Fox Hollies School
Safeguarding and
Child Protection Policy

Spring 2020
To be reviewed spring 2021
Safeguarding & Child Protection Policy for Schools, Education Settings & Education Services

Part 1: Safeguarding Policy

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**Appendix 2:** Dealing with a Disclosure of Abuse

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PART ONE: SAFEGUARDING POLICY

1.0 INTRODUCTION

Safeguarding and promoting the welfare of children is defined as –

- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.
- Children include everyone under the age of 18

This means that our school is committed to safeguarding and promoting the welfare of all its students. We believe that:

- Our young people have the right to be protected from harm, abuse and neglect
- That every child has the right to an education and young people need to be safe and to feel safe in school
- Young people need support that matches their individual needs, including those who may have experienced abuse
- Our young people have the right to express their views, feelings and wishes and voice their own values and beliefs
- Our young people should be encouraged to respect each other's values and support each other
- Our young people have the right to be supported to meet their emotional and social needs as well as their educational needs
- Our school will contribute to the prevention of abuse, victimisation, bullying (including homophobic, bi-phobic, trans-phobic and cyber-bullying), exploitation, extreme behaviours, discriminatory views and risk taking behaviours

All staff and visitors have an important role to play in safeguarding our young people and protecting them from abuse.

Schools will fulfil their local and national responsibilities as laid out in the following documents:

- The most recent version of Working Together to Safeguard Children (DfE)
- The most recent version of Keeping Children Safe in Education: Statutory guidance for schools and colleges (DfE Sept 2019)

In our school the following people will take the lead in these areas:

Our Data Protection officer is: Lewis Kirk
Our Rights Respecting link is: David Hale
Our lead for Mental Health is:
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Dawn Convery
## 2.0 OVERALL AIMS

This policy will contribute to the protection and safeguarding of our students and promote their welfare by:

- Clarifying standards of behaviour for staff and students
- Contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect and shared values
- Introducing appropriate work within the curriculum
- Encouraging students and parents to participate;
- Alerting staff to the signs and indicators that all may not be well
- Developing staff awareness of the causes of abuse
- Developing staff awareness of the risks and vulnerabilities their students face
- Addressing concerns at the earliest possible stage; and
- Reducing the potential risks students' face of being exposed to violence, extremism, exploitation, discrimination or victimisation.

This means that in our school we will:

- Identify and protect our vulnerable students
- Identify individual needs as early as possible; and
- Design plans to address those needs
- Work in partnership with students, parents/carers and other agencies.

Our policy extends to any establishment our school commissions to deliver education to our students on our behalf including alternative provision settings.

Our Governing Board will ensure that any commissioned agency will reflect the values, philosophy and standards of our school. Confirmation should be sought from the school that appropriate risk assessments are completed and ongoing monitoring is undertaken.

## 3.0 GUIDING PRINCIPLES

These are the 7 guiding principles of safeguarding, as stated by Birmingham Safeguarding Children Partnership (found in Right Help Right time);

- Have conversations and listen to children and their families as early as possible.
- Understand the child’s lived experience.
- Work collaboratively to improve children’s life experience.
- Be open, honest and transparent with families in our approach.
- Empower families by working with them.
- Work in a way that builds on the families’ strengths.
- Build resilience in families to overcome difficulties.

This means that in our school all staff will be aware of the guidance issued by Birmingham Safeguarding Children Partnership Right Help Right Time, and procedures for Early Help.

All staff will be enabled to listen and understand the lived experience of children and young people by facilitating solution focused conversations appropriate to the young person’s preferred communication style.
### 4.0 EXPECTATIONS

All staff and visitors will:

- Be familiar with this Safeguarding & Child Protection Policy
- Understand their role in relation to safeguarding
- Be alert to signs and indicators of possible abuse (See Appendix 1 for current definitions and indicators)
- Record concerns and give the record to the DSL, or deputy DSL, and
- Deal with a disclosure of abuse from a child in line with the guidance in Appendix 2 - you must inform the DSL immediately, and provide a written account as soon as possible.
- Be involved, where appropriate, in the implementation of individual School-focused interventions, Early Help assessments and Our Family Plans, Child In Need Plans and inter-agency Child Protection Plans

This means that in our school:

All our staff will receive annual safeguarding training and update briefings as appropriate. Key staff will undertake more specialist safeguarding training as agreed by the Governing Body.

Our Governors will be subjected to an enhanced DBS check and ‘section 128’ check.

We will follow Safer Recruitment processes and checks for all staff.

### 5.0 THE DESIGNATED SAFEGUARDING LEAD (DSL)

- The DSL will be a member of the Senior Leadership Team. Whilst the activities of the DSL can be delegated to appropriately trained deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL. This responsibility should not be delegated.
- Governing bodies and proprietors should ensure that the DSL role is explicit in the role-holder’s job description and appropriate time is made available to the DSL and deputy DSL(s) to allow them to undertake their duties.

This means the DSL team in our school will be:

Lead: Teresa Fadden  
Deputies: Sinead Davies, Lewis Kirk

Any steps taken to support a young person who has a safeguarding vulnerability must be reported to the lead DSL.

Staff will be informed of relevant details only when the DSL feels their having knowledge of a situation will improve their ability to support an individual child and/or family. A written record will be made of what information has been shared, with whom, and when.

- Safeguarding and Child Protection information will be dealt with in a confidential manner.
- Safeguarding records will be stored securely in a central place separate from academic records. Individual files will be kept for each pupil/student: the school will not keep family files. Files will be kept for at least the period during which the pupil/student is attending the school, and beyond that in line with current data legislation and guidance.
- If a pupil/student moves from our school, Child Protection and Safeguarding records will be forwarded on to the DSL at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. Direct contact between the two schools may

We will not disclose to a parent any information held on a child/young person if this would put the child at risk of significant harm

We will record where and to whom the records have been passed and the date. This will allow the new setting to continue supporting victims of abuse and have that support in place for when the child/ young person arrives.
be necessary, especially on transfer from Primary to Secondary schools.

6.0 THE DESIGNATED TEACHER FOR LOOKED AFTER AND PREVIOUSLY LOOKED AFTER CHILDREN

- The Governing body must appoint a designated teacher (in non-maintained schools and colleges an appropriately trained teacher should take the lead) and should work with local authorities to promote the educational achievement of registered pupils who are looked after. On commencement of sections 4-6 of the Children and Social Work Act 2017, our designated teachers will have responsibility for promoting the educational achievement of children/young people who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales.
- Birmingham Children’s Trust has on-going responsibilities to the young people who cease to be looked after and become care leavers. That includes keeping in touch with them, preparing an assessment of their needs and appointing a personal adviser who develops a pathway plan with the young person. This plan describes how the Birmingham Children’s Trust will support the care leaver to participate in education or training.

