



Child Protection

POLICY

Based on DFE guidance from KCSIE for implementation in September 2023



Do justice,
love kindness
and walk humbly
with your God Micah 6.8

School Name

St. Andrew's Southgate

Reviewed

Sept 2023

To be reviewed

Sept 2024

Child Protection Policy

Introduction

This Child Protection Policy is for all staff, parents, governors, volunteers and the wider school community. It forms part of the safeguarding arrangements for our school and should be read in conjunction with the following:

- child protection policy
- behaviour policy
- staff code of conduct
- safeguarding response to children who go missing from education; and
- the identity and role of the designated safeguarding lead and deputies

All staff and Governors are made aware of systems within our school which support safeguarding and are set out in the policies and documents set out above. They are committed to providing a calm, caring, positive, safe and stimulating environment, which promotes the social, physical, mental and moral development of the individual child. The atmosphere within our school is one that encourages all children to do their best and express their feelings and concerns. We respect our children and provide opportunities that enable them to take and make decisions for themselves.

Aims

- To ensure that all our staff are clear about the necessary actions with regard to a child protection issue.
- To support the child's development in ways that will foster security, confidence and independence
- To raise whole staff awareness of the need to safeguard children.
- To ensure staff are aware of their responsibilities in identifying and reporting possible cases of abuse – developing an ongoing culture of vigilance.
- To provide a systematic means of monitoring children known or thought to be at risk of harm.
- To identify pupils who may benefit from 'Early Help'.
- To ensure effective communication between all staff on child protection issues.
- To maintain a structured procedure which is followed by all members of the school community where abuse is suspected.
- To ensure clear procedures for reporting concerns are in place.
- To understand the wider environmental factors in a child's life that may be a threat to their safety and/or welfare.
- To emphasise the need for good levels of communication between all members of staff.
- To develop and promote effective working relationships with other agencies, especially the Police and Children's Social Services.
- To ensure that all adults within our school who have access to children have been checked as to their suitability as part of the recruitment and selection process, including visitors.

Procedures

Our school works with key local partners to promote the welfare of children and protect them from harm, and contributing to interagency plans which provide additional support (through a 'child in need' or a 'child protection plan').

We will also ensure that:

- We have designated members of staff who undertake regular training every two years.
- All members of staff develop their understanding of the signs and indicators of abuse and refresh their training every year.
- All members of staff know how to respond to a pupil who discloses abuse.
- All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures. This includes providing a co-ordinated offer of early help when additional needs of children are identified.

All staff will have read Part One of the Government Guidance *Keeping Children Safe in Education* (Updated September 2023) and Annex A within the school's safeguarding file.

Early Help and Prevention

All staff are responsible for identifying a child who may benefit from 'Early Help'. 'Early Help' means providing support as soon as a problem emerges at any point or stage of development of a child's life. Staff should discuss 'Early Help' requirements with the Designated Safeguarding Lead (DSL). Staff may be required to contribute in an 'Early Help' assessment. We recognise that the school plays a significant part in the prevention of harm to our pupils by providing pupils with good lines of communication with trusted adults, supportive friends and an ethos and culture of protection. All staff need to consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare. This is called Contextual Safeguarding. The school community will therefore:

Ensure and maintain an ethos and culture of safeguarding where children feel secure, are encouraged to talk and are always listened to.

Ensure that all children know there are adults in the school whom they can approach if they are worried or in difficulty.

All staff are also made aware of the link between children missing from education and safeguarding. Staff and parent support advisors follow the school's safeguarding procedures and must report concerns to the DSL if a child is missing from education repeatedly or without reason. Early intervention will be taken to identify if there is any underlying safeguarding risk and to help prevent the risks of a child going missing in future. All parents/carers are asked to provide two emergency contacts for their child.

The school will also include in the curriculum opportunities for PHSE and online safety which will equip children with the skills they need to recognise when they are at risk and how to get help when they need it.

Staff Training

All staff receive training with regular updates and refresher sessions to ensure that safeguarding is always given a high priority in our school. Staff briefings and INSETs are also used to update staff on safeguarding procedures or

to look at serious cases reviews. Our school website and newsletters have safeguarding updates to support parents to safeguard pupils in their care. All staff training ensures that they understand the difference between a concern, immediate danger or at risk of significant harm. If staff have any concerns about a child, they must share this with the DSL. If, a child is in immediate danger or is at risk of harm, a referral should be made to children's social care and/ or the police immediately. All staff are able to make a referral to social care but should always inform the DSL if this action is taken.

