the actions they must take and the MANDATORY duty to reporting any concerns to the Police.

Whilst all staff should speak to the designated safeguarding lead (or deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific legal duty on teachers. If a teacher or member of staff, in the course of their work, discovers that an act of FGM appears to have been carried out (or maybe carried out) on a girl under the age of 18, the teacher/member of staff must report this to the police. See Appendix B for further details of this so-called 'honour'-based abuse and forced marriage. KCSIE refers only to teachers but most schools have staff (and other adults such as contractors and trainees) in a range of roles provide support to pupils – this to make it clear that this is everyone's responsibility.

Female genital mutilation includes procedures that intentionally alter or injure the female genital organs for non-medical reasons. FGM is carried out on children between the ages of 0-15, depending on the community in which they live. It is extremely harmful and has short and long term effects on physical and psychological health. FGM is internationally recognized as a violation of the human rights of girls and women, and is illegal in most countries, including the UK. The **FGM mandatory reporting duty is a legal duty** provided for in the FGM Act 2003 (as amended by the Serious Crime Act 2015).

School staff will be made aware of the signs and indicators that may alert them to the possibility of FGM. Any indication that FGM is a risk or is imminent will be dealt with under the child protection procedures in this policy. KCSIE and the legal duty refers only to teachers but in our school staff in a range of roles provide support to pupils. Eden Primary is clear that this is everyone's responsibility.

Further guidance is held in the document: [Multi Agency Statutory guidance on Female Genital Mutilation \(Apr 2016,](#)



[updated July 2020](#)).

Our school staff also need to be vigilant to the emotional and psychological needs of children who may/are suffering the adverse consequence of the practice (e.g. withdrawal, depression etc).

The DSL will refer to social care if FGM is suspected to be a possibility and will support the teacher/staff member to make a report to the police if it is believed to have taken place. In these cases, parents will not be informed before seeking advice. The case will still be referred to social care even if it is against the pupil's wishes.

#### **34. FORCED MARRIAGE AND HONOUR BASED ABUSE**

A forced marriage is where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used. It is an appalling and indefensible practice and is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights.

So-called "Honour-based" abuse is a term that embraces a variety of crimes, mainly but not exclusively against women, including assault, imprisonment and even murder where the person is being punished by their family and their community – children and young people are being punished for supposedly undermining what the family or community believe to be correct behaviour.

All cases of disclosures or concerns relating to forced marriage/honour based abuse will be reported directly to the DSL and the Police where it is deemed necessary. Information and advice will be sought from single point of access and referrals made to early help or social care where appropriate.

Forced marriage guidance that we follow can be found here (March 2023) [www.gov.uk/guidance/forced-marriage](http://www.gov.uk/guidance/forced-marriage)

#### **35. PREVENTING RADICALISATION**

Children are vulnerable to extremist ideology and radicalisation. Schools have a duty to prevent pupils from being drawn into terrorism. The school mitigates risk by embedding the Eden values, Jewish values and British values, significantly respect for all.

The school works in partnership with Haringey Prevent Team to ensure the education of students, staff and families regarding radicalisation whether by illegal organisations such as "Muslims against Crusades" or other non-proscribed extremist groups such as the English Defence League.

The DSL will undertake Prevent awareness training and make sure that staff are appropriately trained to equip them to identify and protect any pupils at risk of radicalization. Prevent referrals are assessed and may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are at risk of being drawn into terrorism and consider the appropriate support required. An individual will be required to provide their consent before any support delivered through the programme is provided.

The DSL and DDSs are aware of local procedures for making a Prevent and Channel referral which is seen as part of the school's wider safeguarding obligations.

The DSL will ensure a detailed Prevent risk assessment is undertaken and reviewed at least annually. This includes the risks posed by pupils' access to the internet and social media and the school's mitigating actions, such as monitoring and filtering internet use.

If staff have concerns about a child or group of children being violent, or being drawn into violent extremism, or being vulnerable to this, they should respond as they would to all vulnerable children and report to a DSL or DDSL who will follow the procedures below:

- Talk to the family and other professionals working with the young person about the concerns and get their

views.

- Ensure there is a risk assessment for any child who is identified as at risk
- Seek consent to complete an early help referral and get a holistic perspective on the situation. Determine if there are additional needs and if so how these could be met.
- Contact other relevant agencies and engage them in a Team Around the Child (TAC) approach to supporting the young person and their family.
- Liaise with the LA Prevent lead.

*If you suspect someone is actually engaged in terrorist activity, contact the police or the antiterrorist hotline immediately on 0800 789 321.*

[Prevent duty for schools and childcare providers \(August 2015\)](#)

## **Channel**

Channel is a joint initiative between the police and Haringey Council which offers support and guidance to local people who may be at risk of becoming involved in extremism, Channel is voluntary and once an assessment has been made can provide a support package tailored to the individual's needs. If you are concerned that someone you are working with is at risk of getting involved in extremism, contact the Channel Co-ordinator. To discuss any potential referral, please email: [safercommunities@haringey.gov.uk](mailto:safercommunities@haringey.gov.uk)

[Channel guidance \(2020\)](#)

### **36. ALTERNATIVE PROVISION**

From time to time children may be dual registered at Eden and with another education provider, eg Haringey Learning Partnership provision such as the Primary Nurture Hub. This applies mainly to children with SEN needs and/or disabilities.

Eden recognizes the additional vulnerabilities of these pupils and that the responsibility for their safeguarding remains with the school. The school has in place checks to ensure the provider meets the needs of each pupil and there is regular communication on their welfare, well-being and safety. We will also check that the pupil has access to an appropriate Stay Safe curriculum in the alternative setting. This also applies to children who cannot attend school for health reasons, and will be considered on a case by case basis.

In this situation Eden will apply the following additional safeguarding measures:

- At the start of the placement, Eden's DSL team will clarify with the professionals in charge of the child in alternative provision a named person in both locations (a DSL or DDSL) who will be responsible for safeguarding for this child;
- These two professionals will share any relevant safeguarding information at the start of the placement, including any safety plan or behaviour plan in place;
- They will maintain regular information sharing as and when developments occur;
- Following any concern or disclosure by a child/regarding a child being educated off-site, the named professional will ensure full information sharing on both sides through an initial TAF meeting, which will be recorded in CPOMS at Eden;
- At this initial TAF meeting, it will be established who is leading the investigation and actions for each party will be allocated and recorded in CPOMS;
- Progress of any case will be monitored frequently and regularly, keeping dated records in CPOMS;
- Should another party not be following up as we deem necessary at Eden, our named DSL/DDSL will intervene and escalate the process without delay.

### **37. ELECTIVE HOME EDUCATION**

If a parent/carer wishes to educate their child at home the school will provide advice and support to help parents make the right decision in the best interests of their child. This will include discussion with parents and other professionals, awareness of the additional needs of children with SEND and/or social worker, transition support, and informing the LA. This may be discussed with the Education Welfare Officer. There is a legal requirement to notify the LA on removal of the pupil from the school roll.

### **38. PRIVATE FOSTERING**

Private fostering is defined as when someone who is not a parent or a 'close relative' (eg. great aunt, cousin, mum's friend or a neighbour) is looking after a child or young person under the age of 16 (under 18 if they are disabled) for 28 days or more in their own home. A relative is defined in the Children Act 1989 as a grandparent, uncle or aunt (whether by full-blood, half-blood or by marriage or civil partnership), sibling or step-parent. The school is aware of its duty to report to the LA any such arrangements the school learns about.

Privately fostered children can include:

- Children sent from abroad to stay with another family, usually to improve their educational opportunities
- Asylum seeking and refugee children
- Teenagers who, having broken ties with their parents, are staying in short-term arrangements with friends or other non-relatives
- Children of prisoners placed with distant relatives
- Language students living with host families
- Trafficked children

Private foster carers and those with parental responsibility are required to notify LA children's social care of their intention to privately foster or to have a child privately fostered or where a child has been privately fostered in an emergency.

### **39. SAFER RECRUITMENT**

Eden Primary is committed to developing a safe culture and that all steps are taken to recruit staff and volunteers (including agency staff, contractors and third party staff) who are safe to work with our pupils and staff.

The Board of Trustees and leadership team are responsible for following Keeping Children Safe in Education (2023) Part 3 which outlines safer recruitment processes in education settings, and guidance from the Disclosure and Barring Service (DBS).

The school maintains an accurate Single Central Record (SCR) in line with statutory guidance. Safer recruitment at this school means that all applicants will:

- complete an application form
- provide two referees, including at least one who can comment on the applicant's suitability to work with children
- provide evidence of identity and qualifications
- complete a DBS check with barred list check before taking up a post
- be interviewed, with at least one question referring to Child Protection knowledge

Eden's Board of Trustees ensures that at least one person on any appointment panel has undertaken safer recruitment training as advised by their LSCP. Eden Primary will inform shortlisted candidates that online searches will be carried out as per KCSIE 2023.

Eden Primary is committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006

in schools.

We expect all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, cautions, reprimands and warnings. Any staff member failing to make accurate declarations or misrepresenting themselves in any way will be subject to the school's disciplinary policy.

We will ensure that all staff and volunteers have read the staff behaviour policy/code of conduct and understand that their behaviour and practice must be in line with it.

### **Single, Central Record**

The school maintains an accurate Single, Central Record (SCR) in line with statutory guidance. We are committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006 in schools.

The details of all staff and regular visitors or volunteers are kept on the school's SCR to ensure that the following checks have been carried out or certificates obtained, and the date on which the checks were completed:

- Full name and address checks
- a barred list check
- an enhanced DBS with barred list check
- a prohibition from teaching check
- Photo ID
- further checks on people living or working outside the UK
- a check of professional qualifications
- a check to establish the person's right to work in the UK/visa details
- Self-declaration of disqualification by association/ disqualification from early years or childcare provision self-declaration form

The single central record is maintained by the school business manager who is also a deputy DSL, and is checked termly by the Headteacher (DSL) and governor responsible for safeguarding to ensure there are no gaps in the record.

See the full Safer Recruitment Policy, September 2023.

## **40. CONCERNS AND ALLEGATIONS AGAINST MEMBERS OF STAFF AND ADULTS IN SCHOOL.**

Eden Primary recognises that it is possible for any member of staff or adult working on behalf of the school, including volunteers, governors, contractors, agency and third party staff (including supply teachers), visitors and contractors, to behave in a way that:

- indicates they have harmed a child, or may have harmed a child;
- means they have committed a criminal offence against or related to a child;
- behaved towards a child or children in a way that indicates he or she may 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.

At Eden Primary we have processes in place for continuous vigilance, so we can maintain environment that deters and prevents abuse and challenges inappropriate behaviour. To do this we aim to create the right culture and environment so that staff feel comfortable to discuss matters both within and, where it is appropriate, outside the workplace (including online) which may have implications for the safeguarding of children. All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school safeguarding regime. The leadership team takes all concerns or allegations received seriously. If a member of staff, volunteer or other adult is concerned at the lack of response or feels their concerns will not be taken seriously then they should consider Whistle blowing - see section below.

Allegations should be referred immediately to the Headteacher who will contact the Local Authority Designated Officer (LADO) to agree further action to be taken in respect of the child and staff member.

Any concern about, or allegation made against a member of staff must be reported straight away to the Acting Head Teacher, Helen Graff [helen@edenprimary.org.uk](mailto:helen@edenprimary.org.uk) who will contact the Local Authority Designated Officer (LADO) to agree further action to be taken. In cases where the head teacher is the subject of a concern or allegation, this must be reported to the Chair of Governors, Steve Miller, [chair@edenprimary.org.uk](mailto:chair@edenprimary.org.uk) / [steve@svmassociates.co.uk](mailto:steve@svmassociates.co.uk) who will contact the LADO.

The school's procedures are consistent with local safeguarding procedures and practice guidance. In line with KCSIE, we have policy and procedures in place that covers:

- Allegations that may meet the harms threshold
- Concerns that do not meet the harm threshold
- Those who have behaved in a way that has harmed a child, or may have harmed a child and/or
- Those who have possibly committed a criminal offence against or related to a child, and/or
- Those who have behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- Those who have behaved or may have behaved in a way that indicates they may not be suitable to work with children

**Further details are in KCSIE part 4 and a detailed policy for dealing with allegations against staff is in place.**

**Appendix 5** of this policy details what the policy requirements are.

#### **Duty to refer to the Disclosure and Barring Service**

Eden Primary has a legal requirement to refer to the Disclosure and Barring Service (DBS) where they remove an individual from regulated activity (or would have removed an individual had they not left), and they believe the individual has:

- engaged in relevant conduct in relation to children and/or adults,
- satisfied the harm test in relation to children and/or vulnerable adults; or
- been cautioned or convicted of a relevant (automatic barring either with or without the right to make representations) offence.