In our school the Designated Teacher is: Teresa Fadden
Our Designated Teacher will:
- Work with the Virtual school to provide the most appropriate support utilising the pupil premium plus to ensure they meet the needs identified in the child’s personal education plan.
- Work with the virtual school head to promote the educational achievement of previously looked after children. In other schools and colleges, an appropriately trained teacher should take the lead.

Our DSL’s will keep the details of Birmingham Children’s Trust Personal Advisor appointed to guide and support the care leaver, and will liaise with them as necessary regarding any issues of concern affecting the care leaver.

7.0 THE GOVERNING BODY

Governing Bodies and proprietors should ensure that there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children’s welfare;
- The school operates “Safer Recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers
- The Head Teacher/Principal and all other staff who work with children/young people undertake

In our school this means that:
All governors must have read part 2 of “KCSIE-19”
Our nominated Governor for Safeguarding and Child Protection is:
Will Mauchline
Susan Axford
This Governor will receive safeguarding training relevant to the governance role and this will be updated every 2 years.
safeguarding training on an annual basis with additional updates as necessary within a 2-year framework and a training record maintained

- Temporary staff and volunteers are made aware of the school’s arrangements for safeguarding & child protection and their responsibilities
- The school remedies any deficiencies or weaknesses brought to its attention without delay; and
- The Governing body have a written policy and procedures for dealing with allegations of abuse against members of staff, visitors, volunteers or governors that complies with all BSCP procedures.
- The Nominated Governor is responsible for liaising with the Head Teacher/Principal and DSL over all matters regarding safeguarding and child protection issues. The role is strategic rather than operational – they will not be involved in concerns about individual students.

8.0 SAFER RECRUITMENT & SELECTION

The school should pay full regard to ‘Safer Recruitment’ practice including scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job.

It also includes undertaking interviews and appropriate checks including disclosure & barring check, barred list checks and prohibition checks. Evidence of these checks must be recorded on our Single Central Record.

All recruitment materials will include reference to the school’s commitment to safeguarding and promoting the wellbeing of pupils.

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<th>This means that in our school:</th>
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<td>The following school staff have undertaken Safer Recruitment training:</td>
</tr>
<tr>
<td>1Teresa Fadden</td>
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<td>2Sinead Davies</td>
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<tr>
<td>3Lewis Kirk</td>
</tr>
<tr>
<td>4Flavia Highfield</td>
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<tr>
<td>And the following members of the Governing Body have also been trained:</td>
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<tr>
<td>1Jane Maguire</td>
</tr>
<tr>
<td>2Will Mauchline</td>
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<td>One of these will be involved in all staff recruitment processes and sit on the recruitment panel.</td>
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8.1 Induction

All staff must be aware of systems within their setting which support safeguarding and these should be explained to them as part of staff induction.

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<th>Our staff induction process will cover:</th>
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<td>1The Safeguarding &amp; Child Protection policy;</td>
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<td>2The Behaviour Policy;</td>
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<td>3The Staff Behaviour Policy (sometimes called a Code of Conduct);</td>
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<td>4The safeguarding response to children who go missing from education; and</td>
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<td>5The role of the DSL (including the identity of the DSL and any deputies).</td>
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### 8.2 Staff Support
Regular supervision will be offered to the Lead DSL within school, usually half-termly and may be extended to other members of staff as deemed appropriate by the school.

Copies of policies and a copy of Part one of the KSCIE-19 document is provided to staff at induction.

We recognise the importance of multiple perspectives in safeguarding and child protection work. We will support staff by providing an opportunity to talk through all aspects of safeguarding work within education with the DSL and to seek further support as appropriate.

### 9.0 THE USE OF REASONABLE FORCE
There are circumstances when it is appropriate for staff in school to use reasonable force to safeguard children and young people. The term ‘reasonable force’ covers the broad range of actions used by staff that involves a degree of physical contact to control or restrain children/young people. This can range from guiding a child/young person to safety by the arm, to more extreme circumstances such as breaking up a fight or where a child/young person needs to be restrained to prevent violence or injury.

‘Reasonable’ in these circumstances means ‘using no more force than is needed’. The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil’s path, or active physical contact such as leading a pupil by the arm out of the classroom. Departmental advice for schools is available here: [https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools](https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools)

This means in our school:

By planning positive and proactive behaviour support the occurrence of challenging behaviour and the need to use reasonable force will reduce.

We will write individual behaviour plans for our more vulnerable young people, and agree them with parents and carers.

We will not have a ‘no contact’ policy as this could leave our staff unable to fully support and protect their pupils and students.

When using reasonable force in response to risks presented by incidents involving young people including any with SEN or disabilities, or with medical conditions, our staff will consider the risks carefully. All Fox Hollies School are Team Teach trained, as recognised by BCC. Any incidents which occur are recorded using the online system ‘Sleuth’.

### 10.0 THE SCHOOL ROLE IN THE PREVENTION OF ABUSE
This Safeguarding & Child Protection Policy cannot be separated from the general ethos of the school, which should ensure that students are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

Safeguarding issues will be addressed through all areas of the curriculum.

This means that in our school:

We will provide opportunities for students to develop skills, concepts, attitudes and knowledge that promote their safety and well-being.

All our policies which address issues of power and potential harm, for example Anti-Bullying, Discrimination, Equal Opportunities, Handling, Positive Behaviour, will be inter-linked to ensure a whole school approach.

### 11.0 WHAT WE WILL DO WHEN WE ARE CONCERNED - EARLY HELP RESPONSE
This means that in our school we will: implement Right Help Right Time
Where unmet needs have been identified for a child/young person utilising the Right Help Right Time (RHRT) model but there is no evidence of a significant risk, the DSL will oversee the delivery of an appropriate Early Help response.

The child/young person’s voice must remain paramount within a solution focused practice framework.

The primary assessment document is the 2019 Early Help Assessment (EHA)

Should it be felt that a Think Family or Social Care response is needed to meet the unmet safeguarding need; the DSL will initiate a Request for Support, seeking advice from Children’s Advice and Support Service (CASS) as required.