St.Andrews ' Designated Safeguarding Lead is Naseem Rahman our Deputy and SENCO. The other DSLs are Mrs Pitsillides, Headteacher, Mrs Foreman Welfare Officer. All designated officers can be contacted through the school office on: 020 8886 3379.

Responsibilities

The DSL is responsible for:

- Adhering to the ECSL, LCSB and school procedures with regard to referring a child if there are concerns about possible abuse.
- Keeping electronic records of concerns about a child even if there is not a need to make an immediate referral.
- Ensuring that all such records are kept confidentially and securely and are separate from pupil records.
- Ensuring that an indication of further record-keeping is marked on the pupil records.
- Ensuring that any pupil currently the subject of a child protection plan who is absent without explanation for one day is referred to the designated social worker.

All members of staff (paid and unpaid) have the statutory responsibility to safeguard and promote the welfare of children. The DSL must also ensure that all staff receive regular training – the DSL and deputies must update their training once every 2 years and all staff should be involved in refresher training annually to update their knowledge and skills.

Governors

Our Child protection governor is Sarah Elkins .

- Governing bodies must ensure that they comply with their duties under legislation. They must also have regard to this guidance to ensure that the policies, procedures and training in their school are effective and comply with the law at all times.
- Governing bodies of all schools should ensure that their safeguarding arrangements take into account the procedures and practice of the Local Safeguarding Children's Board.
- In the event of allegations of abuse being made against the Headteacher , allegations should be reported directly to Rachael Franklin, Chair of the Governing Body.
- Governing bodies must ensure there is an effective Child Protection Policy in place together with a Staff Code of Conduct.
- Governors should ensure that the policy is updated annually and all staff are aware of expectations set out in the Staff Code of Conduct.

- Governing bodies should put in place appropriate safeguarding responses to children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of them going missing in future. The school follows the LA policy 'Children Missing from Education'.
- The Governing body must ensure that the school's curriculum teaches children about how to keep themselves safe, including online. This may include covering relevant issues through personal, social health and economic education (PSHE), computing and online safety and through sex and relationship education (SRE).

Supporting Children

We recognise that a child who is abused or witnesses violence may find it difficult to develop and maintain a sense of self-worth. We recognise that a child in these circumstances may self-blame, and/or feel helpless and humiliated. We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn. We realise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm. Our school will support all pupils by encouraging self-esteem and self-assertiveness, promoting a caring, safe and positive environment within the school, liaising and working together with all outside agencies and notifying Social Care as soon as there is a significant concern.

We will also provide continuing support to a pupil who leaves the school by ensuring that appropriate information is forwarded under confidential cover to the pupil's new school. Our PHSE, online safety and SRE programme will support pupils to understand how to recognise when they are at risk and how to get help when they need it.

Indicators of Abuse and Neglect (Keeping Children Safe in Education: Part One, 2023)

- Abuse: A form of maltreatment of a child. Someone may abuse or neglect a child by inflicting harm or by failing to act to prevent harm.
- Physical Abuse: A form of abuse which may involve hitting, shaking, throwing or otherwise causing physical harm to a child.
- Emotional Abuse: The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development.
- Sexual Abuse: Involves forcing or enticing a child to take part in sexual activities not necessarily involving a high level of violence, whether or not the child is aware of what is happening.
- Neglect: The persistent failure to meet a child's basic, physical and or psychological needs, likely to result in the serious impairment of a child's health or development.

Confidentiality and Sharing Information

We recognise that all matters relating to Child Protection are confidential. The Head of School or DSL will disclose any information about a pupil to other members of staff on a need to know basis only. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children. All staff must be aware that they cannot promise a child to keep secrets.

It is noted that 'The Data Protection Act 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe.' (Keeping Children Safe in Education 2023). This allows practitioners to share information without consent when needed and to the appropriate bodies.

MyConcern

The previous cause for concern form has been replaced with a whole school electronic system My Concern. All staff have access to this so that they can record any safeguarding or behaviour concerns. Designated safeguarding leads are automatically alerted to any logged concerns. All new staff receive training on how to record information on MyConcern Please see link below:

https://www.capita-sims.co.uk/sites/default/files/2018-01/MyConcern_Guide_Edit_19December.pdf

Supporting Staff

We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting. We will support such staff by providing an opportunity to talk through their anxieties with the designated officers and to seek further support as appropriate.

