

# Kirkles Safeguarding and Child Protection Policy for Schools and Colleges

Academic Year 2023-24

**‘Because Children Deserve Better’**

Reviewed By:

Approved By:

Date: August 2023

Next Review Date:

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## Overview

This Safeguarding and Child Protection Policy is available on the Kirklees Business Solutions School Safeguarding Officers page website and is reviewed and ratified annually.

Part 1 of this policy is for all staff and governors.

Part 2 is principally for use by Designated Safeguarding Staff, lead governors, and senior leadership teams.

Part 2 of this policy document has a suite of model Pro-forma for schools to adapt to support their in-house safeguarding arrangements.

Academic Year	Designated Safeguarding Lead	Deputy Designated Safeguarding Lead/s	Proprietor	Director with Responsibility
2023-24	Amy Thornton	Tina Quirke	Michael Smith	Kathryn Parkinson
2023-24	Andromeda Rizvi Steele	Tina Quirke	Michael Smith	Kathryn Parkinson

Policy Review Date	Date Ratified by Governors	Date Shared with Staff
August 23	September 23	September 23

## 1. Aims

The school aims to ensure that:

- Appropriate action is taken promptly to safeguard and promote children's welfare
- All staff are aware of their statutory safeguarding responsibilities
- Staff are properly trained in recognising and reporting safeguarding issues
- The Proprietor and Board of Directors and staff of Pivot Academy (hereinafter referred to as "our school") take as our priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk, and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess and support those children who are suffering harm and to keep them safe and secure whilst in our care
- The responsibilities set out in this policy apply (as appropriate) to all members of the school community including pupils, staff, governors, visitors/contractors, volunteers, and trainees working within the school. It is fully incorporated into the whole school ethos and is underpinned throughout the teaching of the curriculum, within Personal, Social and Health Education (PSHE) and the safety of the physical environment provided for the pupils

## 2. Legislation and Statutory Guidance

- This policy is based on the Department for Education's statutory guidance, Keeping Children Safe in Education 2022, [Working Together to Safeguard Children \(WTTSC 2018\)](#) and sexual violence and sexual harassment between children in schools and colleges we comply with this guidance and the procedures set out by Kirklees Safeguarding Children partnership (KSCP)
- The policy conforms to locally agreed inter-agency procedures and has been developed by Kirklees Education Safeguarding Service and Kirklees Safeguarding Children's Partners. It is available to all interested parties on our website and by request from the main school office. It should be read in conjunction with other relevant policies and procedures and Keeping Children Safe in Education.

This policy is also based on the following legislation:

- Part 3 of the schedule to the [Education \(Independent School Standards\) Regulations 2014](#), places a duty on academies and independent schools to safeguard and promote the welfare of pupils at the school.
- [The Children Act 1989](#) (and [2004 amendment](#)), provides a framework for the care and protection of children.
- General Data Protection Act (2019) [Guide to the General Data Protection Regulation Policy - <https://www.gov.uk/government/publications/general-data-protection-regulation-policy>](#)
- Data Protection Act <http://www.legislation.gov.uk/ukpga/2018/12/contents/enacted> Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the [Serious Crime Act 2015](#), which places a statutory 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.
- [Statutory guidance on FGM](#) sets out responsibilities for safeguarding and supporting girls affected by FGM.
- [The Rehabilitation of Offenders Act 1974](#), outlines when people with criminal convictions can work with children.
- Schedule 4 of the [Safeguarding Vulnerable Groups Act 2006](#), defines what 'regulated activity' is about children.

- Statutory [Guidance on the Prevent duty](#), which explains schools' duties under the Counter-Terrorism and Security Act 2015 for protecting people from the risk of radicalisation and extremism.
- Children and Social Work Act 2017  
<https://www.legislation.gov.uk/ukpga/2017/16/contents/enacted>
- Guidance for safer working practices for those working with children and young people in education settings <https://www.saferrecruitmentconsortium.org/>.
- Kirklees Safeguarding Children Partnership Procedures  
<https://www.kirkleessafeguardingchildren.co.uk/procedures-local-protocols-and-guidance/>.
- Children Missing Education – Statutory guidance for local authorities (DfE September 2016) <https://www.gov.uk/government/publications/children-missing-education>.
- [Meeting digital and technology standards in schools and colleges - Cyber security standards for schools and colleges - Guidance - GOV.UK \(www.gov.uk\)](#)

### 3. Definitions

#### **Safeguarding and promoting the welfare of children means:**

- 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
- Child protection is part of this definition and refers to activities undertaken to prevent children from suffering or being likely to suffer, significant harm
- **Children** include everyone under the age of 18. College students over the age of 18 are supported by adult services when reporting any Safeguarding concerns. Adult services can be contacted via the link below:  
<https://www.kirklees.gov.uk/beta/social-care/contact-adult-social-care-services.aspx>

### 4. Equality Statement

Some pupils have an increased risk of abuse, and additional barriers can exist for some pupils for recognising or disclosing it. We are committed to anti-discriminatory practice and recognise pupils' diverse circumstances. We ensure that all pupils have the same protection, regardless of any barriers they may face.

#### **We give special consideration to pupils who:**

- Have special educational needs or disabilities
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence.
- Are at risk of Female Genital Mutilation (FGM), sexual exploitation, criminal exploitation, forced marriage, or radicalisation
- Are asylum seekers, refugees or migrants

## 5. Roles and Responsibilities

Safeguarding and child protection is everyone's responsibility. This policy applies to all staff (including those not directly employed by this school), volunteers, and governors in this school. Our policy and procedures also apply to extended school and off-site activities.

### All Staff

- All staff will read and understand part 1 and Annex B of the Department for Education's statutory safeguarding guidance, [Keeping Children Safe in Education](#) (KCSiE) and review this guidance at least annually.

### All staff will be aware of:

- Our systems to support safeguarding, include Guidance for Safer Working Practice, the role of the designated safeguarding lead (DSL), the behaviour policy, and the safeguarding response to pupils who go missing from education.
- The early support process includes identifying emerging problems, liaising with the DSL, and sharing information with other professionals to support early identification and assessment.
- The process for making referrals to Kirklees children's services duty and advice and for statutory assessments that may follow a referral, including the role they might be expected to play. (Fig 1 page 8) illustrates the procedure to follow if you have concerns about a child's welfare. Wherever possible, speak to the DSL, deputy DSL, or headteacher (in the absence of a DSL) first to agree on a course of action. In the absence of a DSL or head teacher being available, staff must not delay directly contacting the duty and advice team or the police if they believe a child is at immediate risk of significant harm.
- Working in partnership with other agencies in the best interests of the children. Requests for service to children's social care duty and advice team should (wherever possible) be made by the designated safeguarding lead. Where a pupil already has a child protection social worker, we will immediately contact the social worker involved or in their absence, the team manager of the child protection social worker.
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), child criminal exploitation (CCE), female genital mutilation (FGM) and radicalisation.
- What to do if they identify a safeguarding issue or a pupil tells them they are being abused or neglected, including specific issues such as child exploitation or female genital mutilation (FGM), and how to maintain an appropriate level of confidentiality while liaising with relevant professionals.
- In-school procedures for recording any cause for concerns and passing information on to DSLs following the school's recording systems.