The DSL will then oversee the agreed intervention from school as part of the multiagency safeguarding response and ongoing school-focused support.

| All Staff will notice and listen to children and young people, sharing their concerns with the DSL in writing |
| Safeguarding leads will assess, plan, do and review plans |
| Senior leaders will analyse safeguarding data and practice to inform strategic planning and staff CDP |
| The DSL will generally lead on liaising with other agencies and setting up the Our Family Plan. This multi-agency plan will then be reviewed regularly and progress updated towards the goals until the unmet safeguarding needs have been addressed. |
| In our school although any member of staff can refer a situation to CASS, it is expected that the majority are passed through the DSL team |

| 12.0 SAFEGUARDING STUDENTS WHO ARE VULNERABLE TO RADICALISATION |
| 12.1 Risk Reduction |
| The school governors, Head Teacher/Principal and the DSL will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school’s RE curriculum, SEND policy, Assembly Policy, the use of school |
| We are clear that this exploitation and radicalisation must be viewed as a safeguarding concern and that protecting children from the risk of radicalisation from any group (including, but not restricted to, those linked to Islamist ideology, or to Far |

With effect from 1st July 2015, all schools are subject to a duty to have “due regard to the need to prevent people being drawn into terrorism” (section 26, Counter Terrorism and Security Act 2015). This is known as The Prevent Duty.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation.

Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix 4.

This means that in our school: Teresa Fadden, Sinead Davies, Lewis Kirk will make referrals.

Fox Hollies values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society’s values. Students and teachers have the right to speak freely and voice their opinions.

However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.
premises by external agencies, integration of students by
gender and SEN, anti-bullying policy and other issues
specific to the school’s profile, community and philosophy.
To this end, open source due diligence checks will be
undertaken on all external speakers invited to our school.
An example of this can be found at:

https://www.birmingham.gov.uk/downloads/download/77
3/the_prevent_duty

The setting is required to identify a Prevent Single Point
of Contact (SPOC) who will be the lead within the
organisation for safeguarding in relation to protecting
individuals from radicalisation and involvement in
terrorism: this will normally be the DSL. The
responsibilities of the SPOC are described in Appendix 5.

The School will monitor online activity within the school to
ensure that inappropriate sites are not accessed by
students or staff.

The School has a duty to cooperate with the Channel
programme in the carrying out of its functions, and with
the Police in providing information about an individual who
is referred to Channel (Section 38, Counter Terrorism and

12.2 Channel
Channel is a multi-agency approach to provide support to
individuals who are at risk of being drawn into terrorist
related activity. It is led by the West Midlands Police
Counter-Terrorism Unit, and it aims to:
• Establish an effective multi-agency referral and
  intervention process to identify vulnerable individuals;
• Safeguard individuals who might be vulnerable to
  being radicalised, so that they are not at risk of being
drawn into terrorist-related activity; and
• Provide early intervention to protect and divert people
  away from the risks they face and reduce vulnerability.
Further guidance about duties relating to the risk of
radicalisation is available in the Advice for Schools on The
Prevent Duty.

13.0 STUDENTS WHO ARE VULNERABLE TO
EXPLOITATION, FORCED MARRIAGE, FEMALE
GENITAL MUTILATION OR TRAFFICKING

This means that in our school we ensure:

Our staff are supported to talk to families
and local communities about sensitive
communities in relation to their children and to
genital mutilation (FGM). When a teacher suspects or discovers that an act of FGM is going to be or has been carried out on a girl aged under 18, that teacher has a statutory duty to report it to the Police.

Failure to report such cases will result in disciplinary sanctions.

The teacher will also discuss the situation with the DSL who will consult Birmingham Children’s Trust before a decision is made as to whether the mandatory reporting duty applies.

| find ways to address them together wherever possible. |
| All staff are up to date on the latest advice and guidance provided to assist in addressing specific vulnerabilities and forms of exploitation around; |
| • Forced Marriage |
| • FGM |
| • Trafficking |
| • Criminal Exploitation & Gang Affiliation |
| Our staff will be supported to recognise warning signs and symptoms in relation to each specific issue, and include such issues, in an age appropriate way, in their lesson plans. |

| 14.0 CHILDREN MISSING FROM EDUCATION |
| A child going missing, particularly repeatedly, can act as a vital warning sign of a range of safeguarding risks, including abuse and neglect, which may include sexual abuse or exploitation; child criminal exploitation; mental health problems; substance abuse and other issues. Early intervention is necessary to identify the existence of any underlying safeguarding risks and to help prevent the risk of them going missing in future. |
| Work around attendance and Missing from Education will be coordinated with safeguarding interventions. |
| The school must notify the Local Authority of any pupil/student who fails to attend school regularly after making reasonable enquiries, or has been absent without the school’s permission for a continuous period of 5 days or more. |
| The school (regardless of designation) must also notify the Local Authority of any pupil/student who is to be deleted from the admission register because s/he: |
| • Has been taken out of school by their parents and is being educated outside the school system (e.g. home education) |
| • Has ceased to attend school and no longer lives within a reasonable distance of the school at which s/he is registered (moved within the city, within the country or moved abroad but failed to notify the school of the change) |
| • Displaced as a result of a crisis e.g. domestic violence or homelessness |
| • Has been certified by the school medical officer as unlikely to be in a fit state of health to attend school |
| This means that in our school we will: |
| Hold two or more emergency contact numbers for each pupil. |
| All our attendance work will liaise closely with the DSL. |
| We will adapt our attendance monitoring on an individual basis to ensure the safety of each young person at our school |
| Our school will demonstrate that we have taken reasonable enquiries to ascertain the whereabouts of students that would be considered ‘missing’. |
| We will work closely with the CME Team, School Admissions Service and the Elective Home Education Team |
before ceasing to be of compulsory school age, and neither s/he nor his/her parent has indicated the intention to continue to attend the school after ceasing to be of compulsory school age

- Is in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe that s/he will return to the school at the end of that period
- Has been permanently excluded

**15.0 PEER ON PEER ABUSE**

It is important that school and college can recognise that children are capable of abusing their peers, and that this abuse can include physical abuse, sexting, initiation/hazing, sexual violence and harassment. The school’s values, ethos and behaviour policies provide the platform for staff and students to clearly recognise that abuse is abuse and it should never be tolerated or diminished in significance. It should be recognised that there is a gendered nature to peer on peer abuse i.e. that it is more likely that girls will be victims and boys perpetrators.

Schools should recognise the impact of sexual violence and the fact children/young people can, and sometimes do, abuse their peers in this way. When referring to sexual violence this policy is referring to sexual offences under the Sexual Offences Act 2003 as described below:

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

- **Assault by Penetration:** A person (A) commits an offence if: s/he intentionally penetrates the vagina, anus or mouth of another person (B) with a part of her/his body or anything else, the penetration is sexual, (B) does not consent to the penetration and (A) does not reasonably believe that (B) consents.