Referrals will be made as soon as possible, when an individual has been removed from regulated activity. This could include when an individual is suspended, redeployed into work in an activity that is not regulated, dismissed or resigned. The school will provide the DBS with full information.

When an allegation is made, an investigation will be carried out to gather evidence to establish if it has foundation, and the school will ensure they have sufficient information to meet the referral duty criteria in the DBS referral guidance.

The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or Schools Personnel Service.

#### **Duty to consider referral to the Teaching Regulation Agency**

If the school or teacher's employer, including an agency, dismisses or ceases to use the services of a teacher because of serious misconduct, or might have dismissed them or ceased to use their services had they not left first, consideration will be given to referring the case to the Secretary of State, as required by sections 141D and 141E of the Education Act 2002.

The Secretary of State may investigate the case, and if s/he finds there is a case to answer, must then decide whether to make a prohibition order in respect of the person.

This policy applies regardless of whether any alleged abuse took place in the school. Allegations against a teacher who is no longer teaching and historical allegations of abuse will be referred to the police. We will deal with any allegation of abuse against a member of staff or volunteer very quickly, in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation.

See the full policy on Managing Allegations Against Staff and Volunteers, Sept 2023.

#### **41. WHISTLE BLOWING**

All staff and volunteers should feel able to raise concerns about poor or unsafe practice or other wrong-doing, and potential failures in the school safeguarding regime. The leadership team at Eden Primary School will take all concerns or allegations received seriously.

Wrong-doing covered by this 'public interest disclosure' includes:

- someone's health and safety in in danger
- damage to the environment
- a criminal offence (e.g. fraud)
- not obeying the law;
- covering up wrong-doing
- misusing public funds
- actions that negatively affect the welfare of children

All members of staff are made aware of the school Whistleblowing Policy which can be found on the school shared drive in Policies. All staff sign to say they have read and understood this policy. It is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk. "If an allegation is shown to be deliberately invented or malicious, the school or college, should consider whether any disciplinary action is appropriate against the individual who made it as per their own behaviour policy"

The DfE provides advice to staff who feel they need to raise concerns: Whistleblowing procedure for maintained schools [Whistleblowing procedure for maintained](#) schools and [Whistleblowing for employees - GOV.UK \(www.gov.uk\)](#).

Staff may raise concerns with:

- a Line Manager
- a specified person (or governor) in school such as the headteacher/principal or DSL
- their Union or Professional Association

Specific ways of raising concerns at Eden are detailed in the Whistle blowing policy referred to above. Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

#### **42. EYFS**

Eden Primary recognises its duties to safeguard under the Statutory Framework for the Early Years Foundation Stage.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1170108/EYFS\\_framework\\_from\\_September\\_2023.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1170108/EYFS_framework_from_September_2023.pdf)

The whole of this Safeguarding and Child Protection Policy and all school policies apply in the EYFS as they do across the school.

Staffing and supervision requirements of the EYFS are met as are the requirements for the suitable qualification of staff.

Aspects of this policy with regard to safer working practice, behaviour management and safe touch apply in the EYFS as they do across the school.

Staff, leaders and managers oversee the safe use of electronic and social media by staff and learners according to all school policies and take action immediately if they are concerned about bullying or risky behaviour.

Our Policies sit within the Equality Act 2010. Equality Act 2010 requirements apply to everyone, but are now written into the EYFS framework to ensure the fair and equal treatment of staff.

Children are suitably supervised while eating – risk assessment and ratios are focused on mealtimes, especially the risk of choking (e.g. prevention, rapid response).

The stay safe curriculum in EYFS includes helping children learn about the importance of good oral health. This is based on NICE guidance 2020.

Individuals who have not undergone all safer recruitment checks/suitability checks are not allowed unsupervised contact with children.

Staff seek medical advice where they are taking medication that may affect their ability to care for children, and are only allowed to work directly with children if medical advice confirms the medication is unlikely to impair their ability to do so.

At least 1 person with a current paediatric first aid (PFA) certificate is on the premises and available at all times children are present, and accompanies children on outings.

The PFA training is renewed every 3 years and is relevant for workers caring for young children  
Indoor space requirements are adhered to and access to an outdoor play area is provided, or outdoor activities are provided on a daily basis.

A written procedure for dealing with concerns and complaints is in place and written records of all complaints, and their outcomes, are kept. Written complaints relating to the EYFS requirements are always investigated. Complainants are notified of the outcome of the investigation within 28 days of receipt of the complaint. The record of complaints is made available to Ofsted on request. Parents are given information about how to contact Ofsted if they believe the EYFS requirements are not being met.

### **43. THE USE OF SCHOOL PREMISES BY OTHER ORGANISATIONS**

Where services or activities are provided under the direct supervision/management of Eden staff the school arrangements for child protection will apply. During before and after school activities, the school's arrangements for child protection as written in this policy will apply.

Where services or activities are provided separately by another body using the school premises, (eg extended schools providers, clubs) the Head Teacher and Board of Trustees will:

- seek written assurance that the organisation concerned has appropriate policies and procedures in place with regard to safeguarding children and child protection, and that relevant safeguarding
- checks have been made in respect of staff and volunteers.
- put in place arrangements for the organisation to liaise with the school on safeguarding matters
- include safeguarding requirements in any transfer of control agreement (i.e. lease or hire agreement), as a condition of use and occupation of the premises; and that failure to comply with this would lead to termination of the agreement. An application to use premises may be refused.

These arrangements apply regardless of whether or not the children who attend any of these services or activities are children on the school roll or attend the college. The above applies in the case of an extended school service or club taking place off school premises but as part of the school's extended school offer. (eg in Coldfall Woods, on a nearby sports pitch).

The school will follow its safeguarding policies and procedures, including informing the LADO, relating to any incident(s) that happen when an individual or organisation is using their school premises for the purposes of running activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities).

#### **44. SECURITY AND VISITORS**

All members of staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light. Any individual who is not known or identifiable on site should be challenged for clarification and reassurance.

(Staff and visitors will be expected to adhere to any safety measures implemented because of Covid-19 restrictions.)

Eden Primary employs the services of First Class Protection to provide security services to our site and, at all times and in all procedures, follows the guidance of CST. <https://cst.org.uk/>

Our security protocols prohibit any individual who is not known or identifiable from gaining access to our site. However, staff should respectfully challenge any individual they do not know with a 'Can I help you?' if they are not accompanied by a member of school staff.

CCTV is monitored constantly by our security team and regular outdoor checks are made, including checks of the immediate area surrounding the school and of Coldfall Woods.

Appropriate checks are undertaken in respect of visitors and volunteers coming into school as outlined in KCSIE 2023. Visitors are required to sign in and out via the office visitors log and to wear a visitor's badge whilst on site. Visitors will be provided with a leaflet outlining the school's safeguarding and child protection arrangements.

We will not accept the behaviour of any individual (parent or other) that threatens school security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the school site.

The school will give careful consideration to the suitability of any external organisations who may provide information, resources & speakers to pupils. The arrangements for the individuals providing these services on the school's premises may include an assessment of their education value, the age appropriateness of what is going to be delivered and whether relevant checks will be required (eg for multiple sessions).

Prior to the visit the content of the session will be discussed and it will be made clear to the visitor that behaviour management is the responsibility of the school staff who will remain present at all times.

#### **45. COMPLAINTS**

Eden Primary has a Complaints Procedure available to parents, learners and members of staff and visitors who wish to report concerns. This can be found on the school website and in the policies folder of the shared folders on the school system.

All reported concerns will be taken seriously and considered within the relevant and appropriate process. Anything that constitutes an allegation against a member of staff or volunteer will be dealt with under the specific Policy on Managing Allegations against Staff and Volunteers.



## **46. POLICY COMPLIANCE, MONITORING AND REVIEW**

This policy is reviewed at least annually by the designated safeguarding leads and Board of Trustees, which has responsibility for oversight of safeguarding and child protection systems. The policy will be revised following any national or local policy updates, any local child protection concerns and/or any changes to our procedures. Staff will be informed of any changes made.

All stakeholders, including all staff, volunteers, governors, temporary or third-party agency staff, volunteers and persons who regularly work with children in this school will read, and are expected to act within, this policy.

All staff read and agree to abide by the policy during their induction. At this time, and when updates occur, they also read, and sign to say they have read and understood, Keeping Children Safe in Education Part 1 and Annex B. This is at least annually in September but may also be at other times. These documents can be found in the Shared/Staff/2023-24/Policies folder on the school system.

The DSL and DDSs meet weekly as a Senior Leadership Team. The meeting includes review of all safeguarding cases, a check on the actions taken and what further actions are needed. This includes pupils with early help and child protection plans. Any emerging concerns around attendance, behaviour, peer relationships and concerns raised by staff are noted and plans made to address these.

The whole staff team meets weekly and safeguarding training and relevant issues are reviewed in most weekly meetings.

A member of the Senior Leadership Team makes a thorough review of behaviour incidents in CPOMs every six weeks to check and review any emerging patterns which may suggest a safeguarding concern. This is discussed with SLT and reported (anonymised; mindful of confidentiality issues) to the Achievement Committee of the Board of Trustees.

The Designated Safeguarding Lead provides regular reporting on safeguarding activity and systems to the Board of Trustees. The Board of Trustees will not receive details of individual children's situations or identifying features of families as part of their oversight responsibility.

The Board of Trustees understands its responsibilities and duties as set out in KCSIE 2022 to ensure the effectiveness of the school's safeguarding arrangements in including those for online safety. In addition to the regular reports on safeguarding provided by the DSL, trustees will take a proactive varied approach to checking the school's safeguarding arrangements. This will include: meetings with the DSL, visits to school, ascertaining the views of staff, pupils and parents through discussions and/or surveys, use of an audit tool, asking all trustees to ask a safeguarding question during meetings with leaders/staff on other aspects of school life (such as subject meetings or SENCo meeting), termly checks of the SCR, review of school data and use of an external consultant.

Visitors, contractors and supply staff are informed of safeguarding systems on arrival at the school via a safeguarding leaflet.

Families are encouraged to be familiar with this policy via the school website, <https://edenprimary.org.uk/> Copies of this policy and its associated documents are available from the school office.

## **47. LOCAL SUPPORT**

All members of staff are made aware of local support available.

Haringey's Multi-Agency Safeguarding Hub (MASH).

Monday to Thursday 8:45 am to 5:00pm; Friday 8:45 am to 4:45 pm

**020 8489 4470**

Out of office hours, including weekends:

**020 8489 0000**

**Do not use this number if a child needs immediate assistance from the Police or Ambulance Services. In these cases, call 999**

**Contact details for Online Safety in the Education Safeguarding Service Early Help**

Haringey West Locality 020 8489 5814

<https://www.haringey.gov.uk/children-and-families/early-help>

**Contact details for the Haringey LADO**

Carline Benoit [lado@haringey.gov.uk](mailto:lado@haringey.gov.uk)

**Integrated Children's Services**

Haringey's Safeguarding Team

**Met Police**

101 or 999 if there is an immediate risk of harm

**Haringey Safeguarding Children Multi-Agency Partnership (Haringey LA)** <https://haringeyscp.org.uk/>

**Adult Safeguarding**

Adult Social Care Email: [firstresponseteam@haringey.gov.uk](mailto:firstresponseteam@haringey.gov.uk) or call on 020 8489 1400

**Barnet Multi Agency Safeguarding Hub (MASH)** 0208 359 4066 Out of hours 0208 359 2000

<mailto:mash@barnet.gov.uk>

The MASH team are available Monday to Thursday 9 am to 5.15 pm and Friday 9 am to 5 pm. 2 Bristol Avenue Colindale London NW9 4EW

Barnet Local Safeguarding Children Partnership <https://thebarnetscp.org.uk/bscp> Email [bscp@barnet.gov.uk](mailto:bscp@barnet.gov.uk)

**Appendices follow**

**Appendix 1: Categories of Abuse**

**KCSIE paras 22, 26-30 – updated KCSIE 2022**

**All school and college staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone. In most cases, multiple issues will overlap with one another.**

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

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

**Signs that MAY INDICATE physical abuse**

- Bruises and abrasions around the face
- Damage or injury around the mouth
- Bi-lateral injuries such as two bruised eyes
- Bruising to soft area of the face such as the cheeks
- Fingertip bruising to the front or back of torso
- Bite marks
- Burns or scalds (unusual patterns and spread of injuries)
- Deep contact burns such as cigarette burns

- Injuries suggesting beatings (strap marks, welts)
- Covering arms and legs even when hot
- Aggressive behaviour or severe temper outbursts.
- Injuries need to be accounted for. Inadequate, inconsistent or excessively plausible explanations or a delay in seeking treatment should signal concern.