### The designated safeguarding lead (DSL) and deputy designated staff:

- Our DSL is Amy Thornton, DSL/Newly Qualified Social Worker and Andromeda Rizvi Steele, DSL/Social Worker. The DSL takes the lead responsibility for child protection and wider safeguarding (including online safety and understanding the filtering and monitoring systems in place)
- The DSL's work all year round, including school holidays and are available during school hours for staff to discuss any safeguarding concerns.
- Amy can be contacted by telephone on 07521389799 or via email at [amy.thornton@pivot-group.co.uk](mailto:amy.thornton@pivot-group.co.uk). Andromeda can be contacted by telephone on 07895 304727 or via email at [andromeda.rizvi@pivot-group.co.uk](mailto:andromeda.rizvi@pivot-group.co.uk)

- If the DSL is on annual leave or is absent from work, the other DSL or Lead DSL/Social Worker Tina Quirke will act as cover. Tina can be contacted by telephone on 07521 389805 or via email at [tina.quirke@pivot-group.co.uk](mailto:tina.quirke@pivot-group.co.uk)
- If both DSL's and the Lead DSL/Social Worker are not available the Deputy DSL's Erica Strickland and Emily Alexander can cover and are contactable either by phone or email. Erica Strickland by phone on 07521389802 or by email on [erica.strickland@pivot-group.co.uk](mailto:erica.strickland@pivot-group.co.uk) and Emily Alexander by phone on 07596 598 977 or by email on [emily.alexander@pivot-group.co.uk](mailto:emily.alexander@pivot-group.co.uk)

**The DSL will be given the time, training, resources and support to:**

- Respond to daily Operation Encompass notices when required.
- Provide advice and support to other staff on child welfare and child protection matters.
- Take part in strategy discussions and inter-agency meetings and/or support other staff to do so.
- Contribute to the assessment of pupils.
- Refer suspected cases, as appropriate, to the relevant body (children's social care duty and advice team, Channel programme, and/or police), and support staff to comply with their mandatory reporting duties in cases where Female Genital Mutilation has been identified.
- Tina Quirke will ensure that all staff involved in direct case work of vulnerable pupils, where there are child protection concerns/issues, have access to regular safeguarding supervision.
- The DSL will also keep the Head teacher informed of any issues and liaise with local authority officers and relevant professionals for child protection concerns as appropriate.
- We will ensure representation at appropriate inter-agency meetings such as Initial and Review Child Protection Conferences, Planning and Core Group meetings, as well as team around the family meetings (TAF).
- Provide reports as required for meetings. If we are unable to attend a meeting, a written report will be sent. Reports will, wherever possible, be shared with parents/carers at least 24 hours before the meeting.
- Where a pupil in school is subject to an inter-agency child protection plan or any multi-agency risk management plan, the designated safeguarding lead will contribute to the preparation, implementation and review of the plan as appropriate.

**The full responsibilities of the DSL are set out in Annex C of Keeping Children Safe in Education (KCSiE) – Role of the designated safeguarding lead. All designated safeguarding leads and deputy safeguarding leads must read and comply with this.**

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

**The Proprietor and Board of Directors**

- The proprietor and members of the board will complete appropriate safeguarding and child protection (including online) training at induction.
- The Board of Directors will approve this policy at each review and hold the head teacher to account for its implementation.
- The proprietor will appoint a Director to monitor the effectiveness of this policy in conjunction with the full Board of Directors. The DSL cannot also be the Director with responsibility for child protection.

- If an allegation of abuse is made against the head teacher, the appointed safeguarding Director will act as the 'case manager'.
- The director of safeguarding along with the Safeguarding Lead and school's senior leadership team, is responsible for satisfying themselves and obtaining written assurances from any relevant school lettings and alternative/off-site providers and provisions that their safeguarding arrangements are secure and in keeping with Keeping Children Safe in Education (KCSiE). This school use the following alternative or off-site providers and has written evidence of safeguarding arrangements.
- The full responsibilities of the Proprietor and Board if Directors are set out in Part Two of KCSiE – The management of safeguarding. The proprietor should read Part Two of KCSiE to ensure that the school is fully compliant with its statutory safeguarding responsibilities.

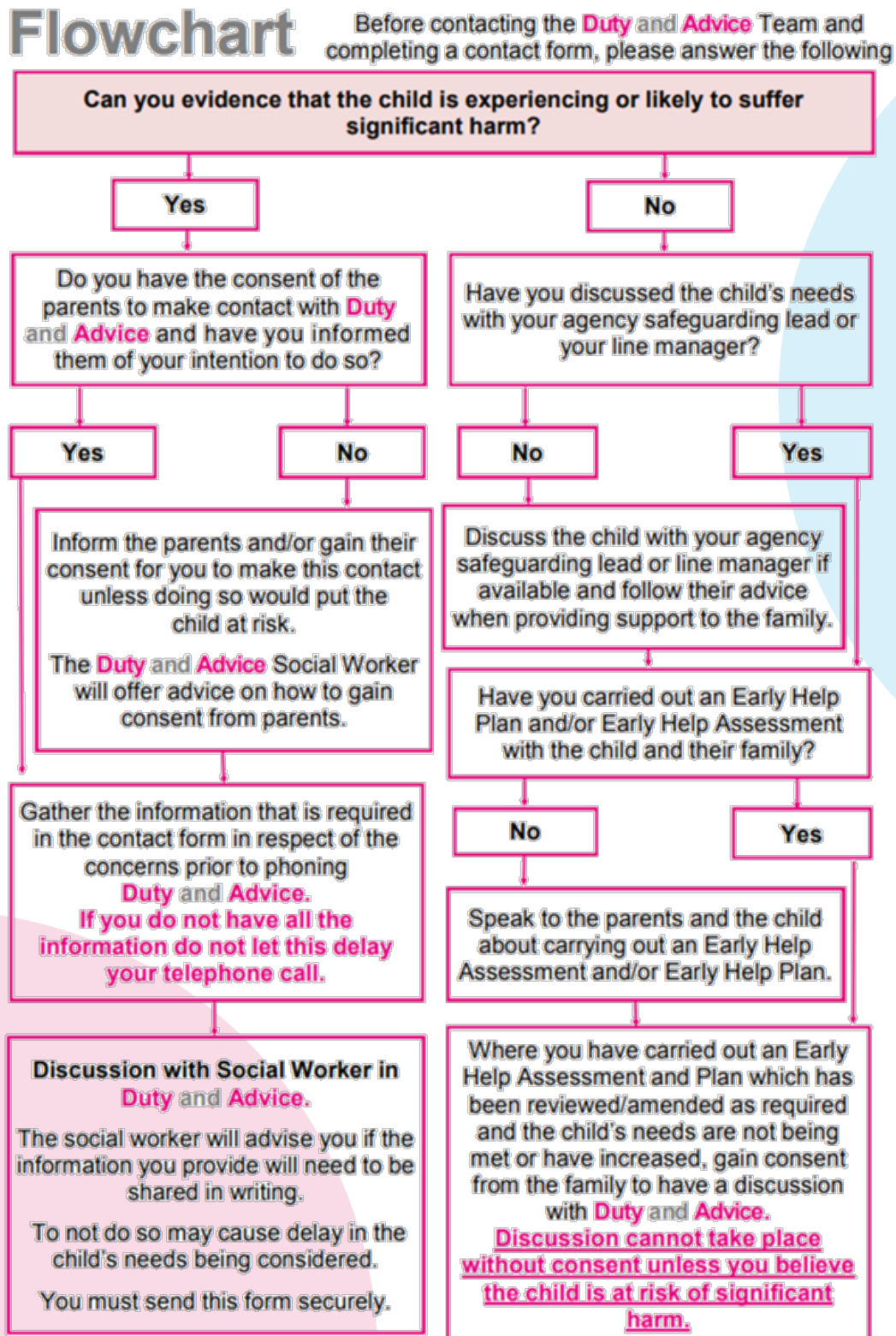
### **The Headteacher**

The Headteacher is responsible for the implementation of this policy, including:

- Ensuring that staff (including temporary staff) and volunteers are informed of this policy as part of their induction
- Communicating this policy to parents when their child joins the school and via the school website
- Ensuring that the designated safeguarding lead has appropriate time, training and resources and that there is always adequate cover if the DSL is absent
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly
- Acting as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate

Fig 1: Summary of school procedure to follow where there are concerns about a child.

All staff must report any concerns about a pupil/student to the named school DSL on page 2 of this document in the first instance.