- **Sexual Assault:** A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, (B) does not consent to the touching and (A) does not reasonably believe that (B) consents.

This means that in our school:

We will not tolerate instances of peer on peer abuse and will not pass it off as “banter”, “just having a laugh” or “part of growing up”.

We will follow both national and local guidance and policies to support any children/young people subject to peer on peer abuse, including sexting (also known as youth produced sexual imagery) and gang violence.

We will follow the guidance on managing reports of child-on-child sexual violence and sexual harassment in schools.


Our DSL will follow local guidance to enable provision of effective support to any child/young person affected by this type of abuse.

16.0 Criminal Exploitation & Gang Affiliation

Criminal exploitation interlinks with a number of multiple vulnerabilities and offences including a child being exposed to and/or the victim of physical and emotional violence, neglect, poor attendance, sexual abuse and exploitation, modern slavery, human trafficking and missing episodes.

It is important that children who are criminally exploited are seen as victims and not treated as criminals, and treated through safeguarding and child protection procedure.

Work to address criminal exploitation is covered by relevant legislation including:
- Crime & Disorder Act – 1998
- Children Act – 2004
- Serious Crime Act – 2015
- Modern Slavery Act – 2015
- Criminal Finances Act – 2017
- Children & Social Work Act - 2017

And the new Working Together (2018) requires agencies support vulnerable people within the context of the wider safeguarding agenda.

This means that in our school we will follow the Criminal Exploitation & Gang Affiliation Practice Guidance issued in 2019 (see link below) and use the risk assessment screening tool to support our referrals to CASS for any children in our school we are concerned about.


We will be aware of and work with the Police and local organisations to disrupt as much as possible gang activity within our school.

PART 2; THE KEY PROCEDURES

Responding to concerns about a child

In our school Fox Hollies
Our DSL(s) are Teresa Fadden, Sinead Davies, Lewis Kirk
Our safeguarding governors are Sue Axford, Will Mauchline

CONCERN ABOUT A CHILD:
Record on electronic recording system
Record in writing on
Notice of Concern Form and hand to DSL
Speak to Designated Safeguarding Lead (DSL) if urgent.

DSL(s) review concerns and decide next steps referring to Right Help Right Time (RHRT)
16.0 INVOLVING PARENTS/CARERS

16.1 In general, we will discuss any Safeguarding or Child Protection concerns with parents/carers before approaching other schools or agencies, and will seek their consent to making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the DSL.

16.1.2 However there may be occasions when the school will contact another school or agency before informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.

16.2 Parents/carers will be informed about our Safeguarding & Child Protection Policy through examples: school prospectus, website, newsletter etc.

17.0 MULTI-AGENCY WORK

17.1 We work in partnership with other agencies in line with Right Help Right Time to promote the best interests of our children/young people and keep them as a top priority in all decisions and actions that affect them. Our school will, where necessary, liaise with these agencies to implement or contribute to an Early Help Assessment and Our Family Plan and make requests for support from Birmingham Children’s Trust. These requests will be made by the DSL to the Children’s Advice and Support Service (CASS) - 0121 303 1888. Where the child/young person already has a safeguarding Social Worker or Family Support Worker, concerns around escalation of risks must be reported immediately to the Social/ family support worker, or in their absence, to their team manager.

17.2 When invited the DSL will participate in a MASH strategy meeting, usually by conference phone, adding school-held data and intelligence to the discussion so that the best interests of the child/young person are met.

17.3 We will co-operate with any Child Protection enquiries conducted by Birmingham Children’s Trust: the school will ensure representation at appropriate inter-agency meetings such as Our Family Plan, Children in Need, Initial and Review Child Protection Conferences, and Core Group meetings.

17.4 We will provide reports as required for these meetings (17.3). If the school is unable to attend, a written report will be sent and shared with Birmingham Children’s Trust at least 24 hours prior to the meeting.

17.5 Where a pupil/student is subject to an inter-agency Child Protection Plan or a multi-agency risk assessment conference (MARAC) meeting, the school will contribute to the preparation, implementation and review of the plan as appropriate.

18.0 OUR ROLE IN SUPPORTING CHILDREN

18.1 Our school staff will offer appropriate support to individual students who have experienced abuse, who have abused others (peer on peer abuse) or who act as Young Carers in their home situation.

18.2 An Our Family Plan will be devised, implemented and reviewed regularly for these children. This Plan will detail areas of support, who will be involved, and the child’s wishes and feelings. A copy of the Plan will be kept in the child’s safeguarding record.

18.3 Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-
agency risk assessment. Within our school we will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.

18.4 We will ensure the school works in partnership with parents/carers and other agencies as appropriate.

19.0 RESPONDING TO AN ALLEGATION ABOUT A MEMBER OF STAFF
See also Birmingham Safeguarding Children Board Procedures on Allegations against Staff and Volunteers.

19.1 This procedure must be used in any case in which it is alleged that a member of staff, Governor/Trustee, visiting professional or volunteer has:

- Behaved in a way that has harmed a child/young person or may have harmed a child/young person;
- Possibly committed a criminal offence against or related to a child/young person; or
- Behaved in a way that indicates s/he is unsuitable to work with children/young people.

19.2 Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in school to abuse students.

19.3 All staff working within our organisation must report any potential safeguarding concerns about an individual’s behaviour towards children and young people immediately.

19.3.1 Allegations or concerns about staff, colleagues and visitors must be reported directly to the Head Teacher/Principal who will liaise with the Birmingham Children’s Trust Designated Officer (LADO) Team who will decide on any action required.

19.3.2 If the concern relates to the Head Teacher/Principal, it must be reported immediately to the Chair of the Governing Body, who will liaise with the Designated Officer in Birmingham Children’s Trust (LADO) and they will decide on any action required.

19.3.3 If the safeguarding concern relates to the proprietor of the setting then the concern must be made directly to the Birmingham Children’s Trust Designated Officer (LADO) Team who will decide on any action required.

20.0 CHILDREN WITH ADDITIONAL NEEDS

20.1 Our School recognises that all students have a right to be safe. Some students may be more vulnerable to abuse, for example those with a disability or special educational need, those living with domestic violence or drug/alcohol abusing parents, etc.

20.2 When the school is considering excluding, either for a fixed term or permanently, a vulnerable pupil or one who is the subject of a Child Protection Plan, or where there is an existing Child Protection file, we will conduct an holistic multi-agency risk-assessment prior to making the decision to exclude. In the event of a one-off serious incident resulting in an immediate decision to exclude, the risk assessment should be completed prior to convening a meeting of the Governing Body.