Allegations against Staff

We understand that a pupil may make an allegation against a member of staff and volunteers. If such an allegation is made, the member of staff or volunteer receiving the allegation will immediately inform the Head of School. The Head of School on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO). In Enfield, the role of the LADO is undertaken by the Deputy Head of Safeguarding and Quality Service (SQS), Maria Anastasi or Bruno Capela. Email: SAFEGUARDINGSERVICE@ENFIELD.GOV.UK
Telephone: 0208 379 4392.

If the allegation made to a member of staff concerns the Head of School, the staff member will immediately inform the Chair of Governors (see contact details above) who will consult with the Enfield's Lead Officer for Safeguarding and Child Protection.

The school will follow the All London Child Protection Procedures for managing allegations against staff.

Recruitment

At least one person conducting any interview for a post at the school will have undertaken safer recruitment training. (Refer to our Safer Recruitment Policy).

- Our school complies with the requirements of Keeping Children Safe in Education (DfE 2023) and Children's MASH by carrying out the required checks and verifying the applicant's identity, qualifications and work history.
- At least one member of each recruitment panel will have attended safer recruitment training.
- The school maintains a single central record of recruitment checks undertaken.
- We ensure that all relevant pre-employment checks are carried out on employees and workers engaged directly
- All employees/workers appointed/engaged have been subject to a satisfactory Enhanced Criminal Records Bureau (CRB) check. This check included a check against List 99, Independent Safeguarding Authority (ISA) Barred List
- We also ensure that relevant employees, and workers engaged directly are not disqualified under the Childcare Act 2006 and the Childcare (Disqualification) Regulations 2009
- Unsupervised, regular volunteers are also subject to the above safeguarding checks
- Supervised, regular volunteers are subject to the above safeguarding checks, with the current exception of the Children's Barred List check
- As appropriate, visitors to the school are asked to provide Photographic ID wherever possible
- Third party organisations deploying staff or workers to the school are required to provide confirmation that pre-employment and safeguarding checks relevant to the role have been carried out.

Whistle blowing

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or action of colleagues. The NSPCC now have a dedicated helpline. Staff can call 0800 028 0285-line is available from 8:00 AM to 8:00PM, Monday to Friday and email: help@nspcc.org.uk – Whistleblowing.

SEND and LAC Pupils (Special educational needs and disabilities, Looked after children)

It is essential that all staff are vigilant when monitoring the health and well-being of all SEND pupils. Evidence from research confirms that disabled pupils and pupils with special educational needs are particularly vulnerable to abuse and/or neglect. All staff must be especially vigilant and raise any concerns using the procedures set out in this policy. LAC are another vulnerable group. To help safeguard them from harm, teachers are informed of any relevant updates or changes in these pupils' circumstances. The DSL will liaise with the Head of the Virtual Schools to ensure the right support is put in place for them.

The school recognises that some children may be in 'Private Fostering' and that it is the school's duty to inform the local authority of these arrangements.

Safer Handling

Our policy on safer handling by staff is set out in a separate policy and acknowledges that staff must only ever use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person. Physical intervention should only be used if the child is in danger of hurting themselves or another person. Any intervention must be the minimal force necessary to prevent injury. We understand that physical intervention of any nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.

Behaviour and Bullying

Our policy on behaviour and bullying is set out in a separate policy and acknowledges that to allow or condone bullying including online bullying may lead to consideration under child protection procedures.

Racists Incidents

Our policy on the promotion of racial equality is set out in a separate policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.

Health & Safety

Our policy on Health and Safety is set out in a separate policy and reflects the consideration we give to the protection of our children both within the school environment and when undertaking educational visits.

Radicalisation

The current threat of radicalisation in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The school is clear that this exploitation and radicalisation should be viewed as a safeguarding concern. All pupils and teachers have the right to speak freely and voice their opinions. However, free speech is not an unqualified privilege but is subject to laws and policies governing equality, human rights, community safety and community cohesion. We seek to protect children against the messages of all violent extremism.

When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak to the DSL. The DSL should report a concern to the Prevent Team at prevent@enfield.gov.uk. The school will ensure it follows its duty under section 26 Counter-Terrorism and Security Act 2015 (The Prevent Duty). The school will improve staff's awareness of radicalisation through 'Prevent Training'.

Our school curriculum promotes the fundamental British values of democracy, the rule of law, in, individual liberty and mutual respect and tolerance of those with different faiths and beliefs (further information on this can be found on the school website under ethos and values).