## 6. Confidentiality

- Confidentiality is an issue that needs to be understood by all those working with pupils, particularly in the context of safeguarding.
- This School recognises that the only purpose of confidentiality in this respect is to benefit the pupil. Staff, volunteers, and visitors to the school should never promise a pupil that they will not tell anyone about an allegation or disclosure and must pass any cause for concern immediately to a designated safeguarding lead.
- Confidentiality is addressed throughout this policy for record-keeping, dealing with disclosure, allegations of abuse against staff, information sharing and working with parents.
- Pivot staff are not legally bound to inform parents/carers of any pregnancy disclosures made by learners. However, Pivot staff will endeavour to take all necessary steps and provide relevant support to encourage the student to do so. Pivot staff should always seek consent from a learner for any disclosure, having made it clear that they cannot offer or guarantee learners' confidentiality if there are child protection concerns. The Sexual Offences Act 2003 is not intended to criminalise people under 16 of a similar age who have consensual sex. A child protection issue arises when there has been non-consensual sex or an exploitative relationship, particularly with an older person or someone in a position of trust. Pivot will support all pregnant students to safely continue their education with an individualised, regularly reviewed risk assessment. These procedures take into account the organisation's responsibility to safeguard the pupil and promote their welfare Record Keeping, Information sharing and GDPR
- Timely information sharing is essential for effective safeguarding. The schools will share safeguarding information as appropriate in keeping with the principles outlined in the government guidance document, [Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers \(DfE 2018\)](#). This guidance has been produced to support practitioners in the decisions they take to share information, which reduces the risk of harm to children and young people and promotes their well-being.
- All concerns, discussions and decisions made, and the reasons for those decisions will be recorded in writing or electronically. Information will be kept confidential and stored securely. Records will include;
  1. A clear comprehensive summary of the concern.
  2. Details of how the concern was followed up and resolved.
  3. A note of any action taken, decisions reached and the outcome.
- The storing and processing of personal data are governed by the General Data Protection Regulations 2017 (GDPR) and Data Protection Act 2018. This school will give clear advice to staff about their responsibilities under this legislation so that, when considering sharing confidential information, those principles should apply.
- Staff may have access to special category personal data about pupils and their families which must be always kept confidential and only shared when legally permissible to do so and in the interest of the child. Records should only be shared with those who have a legitimate professional need to see them.

### Working with Parents and Other Agencies to Protect Children

- Parents/carers should be aware that our school will take any reasonable action to safeguard the welfare of its learners. In cases where the school has reason to be concerned that a learner may be suffering significant harm, ill-treatment or neglect, or other forms of harm, staff have no alternative but to follow the Kirklees Safeguarding Children's Partnership procedures and contact the duty and advice team to discuss their concerns.

- In keeping with Keeping Children Safe in Education (KCSiE) and Children missing education: statutory guidance for local authorities. We will endeavour wherever possible to obtain at least two emergency contacts for every child in the school in case of emergencies, and in case there are welfare concerns at the home.
- In general, we will discuss concerns with parents/carers before approaching other agencies and will seek to inform parents/carers and receive their consent when making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the designated safeguarding lead. The exception to this rule will be in situations where a member of staff has reasonable cause to believe that informing parents/carers of a referral to another agency may increase the risk of significant harm to the pupil.
- Parents/carers are informed about our safeguarding policy through the school prospectus, website, newsletters etc. A safeguarding and child protection statement is prominent in the school foyer/reception area.

### **Multi-Agency Work**

- We will co-operate with children's social care duty and advice (DAAT) by following the requirements of the Children Act and allowing access to pupil and child protection records for them to conduct section 17 or section 47 assessments.
- In the best interests of our pupils, we will work with all relevant professionals and agencies as required to safeguard children and promote their welfare.

## **7. Our Role in the Prevention of Abuse**

- This school plays a crucial role in preventative education. Preventative education is most effective in the context of a whole-school approach that prepares learners for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment, discrimination and prejudice linked to fundamental values.
- We will identify and provide opportunities for learners to develop skills, concepts, attitudes and knowledge to promote their safety and well-being.

### **The Curriculum**

This school understands the importance of delivering an effective safeguarding curriculum which includes:

1. Healthy and respectful relationships
  2. Boundaries and consent
  3. Stereotyping, prejudice, and equality
  4. Body confidence and self-esteem, wellbeing and resilience
  5. How to recognise an abusive relationship, including coercive and controlling behaviour
  6. The concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, so called honour-based violence such as forced marriage and Female Genital Mutilation (FGM), and how to access support
  7. What constitutes sexual harassment and sexual violence and why these are always unacceptable
- Relevant issues will be addressed through Relationships Education (for all primary schools) and Relationships and Sex Education for all secondary pupils and health education (for all pupils in state-funded schools) is mandatory from September 2020. All children should be safeguarded from potentially harmful and inappropriate online material (online bullying, sexting, child sexual exploitation (CSE), child criminal exploitation (CCE), gangs, youth-generated images, female genital mutilation (FGM), preventing

radicalisation, peer on peer abuse and anti- bullying.

- Relevant issues will be addressed through other areas of the curriculum. For example, circle time, English, History, Drama, PSHE, Art and assemblies.

### **Online Safety**

This School is committed to meeting the requirement to keep pupils safe when using technology. Our named designated safeguarding lead in page 3 of this document takes responsibility for ensuring that this schools filtering and monitoring systems remain effective by overseeing and acting on:

- Filtering and monitoring reports
- Safeguarding concerns
- Checks to filtering and monitoring systems

The system/process is checked and reviewed at least annually to ensure this school meets the DFE guidance 'Meeting digital and technology standards for schools and colleges'. We believe the whole school community can benefit from the opportunities provided by the internet and other technologies used in everyday life. The breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk:

1. Content: being exposed to illegal, inappropriate, or harmful content; for example, pornography, fake news, racism, misogyny, self-harm, suicide, anti-semitism, radicalisation and extremism.
2. 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 to groom or exploit them for sexual, criminal, financial, or other purposes.
3. Conduct: personal online behaviour that increases the likelihood of, or causes, harm; for example, 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
4. Commerce: risks such as online gambling, inappropriate advertising, phishing, and/or financial scams.

Our schools' expectations for responsible and appropriate conduct are set out in the schools online safety policy and acceptable use policies (AUP) which we expect all staff, visitors and pupils to follow.

[Meeting digital and technology standards in schools and colleges - Cyber security standards for schools and colleges - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges-cyber-security-standards-for-schools-and-colleges)

### **Other Areas of Work**

- All our policies that address issues of power and potential harm, e.g., Anti- Bullying, Equal Opportunities, Positive Handling, and Behaviour, will be linked to ensure a whole school approach.
- Our Safeguarding and Child Protection policy cannot be separated from the general ethos of the school which ensures that learners are treated with respect and dignity, feel safe, and are listened to.
- Safeguarding incidents and/or behaviours can be associated with factors outside the school and can occur between pupils outside the school. All staff, but especially the designated safeguarding lead and deputy designated safeguarding lead will consider the context within which such incidents and behaviours occur. This is known as Contextual Safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and welfare.

## 8. Our Role in Supporting Learners

- We will offer appropriate support to individual learners who have experienced abuse or who have abused others. In cases where pupils have experienced abuse/abused others, the designated safeguarding lead will ensure that appropriate support is offered. An individual risk assessment will be devised, implemented, and reviewed regularly should the pupil (victim, perpetrator, or other learner affected) require additional pastoral support/intervention.
- Our staff are 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 threatened. This could be due to their vulnerability, disability, cultural expectations and/or sexual orientation or language barriers. This will not prevent our staff from having a professional curiosity and speaking to the DSL if they have concerns about a learner. This school will determine how best to build trusted relationships with children and young people which facilitate communication.

### Early Support

- If we identify additional unmet needs for a learner that does not require intervention by social workers, then in the first instance it may be beneficial to speak to the casework consultant linked to Kirklees community hub. They can advise us whether family support may be required, this may help us to understand what support we can offer if we complete an Early Support Assessment (ESA). The Early Support Assessment is a tool and not a referral mechanism.
- For pupils, whose needs and circumstances make them more vulnerable, a coordinated multi-disciplinary approach is usually best, based on an Early Support Assessment, with a Lead Practitioner to work closely with the child and family to ensure they receive the right support.

### Early Support Assessment (ESA) Explained

- The school will gather further information, if required, to provide evidence when statutory services are needed.
- If it is not clear who is best placed to provide support, an early support assessment (ESA) will be undertaken before a referral is made to the Early Support Service.
- If additional support is required from the Early Support Service, then a referral will be made by the school. The school will in most cases consider completing an Early Support Assessment to ensure the right level of support is offered.
- The Kirklees Safeguarding Children Partnership monitors referrals to Early Support to promote improvement in assessment practice within all partner agencies.
- If the school undertake a referral which relates to a family where there is an existing team around the family meeting (TAF) an early support assessment (ESA) will already have been completed.