21.0 CHILDREN IN SPECIFIC CIRCUMSTANCES

21.1 Private Fostering
21.1.1 Many adults find themselves looking after someone else’s child without realising that they may be involved in private fostering. A private fostering arrangement is one that is made privately (that is to say without the involvement of Birmingham Children’s Trust) for the care of a child under the age of 16 (under 18, if disabled) by someone other than a parent or immediate relative. If the arrangement is to last, or has lasted, for 28 days or more, it is categorised as private fostering.

21.1.2 The Children Act 1989 defines an immediate relative as a grandparent, brother, sister, uncle or aunt (whether of full blood or half blood or by marriage or civil partnership), or a step parent.

21.1.3 People become involved in private fostering for all kinds of reasons. Examples of private fostering include:
- Children/young people who need alternative care because of parental illness;
- Children/young people whose parents cannot care for them because their work or study involves long or antisocial hours;
- Children/young people sent from abroad to stay with another family, usually to improve their educational opportunities;
- Unaccompanied asylum seeking and refugee children/young people;
- Teenagers who stay with friends (or other non-relatives) because they have fallen out with their parents;
- Children/young people staying with families while attending a school away from their home area.

21.1.4 There is a mandatory duty on the school to inform Birmingham Children’s Trust of a private fostering arrangement - this is done by contacting CASS (0121 303 1888). The Trust then has a duty to check that the child/young person is being properly cared for and that the arrangement is satisfactory.

22.0 Links to additional information about safeguarding issues and forms of abuse

22.1 Staff who work directly with children/young people, and their leadership team should refer to this information

22.2 Guidance on children in specific circumstances found in Annex A of KCSIE-18, and additional resources as listed below:

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<thead>
<tr>
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<th>Guidance</th>
<th>Source</th>
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<td>Family Members in Prison</td>
<td><a href="https://www.nicco.org.uk/">https://www.nicco.org.uk/</a></td>
<td>Barnardos in partnership with Her Majesty’s Prison and Probation Service (HMPPS)</td>
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<td>2.24 Honour-based violence</td>
<td>West Midlands Safeguarding Children Group</td>
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April 2020
To be reviewed April 2021

Policy adopted by the GB:

Signed .................................................................................. Chair of GB

Date ..................................................................................
APPENDICES
APPENDIX 1

DEFINITIONS AND INDICATORS OF ABUSE

1. NEGLECT

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers); or
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

The following may be indicators of neglect (this is not designed to be used as a checklist):

- Constant hunger
- Stealing, scavenging and/or hoarding food
- Frequent tiredness or listlessness
- Frequently dirty or unkempt
- Often poorly or inappropriately clad for the weather
- Poor school attendance or often late for school
- Poor concentration
- Affection or attention seeking behaviour
- Illnesses or injuries that are left untreated
- Failure to achieve developmental milestones, for example growth, weight
- Failure to develop intellectually or socially
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings
- The child is regularly not collected or received from school
- The child is left at home alone or with inappropriate carers

2. PHYSICAL ABUSE

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

The following may be indicators of physical abuse (this is not designed to be used as a checklist):

- Multiple bruises in clusters, or of uniform shape
- Bruises that carry an imprint, such as a hand or a belt
- Bite marks
- Round burn marks
- Multiple burn marks and burns on unusual areas of the body such as the back, shoulders or buttocks;
- An injury that is not consistent with the account given
- Changing or different accounts of how an injury occurred
- Bald patches
- Symptoms of drug or alcohol intoxication or poisoning
- Unaccountable covering of limbs, even in hot weather
- Fear of going home or parents being contacted
- Fear of medical help
- Fear of changing for PE
- Inexplicable fear of adults or over-compliance
- Violence or aggression towards others including bullying
- Isolation from peers

3. SEXUAL ABUSE

Sexual abuse involves forcing or enticing a child or young person 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. The activities may involve physical contact, including assault by rape and/or penetration or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

The following may be indicators of sexual abuse (this is not designed to be used as a checklist):

- Sexually explicit play or behaviour or age-inappropriate knowledge
- Anal or vaginal discharge, soreness or scratching
- Reluctance to go home
- Inability to concentrate, tiredness
- Refusal to communicate
- Thrush, persistent complaints of stomach disorders or pains
- Eating disorders, for example anorexia nervosa and bulimia
- Attention seeking behaviour, self-mutilation, substance abuse
- Aggressive behaviour including sexual harassment or molestation
- Unusual compliance
- Regressive behaviour, enuresis, soiling
- Frequent or openly masturbating, touching others inappropriately
- Depression, withdrawal, isolation from peer group
- Reluctance to undress for PE or swimming
- Bruises or scratches in the genital area

4. SEXUAL EXPLOITATION

Child Sexual Exploitation occurs when a child or young person, or another person, receives “something” (for example food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of the child/young person performing sexual activities, or another person performing sexual activities on the child/young person.

The presence of any significant indicator for sexual exploitation should trigger a referral to Birmingham Children’s Trust. The significant indicators are:
• Having a relationship of concern with a controlling adult or young person (this may involve physical and/or emotional abuse and/or gang activity)
• Entering and/or leaving vehicles driven by unknown adults
• Possessing unexplained amounts of money, expensive clothes or other items
• Frequenting areas known for risky activities
• Being groomed or abused via the Internet and mobile technology; and
• Having unexplained contact with hotels, taxi companies or fast food outlets.
• Missing for periods of time (CSE and County Lines)

5. EMOTIONAL ABUSE

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

The following may be indicators of emotional abuse (this is not designed to be used as a checklist):

• The child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly
• Over-reaction to mistakes
• Delayed physical, mental or emotional development
• Sudden speech or sensory disorders
• Inappropriate emotional responses, fantasies
• Neurotic behaviour: rocking, banging head, regression, tics and twitches
• Self-harming, drug or solvent abuse
• Fear of parents being contacted
• Running away
• Compulsive stealing
• Appetite disorders - anorexia nervosa, bulimia; or
• Soiling, smearing faeces, enuresis.

N.B: Some situations where children stop communicating suddenly (known as “traumatic mutism”) can indicate maltreatment.