Specific Safeguarding Issues: Child Sexual Exploitation, Upskirting, Child Criminal Exploitation: County Lines, Forced Marriage, Female Genital Mutilation (FGM), Breast ironing, Child on child Abuse, So-Called 'Honour Based Violence', Sexting

The school keeps itself up-to-date with the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation. Our staff are supported to recognise warning signs and indicators in relation to specific issues and to include such issues in an age-appropriate way in their curriculum. The school also works with and engages our families and communities to talk about such issues. Our staff are supported to talk to families about sensitive concerns in relation to their children and to find ways to address them together wherever

possible. The school will engage experts and uses specialist material to support the safeguarding preventative work we do and to provide support for the victims and perpetrators. Our designated Safeguarding Team will seek and obtain specific advice and guidance as necessary. St. Andrew's, through the school's values, ethos and behaviour policies, provides the basic platform to ensure children are taught to respect themselves and others, stand up for themselves and protect each other.

Child on Child Abuse

All staff must be aware that safeguarding issues can manifest themselves via child on child abuse. This is likely to include, bullying (including cyber bullying, Gender based violence, sexual violence and harassment (Upskirting) and sexting.

Upskirting -typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence. (Voyeurism Offences Act) 2019.

Sexting is when someone sends or receives a sexually explicit text, image or video. Pressurising someone into sending nude selfies, pictures or sharing someone else's picture without their permission even if it's a friend, is illegal. Being touched in a sexual way that makes you uncomfortable, being pressurised to send naked pictures or being made to sexually stimulate yourself or others is illegal.

The school will follow the procedures set out in this policy and the UKCCIS Guidance: Sexting in Schools and Colleges, Responding to Incidents, and Safeguarding Young People (2017) to safeguard pupils against peer on peer abuse. Staff will follow all cases of bullying through the procedures set out in our 'Anti Bullying' policy. The school will also promote open conversations through our PHSE and online safety programmes. Raising awareness with all pupils about the effects of peer on peer abuse is essential as is ensuring pupils understand how to raise concerns.

Child Sexual Exploitation

This is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. It does not always involve physical contact and can happen online.

The victim may have been sexually exploited even if the sexual activity appears consensual.

Child Criminal Exploitation: County Lines

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity. Drug networks or gangs groom or exploit children to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns.

Forced Marriage

Forcing a person into 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 where violence, threats or any other form of coercion is used.

FGM

FGM is a criminal offence – it is child abuse and a form of violence against women and girls, and therefore should be treated as such. FGM is illegal in the UK.

FGM is a procedure where the female genital organs are injured or changed and there is no medical reason for this. It is frequently a very traumatic and violent act for the victim. The practice can cause severe pain and there may be immediate and/or long-term health consequences, including mental health problems, difficulties in childbirth, causing danger to the child and mother; and/or death. All staff receive training on how to spot the signs of FGM and how to be vigilant so that this can be prevented. The Serious Crime Act 2015 places a statutory duty upon **teachers** to report to the police where they discover that FGM appears to have been carried out on a girl under 18.

So-Called ‘Honour Based Violence’ (HBV)

This encompasses crimes which have been committed to protect or defend the honour of the family and/or community, including FGM, forced marriage and practices such as breast ironing. All forms of HBV are abuse.

Extended Club

All concerns must be logged on My Concern as well as inform the DSLs. Any serious concerns, the staff member must contact the school absence phone and inform the DSL. They should also contact the police or the MASH team.

The use of school premises by other organisations

- Where services or activities are provided separately by another body using the school premises, the Head Teacher and Governing Body 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.
- If this assurance is not achieved, then an application to use the premises will be refused.

Mobile phones and cameras

Staff are allowed to bring their personal phones to school for their own use, but will limit such use to noncontact time when pupils are not present. Staff members’ personal phones will remain in their bags or cupboards during contact time with pupils. Staff will not take pictures or recordings of pupils on their personal phones or cameras. We will follow the General Data Protection Regulation and Data Protection Act 2018 when taking and storing photos and recordings for use in the school

E-Safety

Our e-Safety policy is a separate document which recognises the need to have strategies to protect children in the digital world and how to manage pupils’ use of school devices whilst in school.