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

#### **Signs that MAY INDICATE emotional abuse**

- Over reaction to mistakes
- Lack of self-confidence/esteem
- Sudden speech disorders
- Self-harming
- Eating Disorders
- Extremes of passivity and/or aggression
- Compulsive stealing
- Drug, alcohol, solvent abuse
- Fear of parents being contacted
- Unwillingness or inability to play
- Excessive need for approval, attention and affection

**Sexual abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education and **all** staff should be aware of it and of their school or college's policy and procedures for dealing with it.

#### **Signs that MAY INDICATE Sexual Abuse**

- Sudden changes in behaviour and performance
- Displays of affection which are sexual and age inappropriate
- Self-harm, self-mutilation or attempts at suicide
- Alluding to secrets which they cannot reveal
- Tendency to cling or need constant reassurance
- Regression to younger behaviour for example thumb sucking, playing with discarded toys, acting like a baby
- Distrust of familiar adults e.g. anxiety of being left with relatives, a childminder or lodger
- Unexplained gifts or money
- Depression and withdrawal
- Fear of undressing for PE
- Sexually transmitted disease
- Fire setting

**Neglect:** the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious

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

#### **Signs that MAY INDICATE neglect.**

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Inadequate clothing
- Frequent lateness or non-attendance
- Untreated medical problems
- Poor relationship with peers
- Compulsive stealing and scavenging
- Rocking, hair twisting and thumb sucking
- Running away
- Loss of weight or being constantly underweight
- Low self esteem

#### **Special Circumstances**

[The London Child Protection Procedures, 4<sup>th</sup> Edn \(2010\)](#) outlines response to special circumstances in child protection cases, including issues such as:

- Bullying
- Domestic violence
- Fabricated or induced illness
- Female genital mutilation (FGM)
- Foreign exchange visits
- Gangs, serious youth violence and violent extremism
- 'Honour'-based violence
- Information and communication technology (ICT)-based forms of abuse
- Missing from care and home
- Not attending school
- Parental lack of control
- Parental mental illness
- Parents with learning disabilities
- Parents who misuse substances
- Pregnancy
- Private fostering
- Self-harming and suicidal behaviour
- Sexually active children
- Sexually exploited children
- Spirit possession or witchcraft
- Trafficked and exploited children
- Young care

### **Appendix 2: Specific safeguarding issues (KCSIE Annex B)**

This text is largely taken from Annex B of KCSIE which contains further important additional information about specific forms of abuse and safeguarding issues.

#### **Child abduction and community safety incidents**

Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility

for the child. Child abduction can be committed by parents or other family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers. Other community safety incidents in the vicinity of a school can raise concerns amongst children and parents, for example, people loitering nearby or unknown adults engaging children in conversation. As children get older and are granted more independence (for example, as they start walking to school on their own) it is important they are given practical advice on how to keep themselves safe. Many schools provide outdoor-safety lessons run by teachers or by local police staff. It is important that lessons focus on building children's confidence and abilities rather than simply warning them about all strangers. Further information is available at: [www.actionagainstabduction.org](http://www.actionagainstabduction.org) and [www.clevernevergoes.org](http://www.clevernevergoes.org).

### **Children and the court system**

Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There are two age appropriate guides to support children 5-11-year olds and 12-17 year olds. The guides explain each step of the process, support and special measures that are available.

There are diagrams illustrating the courtroom structure and the use of video links is explained. Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for children. The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service. This may be useful for some parents and carers.

### **Children missing from education**

All staff should be aware that children going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding possibilities. This may include abuse and neglect, which may include sexual abuse or exploitation and can also be a sign of child criminal exploitation including involvement in county lines. It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation, 'honour'-based abuse or risk of forced marriage. Early intervention is necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing in future. Staff should be aware of their school's or college's unauthorised absence and children missing from education procedures.

### **Children with family members in prison**

Approximately 200,000 children in England and Wales have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. The National Information Centre on Children of Offenders, NICCO provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children.

### **Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)**

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

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

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

threats of violence.

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

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

Further information on signs of a child's involvement in sexual exploitation is available in Home Office guidance: Child sexual exploitation: guide for practitioners

### **County lines**

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

Children can be targeted and recruited into county lines in a number of locations including schools (mainstream and special), further and higher educational institutions, pupil referral units, children's homes and care homes. Children are also increasingly being targeted and recruited online using social media. Children can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

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

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

Further information on the signs of a child's involvement in county lines is available in guidance published by the Home Office.

### **Modern Slavery and the National Referral Mechanism**

Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including: sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs.

Further information on the signs that someone may be a victim of modern slavery, the support available to victims and how to refer them to the NRM is available in the Modern Slavery Statutory Guidance. Modern slavery: how to identify and support victims - GOV.UK ([www.gov.uk](http://www.gov.uk))

### **Cybercrime**

Cybercrime is criminal activity committed using computers and/or the internet. It is broadly categorised as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-line) or 'cyber dependent' (crimes that can be committed only by using a computer). Cyber-dependent crimes include;

- unauthorised access to computers (illegal 'hacking'), for example accessing a school's computer network to look for test paper answers or change grades awarded;
- denial of Service (Dos or DDoS) attacks or 'booting'. These are attempts to make a computer, network or website unavailable by overwhelming it with internet traffic from multiple sources; and,

- making, supplying or obtaining malware (malicious software) such as viruses, spyware, ransomware, botnets and Remote Access Trojans with the intent to commit further offence, including those above.

Children with particular skill and interest in computing and technology may inadvertently or deliberately stray into cyber-dependent crime.

If there are concerns about a child in this area, the designated safeguarding lead (or a deputy), should consider referring into the **Cyber Choices** programme. This is a nationwide police programme supported by the Home Office and led by the National Crime Agency, working with regional and local policing. It aims to intervene where young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests.

Note that **Cyber Choices** does not currently cover 'cyber-enabled' crime such as fraud, purchasing of illegal drugs on-line and child sexual abuse and exploitation, nor other areas of concern such as on-line bullying or general on-line safety.

Additional advice can be found at: Cyber Choices, 'NPCC- When to call the Police' and National Cyber Security Centre - NCSC.GOV.UK

### **Domestic abuse**

The Domestic Abuse Act 2021 received Royal Assent on 29 April 2021. The Act introduces the first ever statutory definition of domestic abuse and recognises the impact of domestic abuse on children, as victims in their own right, if they see, hear or experience the effects of abuse. The statutory definition of domestic abuse, based on the previous cross-government definition, ensures that different types of relationships are captured, including ex-partners and family members. The definition captures a range of different abusive behaviours, including physical, emotional and economic abuse and coercive and controlling behaviour. Both the person who is carrying out the behaviour and the person to whom the behaviour is directed towards must be aged 16 or over and they must be "personally connected" (as defined in section 2 of the 2021 Act).

Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child/adolescent to parent violence and abuse. Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. The government will issue statutory guidance to provide further information for those working with domestic abuse victims and perpetrators, including the impact on children.

All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Experiencing domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Young people can also experience domestic abuse within their own intimate relationships. This form of child on child abuse is sometimes referred to as 'teenage relationship abuse'. Depending on the age of the young people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or both parties are under 16). However, as with any child under 18, where there are concerns about safety or welfare, child safeguarding procedures should be followed and both young victims and young perpetrators should be offered support. The Act's provisions, including the new definition, will be commenced over the coming months.

### **Coercive Control**

Coercive control refers to a pattern of different actions that seek to exert dominance and control over an individual through psychological and emotional manipulation. It is a form of domestic abuse which is illegal in England and Wales, and it can be reported to the police.

Coercive control comes from a person who is close to the victim, typically a partner, but it can also be a parent or family member, or even a close friend. If the same behaviours are displayed by someone who is not personally connected to the victim, it is not classed as coercive control but may qualify as a different criminal offence.

Coercive control may not be recognised by the victim, or they may not be willing to acknowledge it. Usually, the first reported incident comes after a long history of abusive and controlling behaviour. It can be hard to spot by looking at

a relationship from the outside. A perpetrator of coercive control may have perfected their outward-facing persona, with the ability to deceive others. They might appear as well-meaning, concerned and caring towards the victim in front of others.

#### **Some of the signs of coercive control are:**

- Isolating someone from their family and friends.
- Restricting their use of communication platforms. This could be limiting their phone and social media use, or any other form of communication.
- Controlling different aspects of their lives, including how much they go out, where they can go, who they can visit, how they dress, what they eat.
- Not allowing them to visit a GP or any medical provision.
- Continuously putting them down through derogatory comments and insults, with the intent to damage their self-esteem.
- Making them participate in rules and actions that may be degrading and humiliating. This can be activities in the house, or sexual acts.
- Making them participate in illegal acts such as theft and child abuse.
- Damaging their property.
- Sexual abuse.
- Violence.
- Restricting their use of basic facilities, such as heating and electricity.
- Not allowing them to have a job.
- Taking their money away from them, and not allowing them to have personal money.
- Making small comments on numerous details of things such as their appearance, their friends, their family, their work.
- Keeping information from the individual.
- Denying something has happened, including domestic violence.
- Undermining the individual.
- Convincing the individual that they need to change themselves.
- Hiding things so that they can't leave, e.g. car keys.
- Making accusations of things that are not true.

#### **Signs that you may notice if someone you know is a victim of coercive control:**

- They are scared of their partner or other personal connection.
- They are cut off from their friends and family and are difficult to contact or make plans with.
- They have physical signs of abuse, such as bruises, or they hide parts of their body that are bruised.
- They become defensive when it comes to discussing the suggestion of their being abused.
- You have noticed that they have a new sense of low self-esteem, lack of confidence, anxiety and/or depression.
- The person who you suspect of abusing them is constantly calling them, asking where they are, who they are with or telling them to come home.

**Operation Encompass** Operation Encompass operates in all police forces across England. It helps police and schools work together to provide emotional and practical help to children. The system ensures that when police are called to an incident of domestic abuse, where there are children in the household who have experienced the domestic incident, the police will inform the key adult (usually the designated safeguarding lead) in school before the child or children arrive at school the following day. This ensures that the school has up to date relevant information about the child's circumstances and can enable immediate support to be put in place, according to the child's needs. Operation Encompass does not replace statutory safeguarding procedures. Where appropriate, the police and/or schools should make a referral to children's social care if they are concerned about a child's welfare. More information about the scheme and how schools can become involved is available on the Operation Encompass website.

Operation Encompass provides an advice and helpline service for all staff members from educational settings who may be concerned about children who have experienced domestic abuse. The helpline is available 8AM to 1PM, Monday to



Friday on 0204 513 9990 (charged at local rate).

**National Domestic Abuse Helpline** Refuge runs the National Domestic Abuse Helpline, which can be called free of charge and in confidence, 24 hours a day on 0808 2000 247. Its website provides guidance and support for potential victims, as well as those who are worried about friends and loved ones. It also has a form through which a safe time from the team for a call can be booked. Additional advice on identifying children who are affected by domestic abuse and how they can be helped is available at:

- NSPCC- UK domestic-abuse Signs Symptoms Effects
- Refuge what is domestic violence/effects of domestic violence on children.
- Safe lives: young people and domestic abuse.
- Domestic abuse: specialist sources of support - GOV.UK ([www.gov.uk](http://www.gov.uk))(includes information for adult victims, young people facing abuse in their own relationships and parents experiencing child to parent violence/abuse)
- Home : Operation Encompass (includes information for schools on the impact of domestic abuse on children)

### **Homelessness**

Being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The designated safeguarding lead (and any deputies) should be aware of contact details and referral routes into the Local Housing Authority so they can raise/progress concerns at the earliest opportunity. Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property. Whilst referrals and/or discussion with the Local Housing Authority should be progressed as appropriate, and in accordance with local procedures, this does not, and should not, replace a referral into children's social care where a child has been harmed or is at risk of harm.

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

In most cases school and college staff will be considering homelessness in the context of children who live with their families, and intervention will be on that basis. However, it should also be recognised in some cases 16 and 17 year olds could be living independently from their parents or guardians, for example through their exclusion from the family home, and will require a different level of intervention and support.

Children's social care will be the lead agency for these children and the designated safeguarding lead (or a deputy) should ensure appropriate referrals are made based on the child's circumstances. The Department and the Ministry of Housing, Communities and Local Government have published joint statutory guidance on the provision of accommodation for 16 and 17 year olds who may be homeless and/or require accommodation: [here](#).

### **Mental health**

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences, can impact on their mental health, behaviour, and education.

More information can be found in the Mental health and behaviour in schools guidance, colleges may also wish to follow this guidance as best practice. Public Health England has produced a range of resources to support secondary school teachers to promote positive health, wellbeing and resilience among children. See

Every Mind Matters for links to all materials and lesson plans.