6. RESPONSES FROM PARENTS/CARERS

Research and experience indicates that the following responses from parents may suggest a cause for concern across all five categories:
- Delay in seeking treatment that is obviously needed
- Unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
- Incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
- Reluctance to give information or failure to mention other known relevant injuries
- Frequent presentation of minor injuries
- A persistently negative attitude towards the child
- Unrealistic expectations or constant complaints about the child
- Alcohol misuse or other drug/substance misuse
- Parents request removal of the child from home; or
- Violence between adults in the household
- Evidence of coercion and control.

7. DISABLED CHILDREN

When working with children with disabilities, practitioners need to be aware that additional possible indicators of abuse and/or neglect may also include:

- A bruise in a site that may not be of concern on an ambulant child such as the shin, maybe of concern on a non-mobile child
- Not getting enough help with feeding leading to malnourishment
- Poor toileting arrangements
- Lack of stimulation
- Unjustified and/or excessive use of restraint
- Rough handling, extreme behaviour modification such as deprivation of medication, food or clothing, disabling wheelchair batteries
- Unwillingness to try to learn a child’s means of communication
- Ill-fitting equipment, for example, callipers, sleep boards, inappropriate splinting
- Misappropriation of a child’s finances; or
- Inappropriate invasive procedures.
DEALING WITH A DISCLOSURE OF ABUSE

When a pupil tells me about abuse they have suffered, what should I remember?

- Stay calm.
- Do not communicate shock, anger or embarrassment.
- Reassure the child. Tell her/him you are pleased that s/he is speaking to you.
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- Tell the child that it is not her/his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected.
- Do not tell the child that what s/he experienced is dirty, naughty or bad.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what s/he has told you. It is essential to record in writing, all you have heard, though not necessarily at the time of disclosure.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.
- If the disclosure relates to a physical injury do not photograph the injury, but record in writing as much detail as possible.

NB - it is not education staff’s role to seek disclosures. Their role is to observe that something may be wrong, ask about it, listen, be available and try to make time to talk.

Immediately after a Disclosure

You should not deal with this yourself. Clear indications or disclosure of abuse must be reported to Birmingham Children’s Trust without delay, by the Head Teacher/Principal, DSL or in exceptional circumstances by the staff member who has raised the concern.

Children making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. Listening to and supporting a child/young person who has been abused can be traumatic for the adults involved. Support for you will be available from your DSL or Head Teacher/Principal.
ALLEGATIONS ABOUT A MEMBER OF STAFF, GOVERNOR OR VOLUNTEER

1. Inappropriate behaviour by staff/volunteers could take the following forms:
   - **Physical**
     For example, the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects, or rough physical handling.
   - **Emotional**
     For example, intimidation, belittling, scapegoating, sarcasm, lack of respect for children’s rights, and attitudes that discriminate on the grounds of race, gender, disability or sexuality.
   - **Sexual**
     For example, sexualised behaviour towards pupils, sexual harassment, inappropriate phone calls and texts, images via social media, sexual assault and rape.
   - **Neglect**
     For example failing to act to protect children/young people, failing to seek medical attention or failure to carry out an appropriate risk assessment.
   - **Spiritual Abuse**
     For example using undue influence or pressure to control individuals or ensure obedience, follow religious practices that are harmful such as beatings or starvation.

2. If a child makes an allegation about a member of staff, Governor/Trustee, visitor or volunteer the Head Teacher/Principal must be informed immediately. The Head Teacher/Principal must carry out an urgent initial consideration in order to establish whether there is substance to the allegation. The Head Teacher/Principal should not carry out the investigation him/herself or interview pupils.

3. The Head Teacher/Principal should exercise and be accountable for their professional judgement on the action to be taken as follows:
   - If the actions of the member of staff, and the consequences of the actions, raise credible child protection concerns the Head Teacher/Principal will notify Birmingham Children’s Trust Designated Officer (LADO) Team\(^1\) (Tel: 0121 675 1669). The LADO Team will liaise with the Chair of Governors and advise about action to be taken, and may initiate internal referrals within Birmingham Children’s Trust to address the needs of children likely to have been affected.
   - If the actions of the member of staff, and the consequences of the actions, do not raise credible child protection concerns, but do raise other issues in relation to the conduct of the member of staff or the pupil. These should be addressed through the school’s own internal procedures.
   - If the Head Teacher/Principal decides that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded on the child’s safeguarding file. The allegation should be removed from personnel records.

4. Where an allegation has been made against the Head Teacher/Principal/Proprietor, then the Chair of the Governing Body/Trustees/IEB takes on the role of liaising with the LADO Team in determining the appropriate way forward. For details of this specific procedure see the Section on Allegations against Staff and Volunteers in the West Midlands Child protection procedures.

\(^1\) In other authorities the LADO service is referred to as the Position of Trust Team (POT)
5. Where the allegation is against the sole proprietor, the referral should be made to the LADO Team directly.
APPENDIX 4

INDICATORS OF VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

2. Extremism is defined by the Government in the Prevent Strategy as:
   Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

3. Extremism is defined by the Crown Prosecution Service as:
   The demonstration of unacceptable behaviour by using any means or medium to express views which:
   - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
   - Seek to provoke others to terrorist acts;
   - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
   - Foster hatred which might lead to inter-community violence in the UK.

4. There is no such thing as a “typical extremist”. Those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.

6. Indicators of vulnerability include:
   - **Identity Crisis**— the student/pupil is distanced from their cultural/religious heritage and experiences discomfort about their place in society
   - **Personal Crisis**— the student/pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging
   - **Personal Circumstances**— migration; local community tensions; and events affecting the student/pupil’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy
   - **Unmet Aspirations**— the student/pupil may have perceptions of injustice; a feeling of failure; rejection of civic life
   - **Experiences of Criminality**— which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration
   - **Special Educational Need**— students/pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
7. This list is not exhaustive, nor does it mean that all children/young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:

- Being in contact with extremist recruiters
- Family members convicted of a terrorism act or subject to a Channel intervention
- Accessing violent extremist websites, especially those with a social networking element
- Possessing or accessing violent extremist literature
- Using extremist narratives and a global ideology to explain personal disadvantage
- Justifying the use of violence to solve societal issues
- Joining or seeking to join extremist organisations
- Significant changes to appearance and/or behaviour; and
- Experiencing a high level of social isolation resulting in issues of identity crisis and/or personal crisis.
APPENDIX 5

PREVENTING VIOLENT EXTREMISM - ROLES AND RESPONSIBILITIES OF THE SINGLE POINT OF CONTACT (SPOC)

The SPOC for Fox Hollies School is Sinead Davies who is responsible for:

- Ensuring that staff of the school are aware that you are the SPOC in relation to protecting students/pupils from radicalisation and involvement in terrorism;

- Maintaining and applying a good understanding of the relevant guidance in relation to preventing students/pupils from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;

- Raising awareness about the role and responsibilities of Fox Hollies School in relation to protecting students/pupils from radicalisation and involvement in terrorism;

- Monitoring the effect in practice of the school’s RE curriculum and Assembly Policy to ensure that they are used to promote community cohesion and tolerance of different faiths and beliefs;

- Raising awareness within the school about the safeguarding processes relating to protecting students/pupils from radicalisation and involvement in terrorism;

- Acting as the first point of contact within the school for case discussions relating to students/pupils who may be at risk of radicalisation or involved in terrorism;

- Collating relevant information in relation to referrals of vulnerable students/pupils into the Channel\(^2\) process;

- Attending Channel meetings as necessary and carrying out any actions as agreed;

- Reporting progress on actions to the Channel Co-ordinator; and sharing any relevant additional information in a timely manner.