[Early Support - The Kirklees Early Support Partnership - KSCP  
\(kirkleessafeguardingchildren.co.uk\)](http://kirkleessafeguardingchildren.co.uk)

### Learners in Specific Circumstances

We recognise that all children can be at risk of abuse however we acknowledge that some groups are more vulnerable, this can include:

- The experience of abuse within their family
- Young people in care

- Children who go missing
- Children with additional needs (SEN and/or disabilities)
- Children who identify as LGBTQ+ and/or have other protected characteristics under the Equalities Act 2010
- Children living with domestic violence or drug/alcohol abusing parents
- This school follows the Kirklees Safeguarding Children Partnership (<https://www.kirkleessafeguardingchildren.co.uk/>) online multi-agency procedures and will, where necessary, have due regard to the government guidance for children in specific circumstances as outlined in Part 1 and Annex B of Keeping Children Safe in Education (KCSiE)

### **Female Genital Mutilation (FGM) the Mandatory Reporting Duty**

- The Department for Education's Keeping Children Safe in Education explains that FGM comprises "all procedures involving partial or total removal of the external female genitalia or other injuries to the female genital organs."
- FGM is illegal in the UK and a form of child abuse with long-lasting, harmful consequences. It is also known as 'female genital cutting', 'circumcision' or 'initiation.'
- **Any teacher** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** will immediately (in consultation with the designated safeguarding lead) report this to the police, personally. This is a statutory duty, and teachers will face disciplinary sanctions for failing to meet it.
- The duty above does not apply in cases where a pupil is at risk of FGM or FGM is suspected but is not known to have been carried out. Staff will not examine pupils.
- **Any other member of staff** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** will speak to the designated safeguarding lead and follow our local safeguarding procedures.
- **Any member of staff** who suspects a pupil is at risk of FGM will speak to the DSL and follow our local safeguarding children's partnership procedures.

### **Honour-Based Abuse (Including Forced Marriage)**

This School recognise that Honour-based abuse (HBA) encompasses incidents that have been committed to protect or defend the honour of the family and/or the community. Abuse committed in this context often involves a wider network of family or community pressure and can involve multiple perpetrators. If staff in our school have a concern regarding a pupil that might be at risk of HBA or who has suffered from HBA they will immediately speak to the designated safeguarding lead who will follow the school safeguarding procedures. For every crime committed there are also numerous incidents of bullying, emotional and psychological abuse. Some victims have very restricted movements and are under constant supervision having little contact with the outside world.

Crimes committed may include:

- False imprisonment or kidnap
- Domestic Servitude
- ABH or GBH
- Threats to kill
- Harassment and stalking
- Sexual assault
- Rape

- Female genital mutilation
- Forced to commit suicide
- Forced Marriage (since February 2023 it has also been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages)
- Murder

Further information and resources can be found via the links below:

<https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/different-types-of-abuse/honour-based-violence/>

### **Preventing Radicalisation**

Learners may be susceptible 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 a political, religious or ideological cause.
- For further information on this subject please refer to page 149 of Keeping Children Safe in Education (2023).

### **Responding to Concerns About Radicalisation**

- If staff are concerned about a change in the behaviour of an individual or see something that concerns them (this could be a colleague too) they will follow the NOTICE, CHECK, SHARE principles and seek advice appropriately with the designated safeguarding lead who will contact The Prevent Hub–01924 483747 or [prevent@kirklees.gov.uk](mailto:prevent@kirklees.gov.uk) for further advice.
- We will assess the risk of pupils being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting pupils in the area and a specific understanding of how to identify individual pupils who may be at risk of radicalisation and what to do to support them. The Prevent hub will advise us and identify local referral pathways.
- Effective early support relies on all our staff to be vigilant and aware of the nature of the risk for pupils and what support may be available. Our school will ensure that as far as possible all front-line staff will undertake Prevent awareness training (e.g., Workshop to Raise Awareness of Prevent [WRAP]) which will share information on the National and Local (Kirklees) context, Extremist signs and symbols, propaganda and upskill staff in identifying and responding to Prevent concerns in line with the NOTICE, CHECK, SHARE principles.
- [Introducing the notice, check, share procedure | Prevent duty training \(support-people-vulnerable-to-radicalisation.service.gov.uk\)](#)

- Effective early support relies on all our staff to be vigilant and aware of the nature of the risk for pupils and what support may be available. Our school will ensure that as far as possible all front-line staff will undertake Prevent awareness training (e.g., Workshop to Raise Awareness of Prevent [WRAP]).
- For more information about Prevent in Kirklees, including referral forms and project examples please visit the Kirklees Prevent website [www.kirklees.gov.uk/prevent](http://www.kirklees.gov.uk/prevent) or contact the hub via 01924 483747 or via email [prevent@kirklees.gov.uk](mailto:prevent@kirklees.gov.uk)

### **Child-on-Child Abuse: Sexual Violence and Sexual Harassment Between Children in Schools and Colleges**

- We recognise that pupils can abuse their peers and that child-on-child abuse can manifest in many ways, including physical abuse, prejudice-based and discriminatory bullying, on-line bullying, youth-produced imagery (sexting), abuse in intimate personal relationships between peers, criminal and sexual exploitation, upskirting, initiation and inappropriate harmful sexualised behaviours, and that it could happen here. It is very clear that this abuse should always be treated seriously, and never just as banter, having a laugh or part of growing up. This School has a zero-tolerance approach to sexual violence and sexual harassment as it is never acceptable, it will not be tolerated and will always be challenged. We recognise that even if there are no reports in our school it does not mean it is not happening therefore school will promote an ongoing culture of vigilance to create a safe place for children. **Any concerns around child-on-child abuse must be reported and recorded in line with the child protection procedures outlined in this policy and reported to the designated safeguarding lead or deputy as soon as possible.** It should be noted Upskirting became a criminal offence in April 2019 and any such incidents, in line with this policy should be treated as such. 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. The designated safeguarding lead is responsible for responding to such concerns in keeping with Kirklees Safeguarding Children Partnership protocols. The designated safeguarding lead is responsible for providing support to all victims, and the perpetrators.
- Where pupils have exhibited inappropriate/harmful sexualised behaviour and/ exhibited inappropriate harmful sexualised behaviours towards others, **the KSCP Harmful Sexual Response Checklist and The Hackett Harmful Sexual Behaviour Framework** will be used, and contact made with duty and advice, police, or early support if appropriate (Appendix 7). School may choose to manage the incident or concern internally if a crime hasn't been committed and depending on the nature and the learner/learners involved through the behaviour policy and pastoral support. In all cases, the decisions and reasons for decisions will be recorded.
- The school will ensure that all victims are reassured that they will be taken seriously regardless of how long it has taken them to come forward and that they will be supported and kept safe. All staff will be trained to manage reports of Harmful Sexual Behaviour.

In the event of a disclosure or report school will:

1. Listen carefully, reflecting using the learner's language
2. Reassure the learner that this will be taken seriously
3. Ask open-ended questions
4. Not promise confidentiality
5. Inform the designated lead or deputy as soon as practically possible if either the DSL or DDSL is not involved in the initial report
6. A written record of the facts will be made

7. The school will consider whether electronic devices will need to be confiscated at this point
  8. The school will consider the wishes of the victim and how they would like to proceed, giving the victim as much control as possible in line with school safeguarding arrangements
- The school will ensure that the needs of pupils who abuse others will be considered separately from the needs of their victims and give immediate consideration as to how best to support and protect the victim and the alleged perpetrator(s). A coordinated multi-agency approach will take place through a risk assessment management plan (RAMP) to respond to their needs which will include parent/carers, youth justice, police (where appropriate), children's social work service, and health which will be kept under review

Further information and guidance can be found in our school's stand alone Child-on-child abuse policy which all school staff are expected to follow

[Harmful Sexual Behaviour \(HSB\) -KSCP \(kirkleessafeguardingchildren.co.uk\)](https://www.kirkleessafeguardingchildren.co.uk)

### **Mental Health**

- We will ensure that we have clear systems and processes in place for identifying learners in need of extra mental health support, this will include working with external agencies. All staff should be 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. Where learners have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence, and adulthood. This school is aware of how these learner's experiences, can impact their mental health, behaviour, education and progress at school.
- If staff have mental health concerns about a learner that is also a safeguarding concern immediate action will be taken, following the child protection procedure and speaking to the designated safeguarding lead or a deputy.