### **So-called 'honour'-based abuse (including Female Genital Mutilation and Forced Marriage)**

So-called 'honour'-based abuse (HBA) encompasses incidents or crimes which have been committed to protect or

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

**Actions:** If staff have a concern regarding a child who might be at risk of HBA or who has suffered from HBA, they should speak to the designated safeguarding lead (or deputy). As appropriate, the designated safeguarding lead (or deputy) will activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with the police and local authority children's social care. Where FGM has taken place, since 31 October 2015 there has been a mandatory reporting duty placed on **teachers**<sup>150</sup> that requires a different approach (see below).

## **FGM**

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

### **FGM mandatory reporting duty for teachers**

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

Teachers **must** personally report to the police cases where they discover that an act of FGM appears to have been carried out. FGM Fact Sheet. 151 Unless the teacher has good reason not to, they should still consider and discuss any such case with the school's or college's designated safeguarding lead (or deputy) and involve local authority children's social care as appropriate. The duty does not apply in relation to at risk or suspected cases (i.e. where the teacher does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over. In these cases, teachers should follow local safeguarding procedures. The following is a useful summary of the FGM mandatory reporting duty:

Further information can be found in the Multi-agency statutory guidance on female genital mutilation and the FGM resource pack particularly section 13.

### **Forced marriage**

Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some perpetrators use perceived cultural practices to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage.

The Forced Marriage Unit (FMU) has created: Multi-agency practice guidelines: handling cases of forced marriage (pages 75-80 of which focus on the role of schools and colleges) and, Multi-agency statutory guidance for dealing with forced marriage, which can both be found at The right to choose: government guidance on forced marriage - GOV.UK ([www.gov.uk](http://www.gov.uk)) School and college staff can contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email [fmufcdo.gov.uk](mailto:fmufcdo.gov.uk).

### **Preventing radicalisation**

Children are vulnerable to extremist ideology and radicalisation. Similar to protecting children from other forms of harms and abuse, protecting children from this risk should be a part of a schools' or colleges' safeguarding approach.

**Extremism** is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

**Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

**Terrorism** is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat **must** be designed to influence the government or to intimidate the public and is made for the purpose of advancing apolitical, religious or ideological cause.

There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation can occur through many different methods (such as social media or the internet) and settings (such as within the home).

However, it is possible to protect vulnerable people from extremist ideology and intervene to prevent those at risk of radicalisation being radicalised. As with other safeguarding risks, staff should be alert to changes in children's behaviour, which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a Prevent referral.

Although not a cause for concern on their own, possible indicators when taken into consideration alongside other factors or context may be a sign of being radicalised. Further information and a list of such indicators can be found at Radicalisation and Extremism - Examples and Behavioural Traits ([educateagainsthate.com](http://educateagainsthate.com))

### **The Prevent duty**

All schools and colleges are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". 134 This duty is known as the Prevent duty. The Prevent duty should be seen as part of schools' and colleges' wider safeguarding obligations. Designated safeguarding leads and other senior leaders in schools should familiarise themselves with the revised Prevent duty guidance: for England and Wales, especially paragraphs 57-76, which are specifically concerned with schools (and also covers childcare). Designated safeguarding leads and other senior leaders in colleges should familiarise themselves with the Prevent duty guidance: for further education institutions in England and Wales. The guidance is set out in terms of four general themes: risk assessment, working in partnership, staff training, and IT policies.

The school's or college's designated safeguarding lead (and any deputies) should be aware of local procedures for making a Prevent referral.

### **Channel**

Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. Prevent referrals may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required. A representative from the school or college may be asked to attend the Channel panel to help with this assessment. An individual's engagement with the programme is entirely voluntary at all stages. The designated safeguarding lead should consider if it would be appropriate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse or those who are currently receiving support through the 'Channel' programme and have that support in place for when the child arrives. Statutory guidance on Channel is available at: Channel guidance.

### **Additional support**

The Department has published further advice for schools on the Prevent duty. The advice is intended to complement the Prevent guidance and signposts to other sources of advice and support.

The Home Office has developed three e-learning modules:

- Prevent awareness e-learning offers an introduction to the Prevent duty.
- Prevent referrals e-learning supports staff to make Prevent referrals that are **robust, informed** and with **good intention**.
- Channel awareness e-learning is aimed at staff who may be asked to contribute to or sit on a multi-agency Channel panel.

Educate Against Hate, is a government website designed to support school teachers and leaders to help them safeguard their students from radicalisation and extremism. The platform provides free information and resources to help school staff identify and address the risks, as well as build resilience to radicalisation.

For advice specific to further education, the Education and Training Foundation (ETF) hosts the Prevent for FE and Training. This hosts a range of free, sector specific resources to support further education settings comply with the Prevent duty. This includes the Prevent Awareness e-learning, which offers an introduction to the duty, and the Prevent Referral e-learning, which is designed to support staff to make robust, informed and proportionate referrals.

The ETF Online Learning environment provides online training modules for practitioners, leaders and managers, support staff and governors/Board members outlining their roles and responsibilities under the duty.

London Grid for Learning have also produced useful resources on Prevent (Online Safety Resource Centre - London Grid for Learning (lgfl.net)).

### **Serious Violence**

There are a number of indicators, which may signal children are at risk from, or are involved with, serious violent crime. These may include:

- increased absence from school
- a change in friendships or relationships with older individuals or groups
- a significant decline in performance
- signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries
- unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.
- The likelihood of involvement in serious violence may be increased by factors such as being male
- having been frequently absent or permanently excluded from school
- having experienced child maltreatment and having been involved in offending, such as theft or robbery. A fuller list of risk factors can be found in the Home Office's Serious Violence Strategy.

Professionals should also be aware that violence can often peak in the hours just before or just after school, when pupils are travelling to and from school. These times can be particularly risky for young people involved in serious violence.

Advice for schools and colleges is provided in the Home Office's Criminal exploitation of children and vulnerable adults: county lines guidance. The Youth Endowment Fund (YEF) Toolkit sets out the evidence for what works in preventing young people from becoming involved in violence.

Home Office funded Violence Reduction Units (VRU) operate in the 20 police force areas across England and Wales that have the highest volumes of serious violence, as measured by hospital admissions for injury with a sharp object. A list of these locations can be found here. As the strategic co-ordinators for local violence prevention, each VRU is mandated to include at least one local education representative within their Core Membership group, which is responsible for setting the direction for VRU activity. Schools and educational partners within these areas are encouraged to reach out to their local VRU, either directly or via their education Core Member, to better ingrain partnership working to tackle serious violence across local areas and ensure a joined up approach to young people across the risk spectrum.

The Police, Crime, Sentencing and Courts Act will introduce early in 2023 a new duty on a range of specified authorities, such as the police, local government, youth offending teams, health and probation services, to work collaboratively, share data and information, and put in place plans to prevent and reduce serious violence within their

local communities. Educational authorities and prisons/youth custody authorities will be under a separate duty to cooperate with core duty holders when asked, and there will be a requirement for the partnership to consult with all such institutions in their area.

The Duty is not intended to replace or duplicate existing safeguarding duties. Local partners may choose to meet the requirements of the Duty through existing multi-agency structures, such as multi-agency safeguarding arrangements, providing the correct set of partners are involved.

### **Peer on peer abuse**

Children can abuse other children (often referred to as peer on peer abuse) and it can take many forms. It **can** happen both inside and outside of school/college and online. It is important that all staff recognise the indicators and signs of peer on peer abuse and know how to identify it and respond to reports. This **can** include (but is not limited to): bullying (including cyberbullying, prejudice-based and discriminatory bullying); abuse within intimate partner relationships; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexual violence and sexual harassment; consensual and non-consensual sharing of nudes and semi-nudes images and/or videos; causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party; upskirting and initiation/hazing type violence and rituals. Addressing inappropriate behaviour (even if it appears to be relatively innocuous) **can** be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

### **Sexual violence and sexual harassment between children in schools and colleges Context**

Sexual violence and sexual harassment can occur between two children of any age and sex from primary to secondary stage and into colleges. It can also occur online. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and will be exacerbated if the alleged perpetrator(s) attends the same school or college. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and face to face (both physically and verbally) and are never acceptable.

It is essential that **all** victims are reassured that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with special educational needs and disabilities (SEND) and LGBT children are at greater risk.

Staff should be aware of the importance of:

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

### **What is sexual violence and sexual harassment? Sexual violence**

It is important that school and college staff are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way and that it can happen both inside and outside of school/college. When referring to sexual violence we are referring to sexual violence offences under the Sexual Offences Act 2003/135 as described below:

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

**Assault by Penetration:** A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of

another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

**Sexual Assault:** A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents. (Schools should be aware that sexual assault covers a very wide range of behaviour so a single act of kissing someone without consent, or touching someone's bottom/breasts/genitalia without consent, can still constitute sexual assault.)

**Causing someone to engage in sexual activity without consent:** A person (A) commits an offence if: s/he intentionally causes another person (B) to engage in an activity, the activity is sexual, B does not consent to engaging in the activity, and A does not reasonably believe that B consents. (This could include forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.) **What is consent?** Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice. Further information about consent can be found here: Rape Crisis England & Wales - Sexual consent

- the age of 13 can never consent to any sexual activity;
- the age of consent is 16;
- sexual intercourse without consent is rape.

### **Sexual harassment**

When referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline and both inside and outside of school/college. When we reference sexual harassment, we do so in the context of child on child sexual harassment. Sexual harassment is likely to: violate a child's dignity, and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. Whilst not intended to be an exhaustive list, sexual harassment can include:

- sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names;
- sexual "jokes" or taunting;
- physical behaviour, such as: deliberately brushing against someone, interfering with someone's clothes (schools and colleges should be considering when any of this crosses a line into sexual violence - it is important to talk to and consider the experience of the victim) and displaying pictures, photos or drawings of a sexual nature; and
- online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include:
  - consensual and non-consensual sharing of nudes and semi-nudes images and/or videos. UKCIS Sharing nudes and semi-nudes: As set out in advice for education settings working with children and young people (which provides detailed advice for schools and colleges) taking and sharing nude photographs of U18s is a criminal offence;
  - sharing of unwanted explicit content; ○ upskirting (is a criminal offence; ○ sexualised online bullying ○ unwanted sexual comments and messages, including, on social media; ○ sexual exploitation; coercion and threats.

### **Upskirting**

The Voyeurism (Offences) Act 2019, which is commonly known as the Upskirting Act, came into force on 12 April 2019. 'Upskirting' is where someone takes a picture under a person's clothing (not necessarily a skirt) without their permission and or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any sex, can be a victim.

### **The response to a report of sexual violence or sexual harassment**

The initial response to a report from a child is incredibly important. How the school or college responds to a report can encourage or undermine the confidence of future victims of sexual violence and sexual harassment to report or come forward. Schools and colleges not recognising, acknowledging or understanding the scale of harassment and abuse and/or downplaying of some behaviours can actually lead to a culture of unacceptable behaviour. It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe. A victim

should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

### Appendix 3 : Sources of support and advice

The following links are sources of further advice and support for school staff, volunteers, trustees and parents/carers. Additional links can be found throughout KCSIE 2023, and in Annexes B (specific issues) and D (online safety).