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\(^2\) Channel is a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity. It is led by the West Midlands Police Counter-Terrorism Unit, and it aims to:

- Establish an effective multi-agency referral and intervention process to identify vulnerable individuals;

- Safeguard individuals who might be vulnerable to being radicalised, so that they are not at risk of being drawn into terrorist-related activity; and

- Provide early intervention to protect and divert people away from the risks they face and reduce vulnerability.
COVID-19 school closure arrangements for Safeguarding and Child Protection at Fox Hollies Special School

Fox Hollies School
Date: 31st March 2020
Date shared with staff: April 2020
1. Context

From 20\textsuperscript{th} March 2020 parents were asked to keep their children at home, wherever possible, and for schools to remain open only for those children of workers critical to the COVID-19 response - who absolutely need to attend.

Schools and all childcare providers were asked to provide care for a limited number of children - children who are vulnerable, and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home.

This addendum of the Fox Hollies Safeguarding, and Child Protection policy contains details of our individual safeguarding arrangements in the following areas:

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Key Contacts

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<tr>
<td>Designated safeguarding lead</td>
<td>Teresa Fadden</td>
<td>(0121) 464 6566</td>
<td><a href="mailto:t.fadden@foxhollies.bham.sch.uk">t.fadden@foxhollies.bham.sch.uk</a></td>
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<tr>
<td>Deputy Designated safeguarding leads</td>
<td>Sinead Davies</td>
<td>(0121) 464 6566</td>
<td><a href="mailto:s.davies@foxhollies.bham.sch.uk">s.davies@foxhollies.bham.sch.uk</a></td>
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<td></td>
<td>Lewis Kirk</td>
<td>(0121) 464 6566</td>
<td><a href="mailto:l.kirk@foxhollies.bham.sch.uk">l.kirk@foxhollies.bham.sch.uk</a></td>
</tr>
<tr>
<td>Head Teacher</td>
<td>Sinead Davies</td>
<td>(0121) 464 6566</td>
<td><a href="mailto:s.davies@foxhollies.bham.sch.uk">s.davies@foxhollies.bham.sch.uk</a></td>
</tr>
<tr>
<td>Chair of Governors</td>
<td>Will Mauchline</td>
<td>(0121) 464 6566</td>
<td><a href="mailto:w.mauchline@foxhollies.bham.sch.uk">w.mauchline@foxhollies.bham.sch.uk</a></td>
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Vulnerable children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans. This means all the students at Fox Hollies are designated as vulnerable.

Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989.

Because all Fox Hollies students have an EHC plan the senior leadership team have risk-assessed in consultation with parents and in some instances the Local Authority, to decide whether they need to continue to be offered a school place in order to meet their needs, or whether it is safer for them to have their needs met at home. Services could include, if necessary, carers, therapists or clinicians visiting the home to provide any essential services subject to ongoing health and safety guidelines in an ever changing situation. Many of our young people with EHC plans can safely remain at home.

Eligibility for free school meals in and of itself should not be the determining factor in assessing vulnerability.

Senior leaders, especially the Designated Safeguarding Lead (and deputy) know who our most vulnerable children are. They have the flexibility to offer a place to those on the edge of receiving children’s social care support.

Fox Hollies School will continue to work with and support children’s social workers to help protect vulnerable children. This includes working with and supporting children’s social workers and the local authority virtual school head (VSH) for looked-after and previously looked-after children. The lead person for this will be: **Teresa Fadden**
**Attendance monitoring**

Local authorities and education settings do not need to complete their usual day-to-day attendance processes to follow up on non-attendance.

Fox Hollies School and social workers will agree with parents/carers whether children in need should be attending school – Fox Hollies School will then follow up on any pupil that they were expecting to attend, who does not. Fox Hollies School will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently do not attend through discussions with CASS where appropriate.

To support the above, Fox Hollies School will, when communicating with parents/carers and carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, Fox Hollies School will notify their social worker.

**Designated Safeguarding Lead**

The optimal scenario is to have a trained DSL (or deputy) available on site. The Senior Leadership Team of Fox Hollies has created rotas to ensure this is the case. However in the unexpected event of an emergency where this is not the case a trained DSL (or deputy) will be available to be contacted via phone or online video - for example when working from home.

Where a trained DSL (or deputy) is not on site, in addition to the above, a senior leader will assume responsibility for co-ordinating safeguarding on site.

This might include updating and managing access to child protection online management system, MY CONCERN and liaising with the offsite DSL (or deputy) and as required liaising with children’s social workers where they require access to children in need and/or to carry out statutory assessments at the school or college.

It is important that all Fox Hollies School staff and volunteers have access to a trained DSL (or deputy). On each day staff on site will be made aware of who that person is and how to speak to them.

The DSL will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

**Reporting a concern**

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, this includes making a report via MY CONCERN.

In the unlikely event that a member of staff cannot access a DSL onsite they should email the Designated Safeguarding Lead. This will ensure that the concern is received.
Staff are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children in the school, they should contact the headteacher or DSL in her absence as soon as possible. If there is a requirement to make a notification to the headteacher whilst away from school, this should be done verbally and followed up with an email to the headteacher.

Concerns around the Headteacher should be directed to the Chair of Governors: Mr Will Mauchline.

The Local Authority will continue to offer support in the process of managing allegations.

Safeguarding Training and induction

DSL training is very unlikely to take place whilst there remains a threat of the COVID 19 virus.

For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2019). The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers enter Fox Hollies School, they will continue to be provided with a safeguarding induction.