Additional guidance: [Mental health and behaviour in schools - GOV.UK](https://www.gov.uk)

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

- Both child sexual exploitation and criminal exploitation are forms of Abuse. It occurs when an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be the most obvious this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantages (such as increased status) of the perpetrator or facilitator in exchange for something the victim needs or wants and/or will be for the financial advantage or increased status of the perpetrator or facilitator. The abuse can be perpetrated by individuals or groups of males or females and children or adults. The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse.
- It can involve force and/or enticement-based methods of compliance and may or may not be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual and it should be noted exploitation as well as being physical can be facilitated and/or take place online.

Reference: Child Sexual Exploitation. Definition and a guide for practitioners, local leaders, and decision-makers working to protect children from child sexual exploitation (<https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners>). Where child sexual exploitation, or the risk of it, is suspected, frontline



practitioners should pass the information onto the designated member of staff for child protection.

- The designated safeguarding lead will complete the Child Exploitation Partnership Assessment and Decision-making Tool and refer to the table at the end of the tool to decide how to proceed. A copy of the completed tool will be kept in the child's child protection records for future reference.
- If the child /young person already has an allocated social worker, the designated safeguarding lead will contact them (or their team manager) to discuss any concerns about exploitation.

A copy of the Child Exploitation Partnership Assessment and Decision-making Tool can be obtained from the KSCP Website: [Child Exploitation - KSCP \(kirkleessafeguardingchildren.co.uk\)](http://kirkleessafeguardingchildren.co.uk)

We will ensure that this school will work in partnership with parents/carers and other agencies as appropriate. This includes facilitating return-to-home interviews as requested.

**Indicators to look out for are:**

1. Appear with unexplained gifts, money, or new possessions
2. Associate with other children involved in exploitation
3. Suffer from changes in emotional well-being
4. Misuse of drugs and alcohol
5. Go missing for periods or regularly come home late
6. Regularly miss school or do not take part in education

**Specific indicators that may be present in CSE are children who:**

1. Have older boyfriends.
2. Suffer from sexually transmitted infections, display sexual behaviours beyond expected sexual development or become pregnant.

**Young people who are victims of CCE include those who are:**

1. Trafficked within the UK with the intention of being used to commit criminal acts that benefit the trade of drugs and criminal gangs.
2. Coerced into the supply, transporting, and dealing of class A drugs. They may be doing this within their local area; however, they are often crossing one or more police force or local authority boundaries.
3. Coerced into carrying drugs, weapons, and money to assist in the trade and movement of drugs.

CCE often occurs without the child's immediate recognition, and with the child believing they are in control of the situation. In all cases, those exploiting the child/young person have power over them by their age, gender, intellect, and physical strength. Violence, coercion and intimidation are common, and involvement of exploitive relationships is characterised in the main by the child/young person's availability of choice resulting from their social/economic and/or emotional vulnerability. The experience of girls who are criminally exploited can be very different from that of boys. The indicators may not be the same, however, we are aware that girls are at risk of criminal exploitation too. We also recognise that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

### **Serious Violence**

- School recognises when children may be at risk from/or involved with a serious violent crime by identifying the indicators such as:
  1. Increased absence from school
  2. A change in friendship or relationships with older individuals or groups
  3. A decline in performance
  4. Signs of self-harm or a significant change in wellbeing
  5. Signs of assault or unexplained injuries
  6. Unexplained gifts or new possessions
- School recognises the risk factors which increase the likelihood of involvement in serious violence such as:
  1. Being male
  2. Having been frequently absent or permanently excluded from school
  3. Having experienced child maltreatment
  4. Having been involved in offending, such as theft or robbery

<https://www.kirkleessafeguardingchildren.co.uk/wp-content/uploads/2020/02/Appropriate-Language-in-CSE-and-CCE.pdf>

[County lines: criminal exploitation of children and vulnerable](#)  
[Preventing youth violence and gang involvement - GOV.UK](#)

### **Private Fostering**

- Private fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and a carer for 28 days or more. Close relatives are defined as stepparents, grandparents, brothers, sisters, uncles, or aunts (whether of full blood, half-blood or by marriage). Great grandparents, great aunts, great uncles, and cousins are not regarded as close relatives.
- The law requires us to notify the authorities if anyone is looking after someone else's child for 28 days or more. The purpose of the council's involvement is to support the pupil and private foster family (and wherever possible the biological parent/s) with any issues arising. These may be practical issues such as benefits, housing, immigration, or emotional issues such as keeping contact with biological family and maintaining cultural identity. If we become aware of a child in a private fostering arrangement within Kirklees Council, we will notify Duty and Advice by calling 01484 414960
- <https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/keeping-children-safe/private-fostering/>

### **Children looked after and previously looked after children and children with a social worker**

- All our staff recognise that children looked after, previously looked after children (whether they are looked after under voluntary arrangements with consent of parents or on an interim or full care order), care leavers and children with a social worker are more vulnerable than other children. These children often have poorer educational outcomes; therefore, ensuring their wellbeing, safety and welfare, helping them to reach their potential which also includes the looked after child who is moving on is paramount. The school/college will also ensure that care leavers are supported with pathways including liaison with the local authority where a personal advisor will be appointed and a full working relationship is maintained with the Kirklees Virtual School head teacher in

respect of all pupils at the school who are subject of 'looked after' status or have a social worker. The Virtual School team can be contacted at [kirklees.virtualschool@kirklees.gov.uk](mailto:kirklees.virtualschool@kirklees.gov.uk) or by calling 01484 225180.

- Governing bodies of maintained schools and proprietors of academies must appoint a designated teacher and should work with local authorities to promote the educational achievements of registered pupils who are looked after, designated teachers have responsibility for promoting the educational achievements of children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside of England and Wales. (Children and Social work Act 2017). The designated teacher will have appropriate training and the relevant qualifications, and experience.

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

- School recognise that while all pupils have a right to be safe and well, some groups of children are potentially at greater risk of harm and more vulnerable to abuse e.g., those with a disability or special educational needs, those living with domestic abuse or drug/alcohol abusing parents.
- Provisions within the Equality Act allows this school/college to take positive action, where it can be shown that it is proportionate, to deal with particular disadvantages affecting pupils or students with certain protected characteristics in order to meet their specific need.

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

- The fact that a child or a young person may be LGBTQ+ is not in itself an inherent risk factor for harm. However, children who are LGBTQ+ can be targeted by other children. In this school, we, therefore, 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 or a trusted adult.

### **Children who need a social worker (child in need and child protection plans)**

- Children may need a social worker due to safeguarding or welfare needs, we recognise that learners may need help due to absence, neglect, and complex family circumstances. This school will work in partnership with Kirklees Council where children have been allocated a social worker, the DSL will hold this information so that decisions can be made in the best interests of the learner's safety, welfare, and educational outcomes. Where we have learners on roll who need a social worker this will inform decisions about safeguarding (responding to unauthorised absence or missing education where there are known safeguarding risks) and about promoting welfare (we will consider the provision of pastoral support and/or academic support, alongside action by statutory services).

### **Children with Special educational needs, disabilities, or physical health issues**

This school recognises that learners with (SEN) and disabilities can face additional safeguarding challenges these can include:

1. Assumptions that indicators of possible abuse such as behaviour, mood, and injury are related to the learner's disability without further exploration.
2. These children are more prone to peer group isolation or bullying (including prejudice-based bullying and online abuse) than other children.
3. The potential for SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
4. Communication barriers and difficulties in managing or reporting these challenges.

This school has a duty to make reasonable adjustments for disabled children therefore to address these additional challenges, we will consider extra pastoral support for children with SEND and disabilities.