#### Support for staff

- Education Support Partnership: [www.educationsupportpartnership.org.uk](http://www.educationsupportpartnership.org.uk)
- Professional Online Safety Helpline: [www.saferinternet.org.uk/helpline](http://www.saferinternet.org.uk/helpline)
- DfE: [Whistleblowing for employees - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/whistleblowing-for-employees)
- DfE: The online tool Report Child Abuse to Your Local Council directs to the relevant local children's social care contact number: [Report child abuse to a local council - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/report-child-abuse-to-a-local-council)
- NSPCC: [Safeguarding children and child protection | NSPCC Learning](https://www.nspcc.org.uk/learning)

#### Support for Learners

- ChildLine: [www.childline.org.uk](http://www.childline.org.uk)
- Papyrus: [www.papyrus-uk.org](http://www.papyrus-uk.org)
- The Mix: [www.themix.org.uk](http://www.themix.org.uk)
- Shout: [www.giveusashout.org](http://www.giveusashout.org)
- Fearless: [www.fearless.org](http://www.fearless.org)

#### Support for adults

- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Crime Stoppers: [www.crimestoppers-uk.org](http://www.crimestoppers-uk.org)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- The Samaritans: [www.samaritans.org](http://www.samaritans.org)
- NAPAC (National Association for People Abused in Childhood): [www.napac.org.uk](http://www.napac.org.uk)
- MOSAC: [www.mosac.org.uk](http://www.mosac.org.uk)
- Action Fraud: [www.actionfraud.police.uk](http://www.actionfraud.police.uk)
- Shout: [www.giveusashout.org](http://www.giveusashout.org)

### Support for Learning Disabilities

- Respond: [www.respond.org.uk](http://www.respond.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

### Personal, social and health education and Relationships and sex education

- DfE: [Relationships and sex education \(RSE\) and health education - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/consultations/relationships-and-sex-education-rse-and-health-education)
- DfE: [Plan your relationships, sex and health curriculum - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/consultations/plan-your-relationships-sex-and-health-curriculum)
- DfE: [Engaging parents with relationships education policy - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/consultations/engaging-parents-with-relationships-education-policy)
- PSHE Association: [Home | www.pshe-association.org.uk](http://www.pshe-association.org.uk)

### Covid and remote learning

- DfE safeguarding and remote learning is available: [Safeguarding and remote education during coronavirus \(COVID-19\) - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/consultations/safeguarding-and-remote-education-during-coronavirus-covid-19)
- The Education People: [Safer Remote Learning during COVID-19: Information for School Leaders and DSLs | The Education People](http://www.educationpeople.org.uk/safer-remote-learning-during-covid-19)
- DfE: [Education recovery support - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/consultations/education-recovery-support)

### Domestic Abuse

- Domestic abuse services: [www.domesticabuseservices.org.uk](http://www.domesticabuseservices.org.uk)
- Refuge: [www.refuge.org.uk](http://www.refuge.org.uk)
- Women's Aid: [www.womensaid.org.uk](http://www.womensaid.org.uk) <sup>7</sup> Men's Advice Line: [www.mensadvice.org.uk](http://www.mensadvice.org.uk)
- Mankind: [www.mankindcounselling.org.uk](http://www.mankindcounselling.org.uk)
- National Domestic Abuse Helpline: [www.nationaldahelpline.org.uk](http://www.nationaldahelpline.org.uk)
- Respect Phonenumber: <https://respectphonenumber.org.uk>

### Honour Based Abuse and FGM

- Forced Marriage Unit: [www.gov.uk/guidance/forced-marriage](http://www.gov.uk/guidance/forced-marriage)
- FGM Factsheet:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/496415/6\\_1639\\_HO\\_SP\\_FGM\\_mandatory\\_reporting\\_Fact\\_sheet\\_Web.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/496415/6_1639_HO_SP_FGM_mandatory_reporting_Fact_sheet_Web.pdf)

- Mandatory reporting of female genital mutilation: procedural information: [www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information](http://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information)

### Contextual Safeguarding, Peer on Peer abuse, Sexual Exploitation and Criminal Exploitation:

- Contextual Safeguarding Network: <https://contextualsafeguarding.org.uk>
- National Crime Agency: [www.nationalcrimeagency.gov.uk/who-we-are](http://www.nationalcrimeagency.gov.uk/who-we-are)



- Rape Crisis: <https://rapecrisis.org.uk>
- Lucy Faithfull Foundation: [www.lucyfaithfull.org.uk](http://www.lucyfaithfull.org.uk)
- Brook: [www.brook.org.uk](http://www.brook.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Disrespect Nobody: [www.disrespectnobody.co.uk](http://www.disrespectnobody.co.uk)
- Upskirting – know your rights: [www.gov.uk/government/news/upskirting-know-your-rights](http://www.gov.uk/government/news/upskirting-know-your-rights)

### Serious violence, gangs, county lines child exploitation

- Home Office: [Advice to schools and colleges on gangs and youth violence - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- DfE: [Criminal exploitation of children and vulnerable adults: county lines - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- Home Office: [Serious Violence Strategy - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### Substance Misuse

- We are with you (formerly Addaction): [www.wearewithyou.org.uk/services/kent-for-youngpeople/](http://www.wearewithyou.org.uk/services/kent-for-youngpeople/)
- Talk to Frank: [www.talktofrank.com](http://www.talktofrank.com)

### Mental Health

- Mind: [www.mind.org.uk](http://www.mind.org.uk)
- Moodspark: <https://moodspark.org.uk>
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- PHSE Rsie above resources and lesson plans: [Mental wellbeing | Overview | PHE School Zone](#)
- DfE: [Mental health and behaviour in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### Online Safety


- CEOP: [www.ceop.police.uk](http://www.ceop.police.uk)
- Internet Watch Foundation (IWF): [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- Childnet: [www.childnet.com](http://www.childnet.com)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- Report Harmful Content: <https://reportharmfulcontent.com>
- Parents Info: [www.parentinfo.org](http://www.parentinfo.org)
- Marie Collins Foundation: [www.mariecollinsfoundation.org.uk](http://www.mariecollinsfoundation.org.uk)
- Internet Matters: [www.internetmatters.org](http://www.internetmatters.org)
- NSPCC: [Social media and online safety | NSPCC Learning](#)
- Get safe Online: [www.getsafeonline.org](http://www.getsafeonline.org)
- Stop it Now!: [www.stopitnow.org.uk](http://www.stopitnow.org.uk)
- Parents Protect: [www.parentsprotect.co.uk](http://www.parentsprotect.co.uk)
- UK Council for Internet Safety (UKCIS) 'Education for a Connected World Framework' [Education for a Connected World - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- DfE 'Teaching online safety in school' guidance. [Teaching online safety in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- UK Council for Internet Safety (UKCIS): [Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### Radicalisation and hate

- Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Counter Terrorism Internet Referral Unit: [www.gov.uk/report-terrorism](http://www.gov.uk/report-terrorism)

- True Vision: [www.report-it.org.uk](http://www.report-it.org.uk)

**Signs of Safety Assessment and Planning Form: Haringey MASH**

What are we Worried About?	What's Working Well?	What Needs to Happen?
<p><b>Past Harm to Children:</b> Action/Behaviour – who, what, where, when; Severity; Incidence &amp; Impact.</p> <p><b>Danger Statements:</b> Future Danger for Children. Worries for the future if nothing changes.</p> <p><b>Complicating Factors:</b> Factors which make the situation more difficult to resolve.</p>	<p><b>Existing Strengths:</b> Best attributes of parenting</p> <p><b>Existing Safety/Protection:</b> The strengths demonstrated as protection over time.</p> <p>Must directly relate to danger.</p>	<p><b>Safety Goals:</b> Future Safety/ Protection What must the caregivers be doing in their care of the child that addresses the future danger?</p> <p><b>Family Goals:</b> What does the family want generally and in relation to safety?</p> <p><b>Next Steps:</b> What are the next steps to be taken to move towards achieving the goal?</p>
<p><b>Safety Scale: On a scale of 0 to 10 where 10 means the children are safe enough and Children's Social Care no longer need to be involved and 0 means it is too unsafe for the children to stay at home, where do we rate this situation?</b>  <i>(If different judgements place different people's number on the continuum).</i></p> <div style="text-align: center;">  <p>0 <span style="margin-left: 200px;">10</span></p> </div>		

## Needs of Children & Young People : Haringey MASH

This table sets out the possible indicators/features for to be aware of to identify Child's level of need and the potential services they may need to help meet their needs.

***This is not a definitive list but does show core areas that will help identify when to make a referral or undertake an assessment.***

Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns</i></b>				
<b>Behaviour</b>	<ul style="list-style-type: none"> <li>Child engages in age appropriate behaviours and self-control.</li> <li>Child demonstrates appropriate response in feelings and actions</li> </ul>	<ul style="list-style-type: none"> <li>Child displays a lack of self-control unusual in children of their age.</li> <li>Child has some difficulties with family /adult and peer relationships.</li> <li>Child displays some inappropriate responses / behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>Child becoming involved in negative disruptive / challenging behaviours/ activities.</li> <li>Child regularly displays lack of selfcontrol unusual for child of their age.</li> <li>Child displays abuse / neglect towards vulnerable adults or animals</li> <li>Child has poor family / adult and peer relationships.</li> <li>Child finds it difficult to cope with anger and frustration.</li> </ul>	<ul style="list-style-type: none"> <li>Child displays little or no self-control which seriously impacts on relationships with those around them putting child / others at risk</li> <li>Child's challenging behaviour results in serious risk to child and / or others.</li> <li>Parents / carers not good role model &amp; condones child's challenging behaviour.</li> <li>Child cannot maintain relationships</li> </ul>
<b>Child Sexual Exploitation (CSE)</b>	No concerns of CSE Child's positive sense of self and abilities reduces the risk that they will be targeted by peers or adults who wish to exploit them.	Child has a negative sense of self and abilities and suffers with low self esteem making them vulnerable to peers and adults who pay them attention and/or show them affection but do so in order to exploit them.	<ul style="list-style-type: none"> <li>Child's negative sense of self/low selfesteem contributes to their involvement with peers and/or adults thought to be treating them badly and/or encouraging their involvement in self-harm and/or criminal behaviour.</li> <li>Child regularly goes missing and family do not know where Child is.</li> </ul>	Child's vulnerability results from their negative sense of self/low esteem, that is exploited by others causing them harm. Child frequently goes missing and fails to account for their locations or discloses situations indicating risk of CSE MASE assesses high risk of CSE. Child trafficked to UK for sexual exploitation.

Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low- level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i></b>				
<b>Development</b>	<ul style="list-style-type: none"> <li>▪ Child is developing and growing well</li> <li>▪ Child is healthy and does not have a physical or mental health condition or disability</li> <li>▪ Child possesses age appropriate ability to understand and organise information and solve problems</li> <li>▪ Child makes adequate academic progress.</li> <li>▪ Young person is in education, employment or training</li> </ul>	<ul style="list-style-type: none"> <li>▪ Some concerns on the growth and development of Child.</li> <li>▪ Child has a mild physical or mental health condition or disability which affects their everyday functioning but can be managed in mainstream schools</li> <li>▪ Child under-achieving or is making limited academic progress.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Significant concerns that child’s developmental milestones not met.</li> <li>▪ Child has physical/mental health condition, chronic and recurrent health problem or disability significantly affecting their everyday functioning and access to education</li> <li>▪ Child not making academic progress despite learning support strategies in place over a period of time.</li> <li>▪ Young person refuses to engage in educational or employment and are increasingly socially isolated.</li> <li>▪ Young person not in education, employment or training (NEET) and is not likely to reach their potential.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Developmental milestones significantly delayed or impaired.</li> <li>▪ Child has complex physical/mental health condition or disability, which has adverse impact on their physical, emotional or mental health and access to education.</li> <li>▪ One or more children’s needs (e.g. disability, behaviour, long-term conditions) have a significant impact on the day-to-day lives of Child/children and their siblings and/or parents.</li> </ul>
<b>Disability</b>	<p><b>Child</b></p> <ul style="list-style-type: none"> <li>▪ Child has no disability.</li> <li>▪ Child with disabilities is accessing universal services without support.</li> </ul>	<p>Child with disabilities who is accessing services may need additional support and/or advice.</p>	<p>Child has permanent &amp; substantial disabilities who require targeted services and whose needs not be met by services without someone to support them.</p>	<ul style="list-style-type: none"> <li>▪ Severe disability is identified ante- nataly</li> <li>▪ Child’s complex physical/mental health condition, or disability, has adverse impact on their physical, emotional or mental health and access to education.</li> </ul>

Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i></b>				
	<b>Parent/Carer/Extended Family</b> <ul style="list-style-type: none"> <li>▪ Family members do not have disabilities/serious health conditions.</li> <li>▪ Physical health/learning disabilities of the parent/carer does not affect the care of Child.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Physical needs of the parent/carer impacts upon the care of Child.</li> <li>▪ Parents/carers learning difficulties occasionally impedes their ability to provide consistent patterns of care but without putting Child at risk.</li> <li>▪ Family members have disabilities /serious health conditions that require additional support.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Physical needs of the parent/ carer significantly affect their care of child.</li> <li>▪ Parents/carers learning disabilities are affecting the care of their child.</li> <li>▪ Siblings or other members of Family have a disability/serious health condition impact on Child.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Parent/carers physical/mental health needs significantly affect care of child placing them at risk of significant harm.</li> <li>▪ Parents/carers learning disabilities severely affecting care of child placing them at risk of significant harm.</li> <li>▪ Siblings/other members of Family have disabilities/health concerns that are seriously affecting child and putting them at risk of significant harm.</li> </ul>
<b>Honour Based Violence</b>	No concerns Child may be subject to honour-based violence.	There is concern that Child may be subject to honour-based violence.	Allegation of honour based violence or intended honour based violence is raised	Evidence that Child may be subject to honour based violence.