Online Safety and Cyber-Bullying

- The school receives regular updates and training in order to monitor and safeguard the children from being exploited online. Children receive termly online safety reminders and sessions and the parents are kept informed of latest technology and developments
- All children are made aware of CEOP and the facility to report abuse online
- The School will ensure that appropriate filtering and monitoring systems are in place when pupils and staff access school systems and internet provision. The school will be careful to ensure that these systems do not place unreasonable restrictions on internet access or limit what children can be taught with regards to online teaching and safeguarding
- We acknowledge that whilst filtering and monitoring is an important part of schools online safety responsibilities, it is only one part of our role. Children and adults may have access to systems external to the school control such as mobile phones and other internet enabled devices and technology. This is covered in more depth within the school Online-Safety Policy which can be found on the website.
- We will ensure a comprehensive whole school curriculum is in place to enable all pupils to learn about and manage online risks effectively and will support parents and the wider school community (including all members of staff) to become aware and alert to the need to keep children safe online.
- The 4 key categories of risk

Our approach to online safety is based on addressing the following categories of risk:

- Content – being exposed to illegal, inappropriate or harmful content, such as pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism
- Contact – being subjected to harmful online interaction with other users, such as peer-to-peer 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 behaviour that increases the likelihood of, or causes, harm, such as making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying; and
- Commerce – risks such as online gambling, inappropriate advertising, phishing and/or financial scams
- www.saferinternet.org.uk provides support with all aspects of digital and online issues including social networking sites, cyberbullying, sexting, online gaming and streaming as well as Child Protection online.

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

All children and young people have the right to live in safety, without emotional cruelty, neglect, violence or sexual abuse. If you are worried about a child, please tell us about your concerns so that we can help. You can also contact:

The Single Point of Entry (SPOE) - Telephone 0208 379 5555 or out of office hours on 0208 379 1000

Appendix 1 Changes to KCSIE 2022/23 Part 1

- **More detail on the terms ‘victim’, ‘alleged perpetrator’ and ‘perpetrator’**

In the ‘summary’ section at the beginning of the guidance (page 4), KCSIE specifies that:

- ‘Victim’ is a widely understood and recognised term, but not everyone who has been subjected to abuse considers themselves a victim, or would want to be described that way. You should be prepared to use any term the child feels most comfortable with when managing an incident
- ‘Alleged perpetrator(s)’ and ‘perpetrator(s)’ are widely used and recognised terms, but you should think carefully about what terminology you use (especially in front of children), as in some cases, abusive behaviour can be harmful to the perpetrator too. You should decide what’s appropriate and which terms to use on a case-by-case basis
- **Part 1: safeguarding information for all staff**

All staff working directly with children are expected to read at least part 1 of KCSIE (those who don’t work directly with children can read the condensed version of part 1, in Annex A). The changes to part 1 are:

New information on domestic abuse:

- A new paragraph on domestic abuse (paragraph 43), explaining:
 - Children who witness domestic abuse are also victims
 - Witnessing domestic abuse can have a lasting impact on children
 - Children can be victims, and perpetrators, in their own relationships too
 - The abuse can be physical, sexual, financial, psychological or emotional
- Added that extra-familial harms can include sexual harassment and domestic abuse in their own intimate relationships (teenage relationships) (paragraph 23)
- Added to the definition of abuse that harm can include ill treatment that isn’t physical, as well as witnessing the ill treatment of others - for example, the impact of all forms of domestic abuse on children (paragraph 26)

More detail on child-on-child abuse:

- Child-on-child abuse is the new name for peer-on-peer abuse. This section has also been moved ahead of the section on child criminal exploitation (paragraph 32)
- Added that abuse in intimate relationships between children is sometimes known as ‘teenage relationship abuse’ (paragraph 35)

New paragraphs on:

- Explaining that children may not feel ready, or know how to tell someone they are being abused, exploited or neglected, and/or they might not recognise their experiences as harmful. Children may feel embarrassed, humiliated or threatened due to their vulnerability, disability, sexual orientation and/or language barriers. None of this should stop staff from having a 'professional curiosity' and speaking to the designated safeguarding lead (DSL) (paragraph 19)
- If staff have a safeguarding concern/allegation about another staff member (including supply staff, volunteers and contractors) that doesn't meet the harm threshold, then they should share it in accordance with your low-level concerns policy (paragraph 73)

Related policies include

Safeguarding policy

Anti-Bullying policy

Behaviour policy

E Safety Policy

EYFS Policy

Managing medicines policy

Race equality policy

Policy for safe use of the school's computer system

Staff Code of Conduct

Safer Recruitment Policy