## 9. Responding to Domestic Abuse

This school understands that the cross-government definition of domestic abuse and abuse is:

- Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence, or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality.
- The abuse can encompass but is not limited to psychological, physical, sexual, financial, or emotional harm.
- Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance, and escape, and regulating their everyday behaviour.
- Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation, intimidation, or other abuse that is used to harm, punish, or frighten their victim if this school does identify children for whom domestic abuse may be a concern, they will apply the usual referral process and child protection procedures and pass this information to the designated safeguarding lead (DSL). The DSL can then refer cases relevant to Kirklees duty and advice team (DAAT). Where DV Notifications are received from DAAT, this information will be added to a pupil's chronology and child protection record to ensure that appropriate support can be provided where necessary.
- This school is aware of and follows the Kirklees Joint Agency protocol for domestic violence and abuse – (Operation Encompass School notification) contact numbers for this must be kept updated by emailing [schoolsafeguardingofficer@kirklees.gov.uk](mailto:schoolsafeguardingofficer@kirklees.gov.uk)

## 10. Education Safeguarding

### Children Who are Absent from Education

- Our school recognises that learners being absent from education for prolonged periods and/or on repeat occasions can act as a vital warning sign to a range of safeguarding issues including neglect, child sexual and child criminal exploitation - particularly county lines and thus ensures that information is shared between school admin staff who are first aware of the absence then share the information with the DSL and Head and an appropriate plan of action is discussed. Likewise, this school understands that a parent failing to inform the school that a child has an authorised absence could be a cause for concern and thus, we will follow Kirklees Councils' guidance 'First Day Calling' procedures.
- Pupils who abscond or go missing during the school day are vulnerable and at potential risk of abuse or neglect. Our staff members will follow the Kirklees Council's guidance for schools where pupils absent themselves during the school day and school's or college's procedures for dealing with children who are absent/ go missing, 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
- If we have further concerns about your child's truancy, we will follow the West Yorkshire Police Truancy Policy

**All the above documents can be viewed by clicking on the link below:**

[School Safeguarding Officers | Kirklees Business Solutions](#)

- Our School appreciates that Kirklees Council has a statutory duty to ensure that all pupils of compulsory school age receive a suitable and appropriate education. We will comply with our statutory duty to inform the local authority of any pupil who falls within the reporting notification requirements outlined in [Children Missing Education – Statutory guidance for local authorities \(DfE September 2016\)](#). There are specific duties in respect of Children Missing Education (CME) and there are strict guidelines in respect of both the definition of CME and the legalities of deleting a pupil from a school roll. If you are subject to a court order in relation to your child's education, you may not change schools without permission from the Magistrates' Court and your Supervising Officer or Responsible Officer.
- Kirklees Children Missing Education (CME) team can be contacted via the email below:  
[ESS.CME@kirklees.gov.uk](mailto:ESS.CME@kirklees.gov.uk)  
[Children missing education - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### **Part Time Timetables**

- Our School is aware that they must inform the Kirklees Education Safeguarding Service when using part time timetables for pupils and follow the part time timetable guidance.
- [Education Safeguarding Resources | Kirklees Business Solutions](#)

### **Suspensions and Exclusions**

- When we are considering suspending or excluding a vulnerable pupil or a pupil who is subject to a S47 Child Protection plan, there have previously been child protection concerns or the family is subject to a court order in relation to education, we will undertake an informed (multi-agency where other professionals are involved) assessment prior to making the decision to exclude or suspend. In the event of a one-off serious incident resulting in an immediate decision to permanently exclude, the assessment must be completed before convening a meeting of the Proprietor and Board of Directors.

[School suspensions and permanent exclusions - GOV.UK \(www.gov.uk\)](#)

### **Elective Home Education (EHE)**

- Elective home education is often referred to as 'education otherwise' in Section 7 of the Education Act 1996 which states: "It shall be the duty of the parent of every child of compulsory school age to cause her or him to receive efficient full-time education suitable to their age, aptitude and ability (and to any special educational needs they may have) either by attendance at school or otherwise". This means that parents/carers have a legal responsibility to ensure that their child is educated but this does not have to be in school. This school will follow the Department for Education (DFE) guidance and Kirklees local policy should you as a parent decide to educate your children/child at home. If you are subject to a court order in relation to your child's education, you may not remove your child from school without permission from the Magistrates' Court and your Supervising Officer or Responsible Officer. Where a child has an Education, Health and Care plan the local authority will need to review the plan, working closely with parents and carers.
- [1.4.21 Elective Home Education \(proceduresonline.com\)](#)
- <https://kirkleesbusinesssolutions.uk/Page/13204>
- [EHETeam@kirklees.gov.uk](mailto:EHETeam@kirklees.gov.uk)

## Child Employment

- Child Employment – Properly structured and regulated work can help develop and prepare young people for full-time working life. A young person working part-time between the age of 13 and 16 years old, must request that the employer applies to Kirklees Council for a permit. There is no charge for a work permit. Employers have the ultimate responsibility to ensure that children of compulsory school age are registered with the Local Authority and have a work permit. Parents can also face prosecution if they allow their child to work illegally. Please note that it is against the law to employ children under the age of 13 before 7am or after 7pm. As a school, we will work in partnership with Kirklees council concerning child employment by completing the Child Employment Referral Form as and when necessary.

**Supporting information and documents can be found by clicking on the link below**  
[Education Safeguarding Resources | Kirklees Business Solutions](#)

## 11. A Safer School Culture

**Our Board of Directors have agreed and ratified the following policies which must be read in conjunction with this policy and be provided to all staff as part of their induction procedures:**

- Whistle Blowing/Confidential reporting policies (guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken when staff have concerns about any adult's behaviour).
- School's procedures for managing children who are missing education.
- Safeguarding and child protection policy (including online safety).
- School behaviour policy.
- Staff code of conduct.

**Our school will comply with the guidance for safer working practices for those working with children and young people in educational settings in February 2022**

- Safe working practice ensures that pupils are safe and that all staff:
- Are responsible for their actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Work in an open and transparent way.
- Work with other colleagues where possible in situations open to question.
- Discuss and/or take advice from school management over any incident which may give rise to concern.
- Record any incidents or decisions made.
- Apply the same professional standards regardless of gender, sexuality, or disability.
- Comply and are aware of the confidentiality policy.
- Are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

<https://c-cluster-110.uploads.documents.cimpress.io/v1/uploads/d71d6fd8-b99e-4327-b8fd-1ac968b768a4~110/original?tenant=vbu-digital>

## Risk Assessments

- Risk assessments are taken seriously and used to good effect to promote safety. Risk assessments are available for all aspects of the school's work, (such as premises and equipment, on-site activities, off-site activities, venues used, transport ). Where relevant, risk assessments are carried out for individual pupils and supported by action plans identifying how potential risks would be managed by EVOLVE
- Individual risk assessments are also used when deciding a response to a learner demonstrating potentially harmful behaviour such as sexually harmful behaviour or when identifying whether a learner who may be particularly vulnerable, such as a child at risk of Exploitation.

## Training, Knowledge and Skills

- All staff members will be aware of systems within our school that support safeguarding, and these will be explained to them as part of our staff induction. This includes: the schools or college's safeguarding child protection policy; the school's safer working practice document and the school's whistleblowing procedures.
- Designated safeguarding leads will have a good understanding of their own role, how to identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk, and the processes, procedures and responsibilities of other agencies, particularly children's social care.

Designated safeguarding leads in this school will attend:

1. Roles & Responsibilities of the designated safeguarding lead (DSL)
  2. Multi-agency Working Together to Safeguard Children and Young People
  3. A Positive contribution to case conferences and core groups
- They will attend DSL refresher training every two years. The DSL will undertake Prevent Awareness Training (e.g. Workshop to Raise Awareness of Prevent [WRAP]) to enable them to provide advice and support to other members of staff on protecting pupils from the risk of radicalisation.
  - The school will ensure all staff including temporary and volunteers receive induction and training appropriate to their roles and responsibilities, especially staff new to the school. All staff will complete basic awareness refresher training at least every three years (including online safety which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring), and regular safeguarding and child protection updates via email, e-bulletins, and staff meetings as required, but at least annually to provide them with relevant skills and knowledge to safeguard children effectively. Access to training can be via the Education Safeguarding Service and the Kirklees Safeguarding Children Partnership or The Key Safeguarding Training.
  - The headteacher will attend appropriate safeguarding training at least every three years.
  - The Director of Safeguarding and proprietor will complete appropriate safeguarding and child protection (including online) training at induction and update this every three years.