**Domestic Abuse**

<ul style="list-style-type: none"> <li>▪ Expectant mother/parent/carer is in a healthy relationship.</li> <li>▪ There are no incidents of violence in Family or history of violence between by family members or new partners.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Historic incidents of physical and/or emotional violence in Family.</li> <li>▪ Harmful impact of incidents is moderated by other protective factors within Family who are able to look after Child when there are arguments /disputes in Family home.</li> <li>▪ Information has become known that a person living in the house may be a previous perpetrator of domestic abuse, although no sign of abuse are apparent.</li> <li>▪ Perpetrator shows insight and accepts support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Expectant mother/parent/carer is victim of previous domestic abuse and is a victim of increasing or more serious incidents of domestic abuse.</li> <li>▪ One or more adult family members is physically and emotionally abusive to another adult family member/s</li> <li>▪ Perpetrator/s show limited or no commitment to changing their behaviour and little understanding of the impact their violence has on Child.</li> <li>▪ Perpetrator is emotionally harming Child/ren who witness or are otherwise aware of the violence.</li> <li>▪ Child has/or continues to witness adult in household physical or emotional abuse to another household member.</li> <li>▪ Child shows signs of the impact of Domestic Abuse, i.e. aggression or passive behaviour.</li> <li>▪ Confirmation previous domestic abuse perpetrator residing at property.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Expectant mother/parent/carer is current victim of domestic abuse, which is increasing in severity, frequency or duration.</li> <li>▪ One or more adult members of family is perpetrator of persistent and/or serious physical and emotional violence, which may also be increasing in severity, frequency or duration.</li> <li>▪ Perpetrator/s show no commitment to changing their behaviour and no understanding of the impact their violence has on Child.</li> <li>▪ Perpetrator is emotionally harming Child/ren who witness or are otherwise aware of the violence.</li> <li>▪ Children may also be at risk of physical violence if, for example, they seek to protect the adult victim.</li> <li>▪ Child is at high risk of, or is already either a perpetrator or a victim of serious abusive behaviour</li> </ul>
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<p><b>Emotional Well Being / Abuse</b></p>	<p>Child is provided with an emotionally warm and stable family environment.</p> <p>Child engages in age appropriate activities and displays age appropriate behaviours.</p> <p>Child has a positive sense of self and abilities.</p> <p>Able to demonstrate empathy</p>	<ul style="list-style-type: none"> <li>▪ Child’s experiences parenting that shows a lack of emotional warmth or it is inconsistent.</li> <li>▪ Child beginning to develop a negative sense of self and abilities. Child at risk of becoming involved in negative behaviour/ activities – i.e. challenging behaviour, substance misuse.</li> <li>▪ Child has some difficulties with family/peer relationships</li> <li>▪ Child displays inappropriate responses and actions</li> <li>▪ Child does not always understand impact of own actions on others</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child experiences a volatile and unstable family environment and this is having a negative effect on Child.</li> <li>▪ Child has negative sense of self and abilities to the extent it is affecting their daily outcomes.</li> <li>▪ Child is becoming involved in negative behaviour/ activities, for example, nonschool attendance and as a result may be excluded short term from school. This increases their risk of being involved in ASB, crime, substance misuse and puts them at risk of grooming and exploitative relationships with peers or adults.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child suffered long- term neglect of the emotional needs.</li> <li>▪ Child at high risk of, or already involved in sexual or other exploitation either as a perpetrator or victim</li> <li>▪ Child has such a negative sense of self and abilities that there is evidence or likelihood that this is causing harm.</li> <li>▪ Child frequently exhibits negative behaviour or activities that place self or others at imminent risk including chronic non-school attendance.</li> <li>▪ Child is withdrawn /unwilling to engage.</li> </ul>
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<p><b>Female Genital Mutilation (FGM)</b></p>	<p>No concerns that Child may be subject to FGM</p>	<ul style="list-style-type: none"> <li>▪ Concern that Family may have a history of practising FGM</li> <li>▪ Female child is born to a woman who has undergone FGM</li> <li>▪ Female child has an older sibling or cousin who has undergone FGM</li> <li>▪ Female child’s father comes from a community known to practise FGM</li> </ul>	<ul style="list-style-type: none"> <li>▪ Family believe FGM is integral to cultural or religious identity.</li> <li>▪ Female child talks about a long holiday to her country of origin or another country where the practice is prevalent.</li> <li>▪ Female child or parent state that they or a relative will go out of the country for a prolonged period.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Female child or sibling confides that they will be having a ‘special procedure’ or attending a special occasion to ‘become a woman’.</li> <li>▪ A parent or family member expresses concern that FGM may be carried out on Female child.</li> </ul>
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Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i></b>				
		<ul style="list-style-type: none"> <li>▪ Family indicate that there are strong levels of influence held by elders and/or elders are involved in bringing up female children</li> <li>▪ Female child from practising community is withdrawn from Personal, Social, Health and Economic (PSHE) education or its equivalent.</li> <li>▪ Increased emotional/psychological needs, i.e. Withdrawal or depression, or significant change in behaviour.</li> <li>▪ Female child is missing from education for a period.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Female child requests help because she is aware or suspects that she is at immediate risk of FGM.</li> <li>▪ A mother/family member discloses that Female child has had FGM.</li> </ul>
<b>Forced Marriage</b> ⓘ	Concern that child may be subject to Forced Marriage.	ⓘ Concern that child may be subject to forced marriage.	ⓘ Allegation of forced marriage or intended forced marriage is raised	ⓘ There is evidence that Child may be subject to forced marriage.
<b>Health (Physical)</b>	<ul style="list-style-type: none"> <li>▪ Good physical health ⓘ Adequate diet, hygiene, exercise.</li> <li>▪ Regular dental &amp; optical care.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Health problems maintained in mainstream school.</li> <li>▪ Child/parent do not attend health / medical appointments.</li> <li>▪ Defaulting on immunisations check and/or dental care.</li> <li>▪ Child is overweight.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Chronic / recurring health problems.</li> <li>▪ Child has health condition/disability requiring regular treatment that child / parent refuses and affects child's health.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Serious physical &amp; emotional health problems.</li> <li>▪ Parents/Carers fail to access health services causing Child harm</li> <li>▪ Medical referral for non-organic failure to thrive in child under 5 years</li> <li>▪ Early teenage pregnancy</li> </ul>

<b>Health (Mental Health)</b>	<b>Child</b>	<ul style="list-style-type: none"> <li>Good state of mental health</li> <li>Child has not suffered a significant loss, e.g. close family member or friend</li> </ul>	<ul style="list-style-type: none"> <li>Persistent minor mental health problems – perhaps resulting in less than 90% school attendance</li> <li>Child has suffered a bereavement or trauma recently or in the past and is distressed but receives support from family and friends and appears to be coping reasonably well.</li> </ul>	<ul style="list-style-type: none"> <li>There is no evidence that Child has accessed mental health and advice services and suffers recurrent mental health problems as a result.</li> <li>Child has suffered bereavement or trauma recently or in the past and does not appear to be coping.</li> </ul>	<ul style="list-style-type: none"> <li>Refuses medical care endangering life and suffers chronic mental health problems as a result.</li> <li>Emerging acute mental health problems including threat of suicide, psychotic episode or severe depression.</li> <li>Child has suffered bereavement or trauma and is self-harming and/or disclosing suicidal thoughts.</li> </ul>

<b>Concern</b>	<b>Level 1-Universal</b> Child with no additional needs	<b>Level 2-Targeted</b> Child at low risk to vulnerable. Low-level additional needs not met in short term.	<b>Level 3-Specialist</b> Child has complex needs requiring long team specialist support	<b>Level 4-Statutory</b> Child has acute needs requiring intensive specialist / statutory involvement
<i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i>				
			<p>Ⓜ Child appears depressed and/or withdrawn and there is concern that they might be/are self-harming or feeling suicidal.</p>	<p>Ⓜ Child appears to suffer with an eating disorder.</p>



	<p><b>Parent/Carer/Extended Family</b></p> <p>2 No concerns about parents/carers mental health.</p>	<ul style="list-style-type: none"> <li>▪ Mother with young baby and postnatal depression.</li> <li>▪ Parent / carer experiencing bouts of anxiety and depression and have sought support around this (e.g. GP).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Parental / carer with learning disability, mental ill health.</li> <li>▪ Parent / carers experiencing chronic episodes of mental ill health (psychotic (including perinatal)/ bi-polar / suicide) and engaged with long-term community mental health support to address.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child subject of parental delusions implying risk.</li> <li>▪ Parent / carer has mental ill health but no insight into this and is not engaged in support offered or the condition causes significant harm.</li> </ul>
<p><b>Housing</b></p>	<ul style="list-style-type: none"> <li>▪ Family accommodation is appropriate, stable, clean, warm, and tidy and there are no hazards that could affect the safety or wellbeing of Child.</li> <li>▪ Neighbourhood is a safe and positive environment.</li> <li>▪ Family is legally entitled to live in the country and has full rights to employment and public funds.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Family's accommodation is stable but home itself is not kept clean, tidy, and not always free of hazards.</li> <li>▪ Family home would benefit from improvements to support the needs of Child or parent/carer with a disability.</li> <li>▪ Family home is overcrowded and does not meet the needs of Family</li> <li>▪ Child affected by low level challenging behaviour in the locality.</li> <li>▪ Neighbourhood is known to have groups of children and/or adults who are engaged in threatening and intimidating behaviour and child is intimidated/feels threatened in area.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Family's home is consistently poor and constitutes health and safety hazards including hoarding</li> <li>▪ Accommodation is not appropriate for a child or parent/carer with a disability</li> <li>▪ Neighbourhood or locality is having a negative impact on child – i.e. child is victim of challenging behaviour or crime, (including sexual or other forms of harassment) and is at risk of being further victimized <ul style="list-style-type: none"> <li>▪ Family's legal status puts them at risk of involuntary removal from country</li> <li>▪ Family have limited financial resources/no recourse to public funds.</li> <li>▪ Family at risk of eviction for rent arrears</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Family's home is consistently dirty and constitutes health and safety hazards including hoarding. Family has no stable home, and is moving from place to place or 'sofa surfing'.</li> <li>▪ Accommodation is overcrowded or does not meet the needs of Family.</li> <li>▪ Accommodation is not appropriate for a child or parent /carer with a disability. 2 Multiple complex needs e.g. substance misuse, domestic abuse, mental health and finance history of numerous house moves, unstable accommodation.</li> <li>▪ Risk of homelessness and eviction.</li> <li>▪ Neighbourhood is having a profoundly negative effect on Child who has been a repeated victim of anti- social behaviour</li> </ul>

Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i>				
		<ul style="list-style-type: none"> <li>▪ The parent/carer's is in low level rent arrears/accessing debt support services for housing arrears</li> <li>▪ Family's legal entitlement to stay in the country restricts access to public funds and/or the right to work placing Family under stress.</li> </ul>		<p>and/or crime and is now at high risk of sexual and other forms of exploitation.</p> <ul style="list-style-type: none"> <li>▪ Family members detained and at risk of deportation</li> <li>▪ Child is unaccompanied asylum-seeker.</li> <li>▪ Evidence child exposed to, or involved in, criminal activity to generate income for family.</li> </ul>
Gangs	<ul style="list-style-type: none"> <li>Child's activities are legal.</li> <li>There is no history of criminal offences within Family.</li> <li>Family members are not involved in gangs / organised crime</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child has from time to time been involved in challenging behaviour.</li> <li>▪ There is a history of criminal activity within Family.</li> <li>▪ There is suspicion, or some evidence that Family are involved in gangs / organised crime.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child is involved in challenging behaviour and may be at risk of gang involvement.</li> <li>▪ Criminal record relating to serious or violent crime is held by a family member, which may affect children.</li> <li>▪ There is a known family involvement in gang/organised crime activity.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child is currently involved in persistent or serious criminal activity</li> <li>▪ A family member that is affecting children holds criminal record relating to serious or violent crime.</li> <li>▪ There is a known involvement in gang / organised crime activity affecting significantly on child and family.</li> <li>▪ Child is currently involved in persistent or serious criminal activity.</li> </ul>

<b>Child Mental Ill Health</b>	<p>1 No concerns about child's mental health</p>	<p>2 Some concerns about mental health</p>	<ul style="list-style-type: none"> <li>Child self-harms causing minor injury and parents appropriately respond.</li> <li>Child's mental ill health and associated behaviour is causing parents / carers great concern.</li> <li>Child's mental ill health affects ability to engage in everyday activity.</li> </ul>	<ul style="list-style-type: none"> <li>Serious mental health issues.</li> <li>Child repeatedly self-harms / harm is life threatening and /or parent responds inappropriately.</li> <li>Parent / carer does not feel able to manage child's mental ill health.</li> </ul>
<b>Parental Mental Ill Health</b>	<p>1 No concerns about parental / carers mental health.</p>	<ul style="list-style-type: none"> <li>Mother with young baby and postnatal depression.</li> <li>Parent / carer experiencing bouts of anxiety and depression and have sought support around this (e.g. GP).</li> </ul>	<ul style="list-style-type: none"> <li>Parental / carer with learning disability, mental ill health.</li> <li>Parent / carers experiencing chronic episodes of mental ill health (psychotic / bi-polar / suicide) and engaged with long-term community mental health support to address.</li> </ul>	<ul style="list-style-type: none"> <li>Child subject of parental delusions implying risk.</li> <li>Parent / carer has mental ill health but no insight into this and is not engaged in support offered.</li> </ul>