If staff are deployed from another education or children’s workforce setting to our school, we will take into account the DfE supplementary guidance on safeguarding children during the COVID-19 pandemic and will accept portability as long as the current employer confirms in writing that:

- the individual has been subject to an enhanced DBS and children’s barred list check
- there are no known concerns about the individual’s suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual
- the individual has received appropriate safeguarding training

Upon arrival, they will be given a copy of the receiving setting’s child protection policy, confirmation of local processes and confirmation of DSL arrangements.

Safer recruitment/volunteers and movement of staff
It remains essential that people who are unsuitable are not allowed to enter the children’s workforce or gain access to children. When recruiting new staff, Fox Hollies School will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2019) (KCSIE).

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

Where Fox Hollies School is utilising volunteers, we will continue to follow the checking and risk assessment process as set out in paragraphs 167 to 172 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

Fox Hollies School will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 163 of KCSIE.

Fox Hollies School will continue to consider and make referrals to LADO and if necessary the Teaching Regulation Agency (TRA) as per paragraph 166 of KCSIE and the TRA’s ‘Teacher misconduct advice for making a referral.

During the COVID-19 period all referrals should be made by emailing Misconduct.Teacher@education.gov.uk

Whilst acknowledging the challenge of the current National emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff/volunteers will be in the school or college, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, Fox Hollies School will continue to keep the single central record (SCR) up to date as outlined in paragraphs 148 to 156 in KCSIE.

**Online safety in schools and colleges**

Fox Hollies School will continue to provide a safe environment, including online. This includes the use of an online filtering system.

Where students are using computers in school, appropriate supervision will be in place.

**Children and online safety away from school and college**

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children’s social care and as required, the police.
Fox Hollies School will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Below are some things to consider should virtual lessons be considered necessary, especially where webcams are involved:

- No 1:1s, groups only
- Staff and children must wear suitable clothing, as should anyone else in the household.
- Any computers used should be in appropriate areas, for example, not in bedrooms; and the background should be blurred.
- The live class should be recorded so that if any issues were to arise, the video can be reviewed.
- Live classes should be kept to a reasonable length of time, or the streaming may prevent the family ‘getting on’ with their day.
- Language must be professional and appropriate, including any family members in the background.
- Staff must only use platforms provided by Fox Hollies School to communicate with pupils
- Staff should record, the length, time, date and attendance of any sessions held.

**Supporting children not in school**

Fox Hollies School is committed to ensuring the safety and wellbeing of all its Children and Young people.

Where the DSL has identified a child to be on the edge of social care support, or who would normally receive pastoral-type support in school, they should ensure that a robust communication plan is in place for that child or young person.

Details of this plan must be recorded on MY CONCERN. A record of all contacts made with families will be catalogued.

The communication plans can include; remote contact, phone contact, door-step visits. Other individualised contact methods should be considered and recorded. Fox Hollies School and the DSL team will work closely with all stakeholders to maximise the effectiveness of any communication plan.

This plan must be reviewed regularly (at least once a fortnight) and where concerns arise, the DSL will consider any referrals as appropriate.

The school will share safeguarding messages on its website and social media pages.

Fox Hollies School recognises that school is a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and
their parents/carers. Teachers at Fox Hollies School need to be aware of this and a mental health and well being page has been created on our website to support our whole community.

Fox Hollies School will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them.

Safeguarding Arrangements for Children Not Attending School

**Children currently on a CP plan and not in school**

- For those children who are being supported by children’s social care, local authorities will be expected to prioritise support to the most vulnerable, including undertaking necessary visits whilst taking appropriate infection control measures.

- Where possible children should be seen once a week by a professional (taking account of social distancing advice). Social workers and school to discuss and share responsibility.

- Telephone contact should be made twice a week. The child should be spoken to where appropriate.

- Where families are self-isolating due to illness and direct contact is not possible discuss with the social worker and make increased telephone contact.

- All contact or support with vulnerable children and families should be recorded. Telephone calls to families should be made with school phones rather than personal phones where possible.*

*Further guidance will be issued to staff on the specific contact and arrangements for families in particular circumstances.
**Children on a CIN plan and not in school**

- For those children who are being supported by children’s social care, local authorities will be expected to prioritise support to the most vulnerable, including undertaking necessary visits whilst taking appropriate infection control measures.

- Where possible children should be seen once a week by a professional (taking account of social distancing advice). Family Support Workers and school to discuss and share responsibility.

- Telephone contact should be made once a week. The child should be spoken to where appropriate.

- Where families are self-isolating due to illness and direct contact is not possible discuss with the social worker and make increased telephone contact.

- All contact or support with vulnerable children and families should be recorded.
  Telephone calls to families should be made with school phones rather than personal phones where possible.*

**Pupils with safeguarding vulnerabilities who are not in school**

- Schools should make a judgement as to the nature of those vulnerabilities and plan accordingly.

- It is advised that families are contacted by telephone twice a week and the pupil spoken to where appropriate to do so.

- All contact or support with vulnerable children and families should be recorded.
  Telephone calls to families should be made with school phones rather than personal phones where possible.*

- Staff who are making phone calls should report back to the DSL, if there are any concerns.

*If a child is in immediate danger of significant harm a call should be made to CASS. 0121 3031888.
**All other children who are not in school**

- Telephone contact should be made every two weeks. The child should be spoken to where appropriate.

- All contact should be recorded.

- Telephone calls to families should be made with school phones rather than personal phones where possible.*

- Staff who are making phone calls should report back to the DSL if there are any concerns.

  *If a child is in immediate danger of significant harm a call should be made to CASS. 0121 3031888.*

*When using personal mobile phones to make contact. Please turn off “show my caller ID” in the phone setting of your smart phone so that your number is protected. Alternatively, you can put 141 in front of the pupil number and this will withhold your home number if calling from a landline. Please check that this is active before calling parents by checking on another familiar number.

**Supporting children in school**

Fox Hollies School is committed to ensuring the safety and wellbeing of all its students.

Fox Hollies School will continue to be a safe space for all children to attend and flourish. The Headteacher will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety.

Fox Hollies School will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of COVID19. Staff teams who are working within a rota will be provided with appropriate PPE and advised of how to reduce risks when working with the students.

Fox Hollies School will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them. This will be bespoke to each child and recorded on MY CONCERN.
Where Fox Hollies School has concerns about the impact of staff absence – such as our Designated Safeguarding Lead or first aiders – we will discuss them immediately with the Local Authority.

**Peer on Peer Abuse**

Fox Hollies School recognises that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

Where a school receives a report of peer on peer abuse, they will follow the principles as set out in part 5 of KCSIE and of those outlined within our Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person.

Concerns and actions must be recorded on MY CONCERN and appropriate referrals made.