## Providing Support to Staff

Our school designated safeguarding leads will:

- Ensure that staff are supported during the referral process.
- Support staff to consider how safeguarding, welfare and educational outcomes are linked, including to inform the provision of academic and pastoral support.
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, and in any measures the school may put in place to protect them.

- Understand the difficulties that children may have in approaching staff about their circumstances and consider how to build trusted relationships which facilitate communication.

Training and support can be accessed through Kirklees Schools Safeguarding Officers by emailing [schoolsafeguardingofficer@kirklees.gov.uk](mailto:schoolsafeguardingofficer@kirklees.gov.uk)

Any training accessed through third party/independent providers will reflect the Kirklees Safeguarding Children Partnership protocols this training will be recorded by the school. It is the responsibility of our head teacher to quality assure any training that is delivered to staff in this school.

### **Safer Recruitment**

- Section 175 of the Education Act 2002 requires this school to make arrangements to ensure that functions are carried out to safeguard and promote the welfare of children (maintained schools, academies and local authorities).
- Regulations made under Section 157 of that Act state that we must make arrangements to safeguard and promote the welfare of pupils (independent schools).
- This school will create a culture that safeguards and promotes the welfare of children in this school. As part of this culture, we will adopt robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying or securing employment or volunteering in this regulated establishment.
- The safer recruitment of individuals to work in this school not only includes directly employed staff (or volunteers), but also includes contractors, self-employed, agency, and third-party staff groups. We will set out our safeguarding and safer recruitment requirements in the contract clearly between the organisation(s) and school.
- Safer Recruitment is a vital factor in keeping children safe within the education environment. Our school when selecting our Safer Recruitment provider will clarify the accreditation/re-accreditation period. We will always ensure a re-accreditation period for Safeguarding training.
- We will also follow legislation governing those persons in a 'regulated activity' (see below) or within 'regulated establishments' and the requirements to carry out criminal records and barred list checks.

The main legislation in this respect is contained within the:

- Children Act 2004 (<https://www.legislation.gov.uk/ukpga/2004/31/contents>)
- Safeguarding and Vulnerable Groups Act 2006 (<https://www.legislation.gov.uk/ukpga/2006/47/contents>)
- Protection of Freedoms Act 2012 ([Protection of Freedoms Act 2012 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2012/9/contents))
- Equality Act 2010 (<https://www.legislation.gov.uk/ukpga/2010/15/contents>)
- Police Act 1997, the Police Act 1997 (Criminal Records) Regulations 2002, as amended, the Police Act 1997 (Criminal Records) No 2 Regulations 2009, as amended (<https://www.legislation.gov.uk/ukpga/1997/50/contents>)
- Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended ([https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/945449/rehabilitation-of-offenders-guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/945449/rehabilitation-of-offenders-guidance.pdf))
- Sexual Offences Act 2003 (<https://www.legislation.gov.uk/ukpga/2003/42/contents>)
- Keeping Children Safe in Education [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/945449/keeping-children-safe-in-education-2023.pdf)



- Working Together to Safeguard Children 2018 ([https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/942454/Working\\_together\\_to\\_safeguard\\_children\\_inter\\_agency\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf))
- Any subsequent amendments to guidance and legislation will also apply as relevant.
- Requirements relating to the appointment, discipline, capability, suspension and dismissal of staff, use of supply staff/workers, checks and information to be held on the school single central register (SCR), as well as information on teacher capability to be provided in references are specified within the School Staffing (England) Regulations 2009, as amended in 2012, 2013, 2014 and 2021 ([https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1026591/Staff\\_Advice\\_Handbook\\_Update\\_-\\_October\\_2021.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1026591/Staff_Advice_Handbook_Update_-_October_2021.pdf)).

#### Purpose of this schools Safer Recruitment Policy

- This school will consider the legislation highlighted above when we employ staff or engage volunteers, contractors, self-employed, agency and third-party staff groups to work with children to adopt a consistent and rigorous approach in their recruitment and selection processes to ensure that those recruited are suitable.
- The intention of our SR policy is to ensure that all stages of the recruitment process contain measures to deter, identify, prevent and reject unsuitable people from gaining access to pupils within the School.

**Deter.** from the beginning of the recruitment process, – this school has a rigorous recruitment process and does not tolerate any form of abuse. The wording in adverts and recruitment information will aim to deter potential abusers.

**Identify and Reject.** It will not always be possible to deter potential abusers. Therefore, careful planning for the interview and selection stage, in terms of asking the right questions, setting appropriate tasks and obtaining the right information will assist in finding out who is suitable for the role and who is not.

**Prevent and Reject.** There are no guarantees that even the most robust safer recruitment process will prevent an inappropriate appointment. However, this does not mean it is too late to act. Ensuring that comprehensive induction processes are in place, together with appropriate policies and procedures, raising awareness through staff training and developing and maintaining a safe culture within the School will all help to prevent abuse or identify potential abusers.

#### Letters of Assurance:

- An appropriate 'letter of assurance' will be on headed paper, personally addressed, dated, signed and provided by the relevant authorised person on behalf of the individual concerned, for example by the agency on behalf of an agency worker.
- The letter will include a statement of assurance that all the checks we specified in our contract for services have been undertaken, the date on which they were completed, and that they are satisfactory.

**Table 1:**

<p>Kirklees Council recommend the following information is requested and confirmed in writing by the following parties:</p> <ul style="list-style-type: none"> <li>• Agency worker (all staff groups)</li> <li>• Contractors</li> <li>• Third Party Organisations (e.g., Kirklees Council/NHS/Locala/KNH etc.)</li> </ul>
<ul style="list-style-type: none"> <li>• Written confirmation all Pre employment checks (role dependent) have been satisfactorily carried out</li> </ul>
<ul style="list-style-type: none"> <li>• At least one recruiter on the recruitment panel to be Safer Recruitment trained (refreshed every 3 years)</li> </ul>
<ul style="list-style-type: none"> <li>• Applications forms with complete employment history</li> </ul>
<ul style="list-style-type: none"> <li>• 2 x verified references inc. question disciplinary, substantiated allegations towards children and capability</li> </ul>
<ul style="list-style-type: none"> <li>• DBS (+Barred list) where appropriate</li> </ul>
<ul style="list-style-type: none"> <li>• Prohibition from Teaching</li> </ul>
<ul style="list-style-type: none"> <li>• S128 checks (role dependent)</li> </ul>
<ul style="list-style-type: none"> <li>• Qualifications (role dependant)</li> </ul>
<ul style="list-style-type: none"> <li>• Right to Work in the UK</li> </ul>
<ul style="list-style-type: none"> <li>• Appropriate checks for overseas employees</li> </ul>
<ul style="list-style-type: none"> <li>• Disclosure under Childcare Disqualification Regulations 2018 and Childcare Act 2006</li> </ul>
<ul style="list-style-type: none"> <li>• References (Safer Recruitment)</li> </ul>
<ul style="list-style-type: none"> <li>• Medical clearance</li> </ul>
<ul style="list-style-type: none"> <li>• Any disclosed information/Risk assessments shared with School/Academy</li> </ul>
<ul style="list-style-type: none"> <li>• Safeguarding awareness training</li> </ul>

## 12. Safeguarding Concern or Allegations Made About a Person Who is in a Position of Trust (Paid or Unpaid) with Children in Any Setting

**All staff should follow the school whistle blowing policy if they have concerns in relation to a colleague.**

Local Authority Designated Officer (LADO) Safeguarding concerns or allegations that may meet the LADO harm threshold.

Kirklees LADO must be contacted within 1 working day, were you have or become aware of safeguarding concerns/allegations that might indicate a person may pose a risk of harm if they continue to work in their present position, or in any capacity with children in any setting.

The LADO risk of harm threshold is set out with Working Together to Safeguard Children and Keeping Children Safe in Education mandatory guidance. This risk of harm threshold is as follows.

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child, and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

The last bullet point above includes behaviour that may have happened outside an organisation that might make an individual unsuitable to work with children, this is known as transferable risk.