<b>Concern</b>	<b>Level 1-Universal</b> Child with no additional needs	<b>Level 2-Targeted</b> Child at low risk to vulnerable. Low-level additional needs not met in short term.	<b>Level 3-Specialist</b> Child has complex needs requiring long team specialist support	<b>Level 4-Statutory</b> Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i></b>				
<b>Missing</b>	<p>1 Child does not run away or is absent from home/care/school.</p> <p>2 Their parents or carers always know Child's whereabouts.</p>	<ul style="list-style-type: none"> <li>Child has run away from school, home/care on occasions or not returned at normal time.</li> <li>There is concern about what happened to Child whilst they were away.</li> </ul>	<ul style="list-style-type: none"> <li>Regularly missing from home /care /education</li> <li>Child missing but whereabouts known and there is a concern about what happened to child whilst missing</li> <li>Child is suspected of engaging in risk taking behaviour whilst missing</li> </ul>	<ul style="list-style-type: none"> <li>Child persistently missing from home / care/education</li> <li>Child is engaging in risky behaviours whilst they are away</li> <li>Concern child might be being sexually exploited or being drawn into criminal behaviour.</li> </ul>

<b>Neglect</b>	<i>Remember children experiencing neglect may present with other areas of concern that may distract from neglect as underlying issue</i>			
	<p>Child is appropriately dressed.</p> <p>Child's nutritional and health needs are met.</p> <p>Child has injuries consistent with normal play and activities</p> <p>Child is provided with emotionally warm and stable family environment</p>	<ul style="list-style-type: none"> <li>▪ Child shows physical symptoms that may indicate neglect i.e. poor hygiene, tooth decay</li> <li>▪ Child, or their siblings, consistently come to nursery / school in dirty clothing or they are unkempt/soiled</li> <li>▪ Child has less common injuries consistent with parent/carer's account.</li> <li>▪ Parents seek out or accept advice on how to avoid accidental injury.</li> <li>▪ Parent occasionally appears to prioritise own needs before child's.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child, or siblings, consistently come to school in dirty clothing that is inappropriate for weather and/or they are unkempt/soiled.</li> <li>▪ Parent/carers are reluctant or unable, to address concerns and put own needs before child.</li> <li>▪ Child has injuries i.e. bruising, scalds, burns and scratches, which are accounted for but more frequently than expected.</li> <li>▪ Child experiences a volatile / unstable family environment which has negative effect on child</li> <li>▪ Child displays behaviour consistent with neglect i.e. non-adherence to boundaries, challenging behaviour, crime, use of drugs, passive, vulnerable, bullied.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child shows severe physical signs of neglect i.e. thin / swollen tummy, poor skin tone, rashes, sores, prominent bones , poor hygiene or tooth decay which are attributable to care provided</li> <li>▪ Child consistently wears dirty or inappropriate clothing and are suffering significant harm as result i.e. unable to fully participate at school, are being bullied, are physically unwell</li> <li>▪ Child has injuries, i.e. bruising, scalds, burns and scratches, which are not accounted for. Child makes disclosure and implicates parents or extended family members.</li> <li>▪ Child has suffered long term neglect of the emotional needs and, as a result, is now at high risk of, or is already involved in sexual or other forms of exploitation either as a perpetrator or victim</li> <li>▪ Parent/carer does not consider child's needs.</li> </ul>

<b>Offending</b>	?	?	<ul style="list-style-type: none"> <li>▪ Child at risk of re-offending</li> <li>▪ Child involved in serious youth violence.</li> </ul>	Youth Offending Service involved
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<b>Concern</b>	<b>Level 1-Universal</b> Child with no additional needs	<b>Level 2-Targeted</b> Child at low risk to vulnerable. Low-level additional needs not met in short term.	<b>Level 3-Specialist</b> Child has complex needs requiring long team specialist support	<b>Level 4-Statutory</b> Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i></b>				

<b>Parenting</b>	<p>Parents provide for all child's physical needs.</p> <p>Child protected from danger / significant harm in / out of home. Child shown warmth, praise &amp; encouragement.</p> <p>Parent provides appropriate guidance &amp; boundaries.</p>	<ul style="list-style-type: none"> <li>▪ Affected by low income / unemployment.</li> <li>▪ Poor parental engagement with services.</li> <li>▪ Parent requires advice on parenting.</li> <li>▪ Concerns re diet, hygiene, clothing.</li> <li>▪ Emerging concerns.</li> <li>▪ Parent/carer offers inconsistent</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child's care impacted by extreme poverty / debt.</li> <li>▪ Privately fostered by distant relative.</li> <li>▪ Abuse allegation with no injury in nonmobile child.</li> <li>▪ No consistent good enough parenting</li> </ul>	<ul style="list-style-type: none"> <li>▪ Parents unable to care for child without support.</li> <li>▪ Unable to provide safe and adequate parenting</li> <li>▪ Highly critical / apathetic towards child.</li> </ul>
<b>Physical Abuse</b>				<ul style="list-style-type: none"> <li>▪ Inconsistent explanation, or hospital admission, re: non-accidental injury.</li> <li>▪ Child suspected as being subjected to significant harm due to fabricated / induced illness</li> </ul>

Radicalisation

<p>Child and family have no links to proscribed terrorist groups          Open &amp; accepting of difference,          Accesses social media in age appropriate manner</p>	<ul style="list-style-type: none"> <li>▪ Child and/or their parents/carers have indirect links to proscribed organisations, for example, they attend religious or social activities that are, or have been in the recent past, attended by members of proscribed organisations.</li> <li>▪ Expresses intolerant prejudiced views linked to extreme violent ideology</li> <li>▪ Child at risk of accessing extremist websites</li> <li>▪ Child and/or their parents/carers express strong support for a particular extremist organisation or movement but do not express any intention to be actively involved.</li> <li>▪ Child is expressing sympathy for inappropriate ideologies.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Family members, family friends or friends of Child have strong links with proscribed organisations.</li> <li>▪ Aggressive &amp; intimidating towards their peers not sharing / or sharing their political or religious views.</li> <li>▪ Open to extremist grooming, through internet /links with extremist groups.</li> <li>▪ Child has connections to known extremist individuals / groups</li> <li>▪ Child expresses intolerant views towards peers and this leads to them being socially isolated.</li> <li>▪ Child is engaged in negative and harmful behaviours associated with internet and social media use, (such as viewing extremist websites).</li> <li>▪ Child often interacts negatively or has limited interaction with those they</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child or other close family members or friends are members of proscribed organisations.</li> <li>▪ Confirmed/strong suspicions child linked to/involved with individuals or groups known to have extreme views and to have links to violent extremism.</li> <li>▪ Child expresses strongly held beliefs that people should be killed because they have a different view.</li> <li>▪ Child is initiating verbal and sometimes physical conflict with people who do not share their religious or political views. <sup>2</sup></li> </ul> <p>Significant concerns that child is being groomed for involvement in extremist activities.</p> <ul style="list-style-type: none"> <li>▪ Child conceals internet/social media activities and either refuses to discuss their views or make clear their support for extremist views.</li> </ul>
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Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i>				

		<p>Child has expressed racist, sexist, homophobic or other prejudiced views and violent extremism.</p>	<p>perceive as holding different views from themselves.</p> <ul style="list-style-type: none"> <li>▪ A child is being sent violent extremist imagery by family members / family friends or is being helped to access it.</li> <li>▪ Child and/or their parents/carers express strong support for extremist views.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child circulating violent extremist images and promoting the actions of violent extremists and/or saying they will carry out violence in support of extremist views.</li> <li>▪ Parents/carers either do not challenge this activity or appear to endorse it.</li> <li>▪ Child/family members making plans to travel to a conflict with evidence to suggest they are doing so to support or participate in extremist activities.</li> </ul>
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**Relationships  
(Social Context)**

<p>Child maintains good relationships and positive interaction with family and a range of peers.</p> <p>Child demonstrates accepted behaviour and tolerance towards their peers and others.</p> <p>Child is confident in social situations</p> <p>Child engages in age appropriate use of internet, gaming and social media.</p> <p>Family is integrated in the community</p>	<ul style="list-style-type: none"> <li>▪ Parents / carers' relationship difficulties may affect child.</li> <li>▪ Parents under stress, which affects their parenting capacity.</li> <li>▪ Child has few friendships and limited social interaction with their peers</li> <li>▪ Child is a victim of discrimination or bullying.</li> <li>▪ Family is experiencing social exclusion and/ or there is an absence of supportive community networks.</li> <li>▪ Child is at risk of becoming involved in negative internet use, lacks control and is unsupervised in gaming and social media applications.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child is becoming isolated</li> <li>▪ Child unable to sustain friendships and moves between different social groups in school</li> <li>▪ Child declines to participate in social activities.</li> <li>▪ Child has experienced persistent or severe bullying which has affected his/her daily outcomes.</li> <li>▪ Family is chronically socially excluded and isolated to the extent that it has an adverse impact on Child.</li> <li>▪ Family have a limited support network.</li> <li>▪ Child is engaged in or victim of negative and harmful behaviours associated with internet and social</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child is completely isolated</li> <li>▪ Child has poor social skills (little or no communication skills may be related to an expressive language disorder)</li> <li>▪ Positive interaction with others is severely limited.</li> <li>▪ Child exhibits aggressive, bullying or destructive behaviours which impacts on their peers, family and/or local community, and which impacts on their wellbeing or safety.</li> <li>▪ Child experienced such persistent or severe bullying that his/her wellbeing is at risk.</li> <li>▪ Family is excluded and child is seriously affected but family actively resists all attempts to achieve</li> </ul>
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		?	media use, e.g. bullying, trolling, transmission of inappropriate images or is obsessively involved in gaming,	inclusion and isolates child from sources of support. <ul style="list-style-type: none"> <li>Family experiencing chronic social exclusion.</li> </ul>
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<b>Concern</b>	<b>Level 1-Universal</b> Child with no additional needs	<b>Level 2-Targeted</b> Child at low risk to vulnerable. Low-level additional needs not met in short term.	<b>Level 3-Specialist</b> Child has complex needs requiring long team specialist support	<b>Level 4-Statutory</b> Child has acute needs requiring intensive specialist / statutory involvement
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*This list is only a quick reference guide. Remember there maybe multiple concerns.*

			which interferes with social functioning.	<ul style="list-style-type: none"> <li>No support network.</li> <li>Child showing signs of being secretive, deceptive and is actively concealing internet/social media activities or showing signs of addiction (gaming, pornography).</li> </ul>
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<p><b>School</b></p>	<p> <span>?</span> Achieving key stages  <span>?</span> Good attendance at school, college or training         </p>	<ul style="list-style-type: none"> <li>▪ Occasional truanting or non-school attendance (less than 90%)</li> <li>▪ Poor punctuality/links between home and school. Child not supported to reach educational potential.</li> <li>▪ Developmental delay</li> <li>▪ Few/no qualifications or NEET (not in education, employment or training)</li> <li>▪ Fewer than 3 exclusions</li> <li>▪ Mild learning/behavioural difficulties emerging, poor concentration, lack of interest in education and other school activities.</li> <li>▪ Child's achievement is impacted by poor attendance.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Chronic/poor nursery or school attendance / punctuality</li> <li>▪ Poor home and nursery/school link. No parental support for education.</li> <li>▪ More than 3 fixed term exclusions / at risk of permanent exclusion, persistent truanting or no education provision. <span>?</span></li> </ul> <p>Statement of Special Education Needs or ongoing difficulty with learning and development.</p> <ul style="list-style-type: none"> <li>▪ No access to books, toys or education materials</li> </ul>	<p>Chronic non-school attendance, truanting</p> <p>No parental support for education <span>?</span></p> <p>Permanently excluded, frequent exclusions or no education provision</p> <p>Severe/complex learning difficulties require residential educational provision <span>?</span></p> <p>Child maybe permanently excluded/not in education putting them at high risk of CCSE.</p> <p>Child's achievement is seriously impacted by lack of education</p>
<p><b>Self-Harm</b></p>	<p><span>?</span> Child or young person has shown no indication to experiment with self-harm.</p>	<ul style="list-style-type: none"> <li>▪ Child or young person has experimented with self-harm and has no intention to self-harm again.</li> <li>▪ Child is accessing social media sites related to self-harm</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child or young person is continuing to self-harm and there are underlying issues causing distress.</li> <li>▪ Child is influenced through accessing self-harm social media sites</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child or young person needs immediate protection to avoid serious harm (e.g. self-harm is increasing, persistent suicidal thoughts, plans or means to suicide, suspected abuse or neglect).</li> <li>▪ Child appears to suffer with an eating disorder.</li> </ul>
<p><b>Sexual Abuse</b></p>	<p><span>?</span> No evidence of sexual abuse.  <span>?</span> Sexual activity appropriate for age.</p>	<p><span>?</span> History of sexual abuse within family or network but parents respond appropriately to protect child.</p>	<p><span>?</span> Family home has in the past been used on occasion for drug taking /dealing, prostitution or illegal activities.</p>	<ul style="list-style-type: none"> <li>▪ Concerns around possible inappropriate sexual behaviour from the parent/carer.</li> </ul>

				<ul style="list-style-type: none"> <li>Parent/ carer/family member/ visitor to the home sexually abuses Child.</li> </ul>
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Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
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*This list is only a quick reference guide. Remember there maybe multiple concerns.*

		<p>ⓘ Concerns relating to inappropriate sexual behaviour in the wider family.</p>	<p>ⓘ Unsafe sexual activity (including engaging in age inappropriate relationships, no contraception).</p>	<ul style="list-style-type: none"> <li>Risk the parent/carer may sexually abuse their child and he/she does not accept therapeutic interventions.</li> <li>Family home used for drug taking and/or dealing, prostitution, illegal activities.</li> <li>Child is being sexually abused/exploited.</li> <li>Offender who has risk to children status is in contact with Family.</li> </ul>
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Sexual Health	<p>ⓘ Sexual activity is appropriate for age</p>	<ul style="list-style-type: none"> <li>Sexual activity aged 13-15 where there are also concerns of Fraser competence, grooming, power imbalances, possible Child Sexual Exploitation (CSE).</li> <li>Child under 16 is accessing sexual health and contraceptive services.</li> </ul>	<ul style="list-style-type: none"> <li>Unsafe sexual activity</li> <li>Sharing of sexual images</li> <li>Not accessing sexual health / contraceptive services</li> <li>History of Sexual Transmitted Diseases (STDs)</li> </ul>	<ul style="list-style-type: none"> <li>Sexual activity under the age of 13 (involving genital contact)</li> <li>Risk taking sexual activity</li> <li>Early teenage pregnancy</li> <li>Sexual partner known to the Police/ in position of trust/family member</li> </ul>
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**Substance Misuse**

<p>Child has no history of substance misuse or dependency. There is no evidence of parents, siblings or other household members misusing drugs or alcohol. Parental drug and alcohol use does not affect parenting.</p>	<ul style="list-style-type: none"> <li>▪ Child is known to be using drugs and/or alcohol.</li> <li>▪ Drug and/or alcohol use is affecting parenting but adequate provision is made to ensure Child's safety. Child is currently meeting their developmental milestones but there are concerns that this might not continue if parental drug and alcohol use continues or increases</li> <li>▪ The substance/alcohol misuse of siblings or other household members occasionally affects Child.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Drug/alcohol use has escalated.</li> </ul> <p>The frequency of the known child's substance misuse is affecting their mental health, physical health and social wellbeing.</p> <ul style="list-style-type: none"> <li>▪ Drug paraphernalia in their home, Child feeling unable to invite friends to the home, Child worrying about their parent/carer.</li> <li>▪ Siblings' or other household members' drug or alcohol misuse is increasingly affecting Child.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child's substance misuse dependency puts them at such risk that intensive specialist resources are required.</li> <li>▪ Parental drug and/or alcohol use is at a problematic level that they cannot carry out daily parenting. This could include blackouts, confusion, severe mood swings; drug paraphernalia not stored or disposed of, using drugs/ alcohol when their child is present, involving child in procuring illegal substances, and dangers of overdose.</li> <li>▪ Substance misuse of siblings or other household members is significantly adversely affecting child.</li> </ul>
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Concern	Level 1-Universal Child with no additional needs	Level 2-Targeted Child at low risk to vulnerable. Low-level additional needs not met in short term.	Level 3-Specialist Child has complex needs requiring long team specialist support	Level 4-Statutory Child has acute needs requiring intensive specialist / statutory involvement
<b><i>This list is only a quick reference guide. Remember there maybe multiple concerns.</i></b>				
<b>Trafficking</b>	<p>Child/family are legally entitled to live in the country indefinitely and have full rights to education and public funds.</p>	<p>Child/family's legal entitlement to stay in the country is temporary and/or restricts access to public funds placing Child and family under stress.</p>	<ul style="list-style-type: none"> <li>▪ Child/family's legal status puts them at risk of involuntary removal from the country (for example, asylum seeking families or illegal migrant/worker who may have been trafficked)</li> <li>▪ The immigration status means they have limited financial resources/no recourse to public funds, which increases the vulnerability of Children to criminal activity (e.g. illegal employment, CSE).</li> </ul>	<ul style="list-style-type: none"> <li>▪ Family members are detained and at risk of deportation or Child is an unaccompanied asylum-seeker.</li> <li>▪ Evidence that child has been exposed to, or involved, in criminal activity because of being trafficked into the country or to support themselves or generate income for family (e.g. illegal employment, CSE).</li> </ul>
<b>Young Carer</b>	<p>Child does not have any caring responsibilities</p>	<ul style="list-style-type: none"> <li>▪ Child occasionally has caring responsibilities for members of their family and this impacts on their opportunities</li> <li>▪ Family are accessing support through either Brent Carers or other organisation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Child's outcomes are adversely impacted on by their caring responsibilities.</li> <li>▪ Family refuse to access support services.</li> </ul>	<p>Child's outcomes are being adversely impacted on by their unsupported caring responsibilities which have been on-going for a lengthy period and are unlikely to end in the foreseeable future</p>

What are we Worried About?	What's Working Well?	What Needs to Happen?
<b>Past Harm to Children:</b>      <b>Danger Statements:</b>      <b>Complicating Factors:</b>	<b>Existing Strengths:</b>      <b>Existing Safety/Protection:</b>	<b>Safety Goals:</b>      <b>Family Goals:</b>      <b>Next Steps:</b>

**Safety Scale: On a scale of 0 to 10 where 10 means the children are safe enough and Children's Social Care no longer need to be involved and 0 means it is too unsafe for the children to stay at home, where do we rate this situation?**  
*(If different judgements place different people's number on the continuum).*





**Appendix 5 : Note of concern**

Eden Primary School    DATE.....

**SAFEGUARDING CHILDREN – CAUSE FOR CONCERN**

If you have concerns about a child, complete an incident report in CPOMS and alert SLT (all DSLs). If access to CPOMS is not possible, complete this form and discuss the concerns with the Designated Safeguarding Lead (DSL) – Helen Graff, or a deputy, soon as possible and certainly within one working day. You can contact Haringey MASH (Multi-Agency Safeguarding Hub) 020 8937 4300 (8.45am to 5.00pm Monday to Thursday 8.45am to 4.45pm Fridays) Outside of normal office, hours contact Emergency Duty Team Tel: 020 8489 0000 Email: [mashreferral@haringey.gcsx.gov.uk](mailto:mashreferral@haringey.gcsx.gov.uk)

If you are concerned about an injury e.g. a bruise, use a body map to identify the position and be specific about the size, and colour of the bruise on the body.

If a child has made a disclosure, do not promise to keep it a secret. Tell the Designated Safeguarding Lead (DSL)- Helen Graff, immediately and write down everything the child has told you.

***N.B. At all stages confidentiality is crucial.***

<b>Child's Name:</b>	<b>Date of birth:</b>
<b>Nature of Concern / Incident:</b> (Please give <u>full details</u> of the nature of the concern, ensuring that you record <u>days, dates, times, frequencies</u> , as appropriate and any relevant conversations with the child.)	
<b>Date concern noted: (Day, date, month and year):</b>	
<b>Any additional information incl. previous events:</b>	
<b>Staff member's name and Role:</b>	

**Date passed on to DSL:**

**Initial action taken:** (this section might include details of initial enquiries of the child, consultation with the DSL, contact with Safeguarding Advisory Service, any contact with or explanations from mother/father/carers etc.)

**Date: Time: Staff Signature:**

**Date: Mother/Father/Carers Signature:**

**Print names**

**Recommended follow up action:**

**Date and time of notification of DSL .....**

**Name and signature of DSL .....**

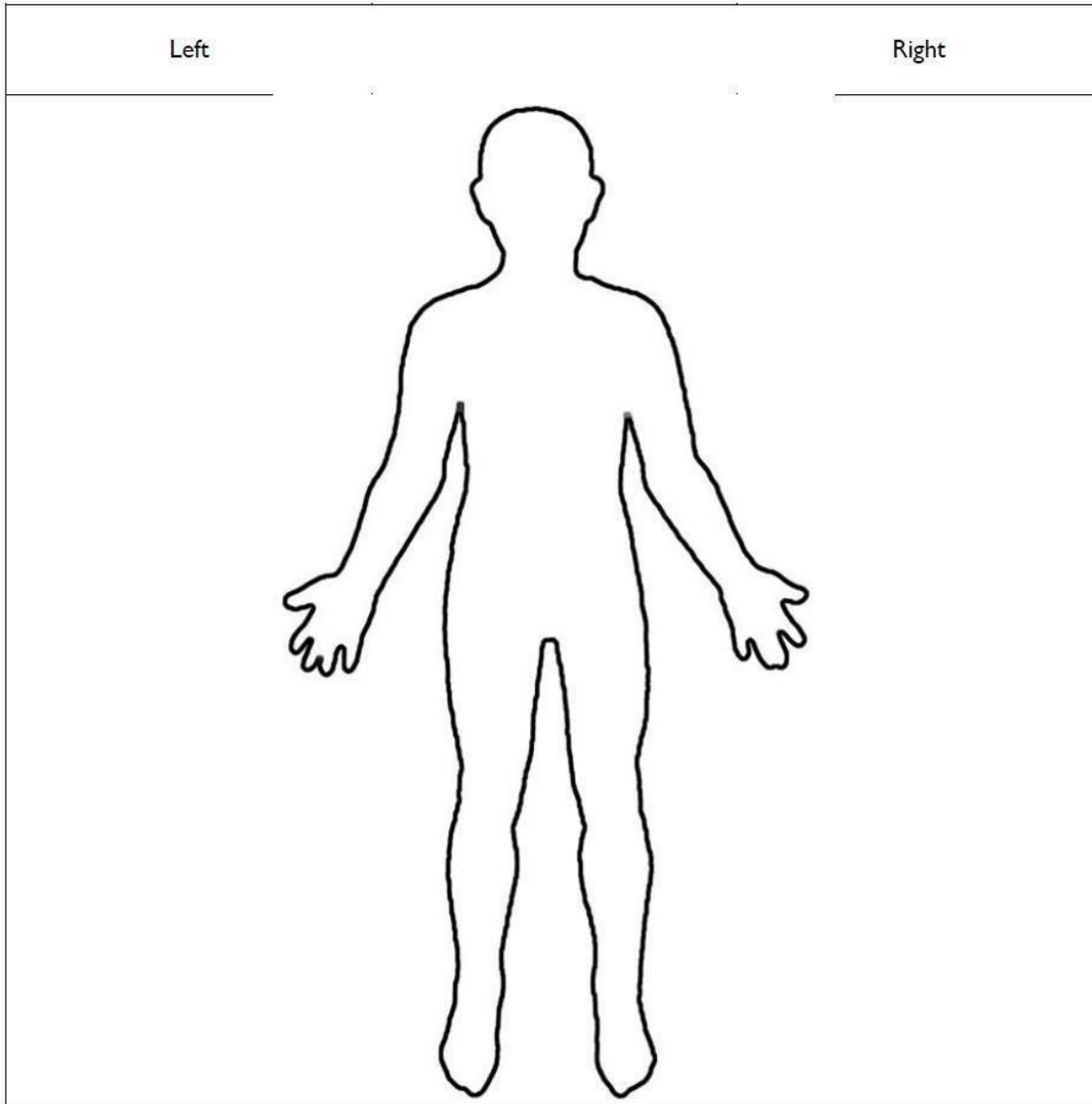
**Date of report.....**

**\*This report to be filed separate from the child's learning and development records by the DSL.**

Skin map – used by non-medical staff to assist you in reporting your concerns.  
Please highlight:

Front view

Back view



Action: To be completed by the designated person for child protection

**THIS IS A DOUBLE-SIDED SHEET**

Any discussion to be recorded separately on a note of discussion sheet.