An allegation can relate to an adult's behaviour outside work, and their relationships with others, if they:

- have behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child but could, for example, include an arrest for the possession of a weapon;
- have, as a parent or carer, become subject to child protection procedures;
- are closely associated with someone in their personal lives (e.g. partner, member of the family or other household member) who may present a risk of harm to child/ren for whom the adult is responsible in their employment/volunteering.
- any concerns should be considered within the context of the four categories of abuse (i.e. physical, sexual and emotional abuse and neglect), and include concerns relating to the possession of indecent images / pseudo images of children or inappropriate relationships between members of staff and children or young people.

LADO guidance has two sections covering the two levels of safeguarding concerns and allegations:

- Safeguarding concerns/allegations that may meet the above harm threshold
- Safeguarding concerns/allegations that do not meet the harm threshold – referred to for the purposes of LADO guidance as 'low-level concerns'

Kirklees LADO Guidance and how to contact Kirklees LADO can be found by clicking the link below:

[Local Authority Designated Officer \(LADO\) | Kirklees Council](#)

### 13. Child Protection Records

- Child protection and safeguarding records will be held securely, with access being restricted to the designated safeguarding lead and their deputies, head teacher and in cases of Early Support, the nominated lead professional, if this is not a designated safeguarding lead/officer. For further information please see Early Support Assessments [Early Support - The Kirklees Early Support Partnership - KSCP \(kirkleessafeguardingchildren.co.uk\)](http://kirkleessafeguardingchildren.co.uk) The following information must be kept securely with restricted access, whether paper or electronic:
  1. Chronology (summary of significant events and the actions and involvement of the school/college).
  2. All completed child protection cause for concern records.
  3. Any child protection information received from the child's previous educational establishment.
  4. Records of discussions, telephone calls and meetings with colleagues and other agencies or services.
  5. Professional consultations.
  6. Letters and emails sent and received relating to child protection matters.
  7. Referral forms sent to Duty and Advice, other external agencies or education-based services.
  8. Minutes or notes of meetings, e.g., child protection conferences, core group meetings, etc., are copied to the file of each child in the family, as appropriate.
  9. Formal plans for, or linked to, the child e.g., Child Protection Plans, Early Support risk assessments etc.
  10. A copy of any support plan for the pupil concerned.
- When a learner leaves this school, we will ensure that the child protection file is transferred securely and separately from the main pupil file to the receiving school/educational establishment (where this is known) as soon as possible, and within 5 days of an in-year transfer or the first 5 days of the start of a new term.
- When there is an existing risk management plan/assessment in place for behaviours that are deemed potentially harmful to the learner or others (i.e., self-harming or harmful sexualised behaviour), this information will be shared with the destination provision before the learner starts so that appropriate care and control measures can be put in place to mitigate the potential of any risk of further harm occurring. The designated safeguarding lead will consider if it would be appropriate to share any information with the new school or college in advance of a child leaving, for example prior to a transfer programme. When a child leaves school before the statutory school leaving age, the child protection file will be transferred to the new school or college. There is no need for this school to keep written or electronic copies of the child protection records, therefore these will be deleted from electronic systems once the successful transfer has been confirmed. The exception to this rule will be in any of the following instances:
  - When a vulnerable young person is moving to a further education (FE) establishment, consideration will be given to the learner's wishes and feelings about their child protection information being passed on, so that the FE establishment can provide appropriate support. In cases when it is deemed appropriate, relevant child protection information will be shared via the FE Safeguarding Information Sharing Form. The original records will be retained and archived by this school. Due consideration will be given to the sharing of any additional information requested by the receiving establishment.

- When the destination school is not known (the original records should be retained by the school).
- When the learner has not attended the nominated school (the original records should be retained by the school).
- There is any on-going legal action (the original file should be retained by the school and a copy sent).
- Learner records will be transferred securely, for example, through secure electronic file transfer or by hand. When hand-delivering learner records, a list of the names of those pupils whose records are being transferred and the name of the school/college they are being transferred to will be made and a signature obtained from the receiving school/college as proof of receipt. When sending records through secure electronic file transfer, delivery and read receipt of the transfer will be retained for audit purposes.
- If a learner moves from our school, child protection records will be forwarded to the named designated safeguarding lead at the new school, with due regard to their confidential nature. Good practice suggests that this should always be done with a face-to-face handover between designated staff or a verbal conversation is had over the telephone if a face-to-face handover is not possible, a signed receipt of file transfer or an electronic delivery and read receipt must be obtained for audit purposes by the delivering school.
- When sending by post, pupil's records will be sent "Special Delivery". A note of the special delivery number should also be made to enable the records to be tracked and traced via Royal Mail.
- For audit purposes, a note of all pupil records transferred or received will be kept in either paper or electronic format. This will include the child's name, date of birth, where and to whom the records have been sent, and the date sent and/or received. A copy of the child protection chronology will also be retained for audit purposes and kept securely.
- If a learner is permanently excluded and moves to an alternative or specialist provision, child protection records will be forwarded to the relevant organisation in accordance with the 'The Education (Pupil Information – England) Regulations 2005, following the above procedure for delivery of the records (<https://www.legislation.gov.uk/uksi/2005/1437/contents/made>)
- When a designated safeguarding lead member of staff resigns their post or no longer has child protection responsibility, there will be a full face-to-face handover/exchange of information with the new post holder.
- In exceptional circumstances when a face-to-face handover is unfeasible, it is the responsibility of the headteacher to ensure that the new post holder is fully conversant with all procedures and case files.
- All designated safeguarding leads receiving current (live) files or closed files will keep all contents enclosed and not remove any material.
- All receipts confirming file transfers will be kept in accordance with the recommended school retention periods. For further information refer to the archiving section.

### **Archiving**

The school that the pupil attended until statutory school leaving age (or the school where the pupil completed sixth form studies) is responsible for retaining any child protection records they may hold. Child protection records should be retained until the child's 26th birthday, after which point the file will be destroyed confidentially/deleted from our school electronic system. The decision of how and where to store child protection files must be made by our school via our proprietor. Due to the sensitivity of the information, the records should continue to be held in a secure area with limited access e.g., designated officer or head teacher. The DSL is responsible for ensuring that all child protection files are archived in accordance with the

timescales referenced above. The designated safeguarding lead is responsible for ensuring that the appropriate timeframes for archiving and destroying child protection records referenced above are set on electronic systems accordingly for each pupil.

### **Child and Parent Access to Child Protection Files**

- Under Data Protection legislation (General Data Protection Regulation & Data Protection Act 2018) a pupil or their nominated representative have several legal rights in respect of information relating to them. These rights include the right to access and the right to rectification of inaccurate data. Therefore, it is important to remember that all information should be accurately recorded, objective in nature and expressed professionally (<https://www.gov.uk/data-protection>)
- Any pupil who has a child protection file has a right to request access to it. However, neither the pupil nor the parent has an automatic right to see all the information held in child protection records Information can be withheld if the disclosure:
  1. Could cause serious harm or is likely to cause serious harm to the physical or mental health or condition of the child or another person.
  2. Could reveal that the child or another person has been a subject of or may be at risk of child abuse, and the disclosure is not in the best interests of the child.
  3. Is likely to prejudice an ongoing criminal investigation.
  4. Information about the child also relates to another person who could be identified from it or the information has been given by another person who could be identified as the source, unless the person has consented to the disclosure or the person providing the information is an employee of the establishment or the Local Authority.
- This school will follow best practice to make reports available to the child or their parents unless the exceptions described above apply. If an application is made to see the whole record, advice can be sought from the Local Authority.
- The establishment's report to the child protection conference will be shared with the child, if old enough, and the parent at least two days before the conference.

### **Safe Destruction of the Pupil Record**

- Where records have been identified for destruction, they will be disposed of securely at the end of the academic year (or as soon as practical before that time). Records that have been identified for destruction should be confidentially destroyed. This is because they will either contain personal or sensitive information, which is subject to the requirements of Data Protection legislation or they will contain information that is confidential to our school or the Local Authority. Information should be shredded (or deleted as appropriate) prior to disposal or confidential disposal can be arranged through private contractors. For audit purposes, the school should maintain a list of records which have been destroyed and who authorised their destruction. This can be kept securely in either paper or an electronic format.