



Safeguarding and Child Protection Policy 20-21



This policy reflects:	
<ul style="list-style-type: none"> • Keeping Children Safe in Education (September 2020) • Working Together to Safeguard Children (March 2018) • Somerset Safeguarding Children Partnership policies and procedures 	
Date ratified by the Area Management Group	September 2020
Review Cycle	Annually or when there is a change in statutory guidance or legislation
Review Date	September 2021

Our Ethos:

‘Everyone in our school community has a right to learn and grow, be treated with respect and feel safe. Each has a responsibility too to conduct themselves in a way that helps promote these rights helping us to ensure that we continue to develop a culture and ethos in which every person feels valued and knows how to value the contribution of others.’

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‘Safeguarding is everyone’s responsibility’

Our school recognises that the safety and welfare of children and young people is paramount and that we all have a responsibility to protect them from harm. We understand that it is the responsibility of all staff and AMG Members to safeguard children and young people. We take all reasonable steps to ensure, through appropriate procedures and training, that all children and young people, irrespective of gender, age, disability, race, religion or belief, sexual identity or social background, are protected from harm.

We will:

- Create a safe and welcoming environment where children and young people can develop their skills, confidence and abilities.
- Support and encourage other groups and organisations to implement similar policies.
- Recognise that safeguarding children is the responsibility of everyone, not just those who work directly with children.
- Ensure that all activities and events are managed to the highest possible safety standards.
- Review ways of working to incorporate best practice. This includes policies being regularly reviewed and updated to reflect current best practice and Government guidance.
- Treat all children and young people with respect and listen to any concerns they may have, taking these seriously and acting upon them.
- Carefully recruit and select all employees, contractors and volunteers.
- Respond swiftly and appropriately to all complaints and concerns.
- Share information about concerns with agencies who need to know, involving parents and children appropriately.
- Teach children and young people how to keep themselves safe in school and the wider community, including lessons on online safety.
- Operate in an open and transparent way that supports all staff to ‘whistleblow’ if they have a concern about any member of staff in our school or any other organisation.

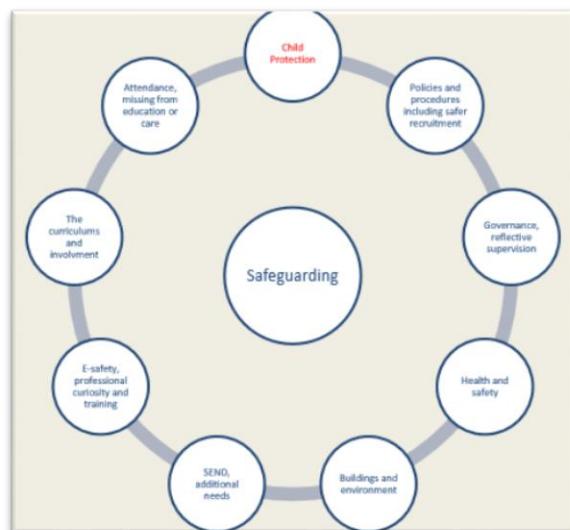
1. Introduction

At South Somerset Partnership School, we are committed to providing an environment that nurtures and transforms the lives of children and young people attending and take seriously our responsibilities to safeguard and promote their welfare. In addition, we undertake our responsibilities to work in partnership with agencies as part of the wider, multi-agency, safeguarding system, always acting in the best interest of the child or young person where concerns are identified, in accordance with statutory guidance and Somerset Safeguarding Partnership policies and procedures.

Personal or sensitive information is processed in accordance with the Data Protection Act 2018 and Part 3, the General Data Protection Regulations (GDPR). Consent to share information will be sought unless we are required to share information where there are child protection concerns (and consent has been withheld) or we are requested to share information with other statutory agencies such as the police or children's social care in pursuit of their enquiries in order protect and safeguard children and young people.

Definition of safeguarding

“Safeguarding and promoting the welfare of children is defined in statutory guidance as: protecting children from maltreatment; preventing impairment of children’s mental and physical health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; taking action to enable all children to have the best outcomes.” (p. 4 KCSIE 2020)



To fulfil this responsibility effectively we ensure our approach is child-centred and always places the safety, welfare and needs of the child or young person first.

Most children grow up in loving families and supportive communities and become independent, resilient adults. Wherever possible we want this for all children and young people in Somerset, so that they and their families can support themselves by engaging with and contributing to their local communities.

In order to achieve this, children, young people and their families should receive the right intervention as early as possible to tackle problems and prevent issues escalating. All practitioners will adopt an Early Help/Think Family approach.

2. Glossary

Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to achieve positive outcomes.

Child Protection refers to the processes undertaken to protect children who have been identified as suffering or being at risk of suffering significant harm.

Staff refers to all those working for or on behalf of the school, full time or part time, temporary or permanent, in either a paid or voluntary capacity.

Child includes everyone under the age of 18 years old.

Parent refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

Early Help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years, through to the teenage years". Working together to Safeguard Children, March 2018.

Contextual Safeguarding (Extra-familial harm) There is a need to widen our assessment of children's lives beyond the boundary of families to include potential risks posed within the wider community. The value of us including environmental factors and the social relationships of children and young people within assessments, both early help and statutory intervention, should lead to safeguarding better reflecting the areas in which children and young people exist... on the street, on line and peer to peer."

<https://www.contextualsafeguarding.org.uk/about/what-is-contextual-safeguarding>

3. Statutory responsibilities

All action taken by South Somerset Partnership School will be in accordance with the following current legislation:

- The Children Act 1989 and 2004 (revised)
- Education Act 2002 and 2011 (revised)
- Education and Inspections Act 2006

It will also be in accordance with the following statutory advice and guidance:

- *Working Together to Safeguard Children (2018)* sets out the multi-agency working arrangements to safeguarding and promote the welfare of children and young people

- *Keeping Children Safe in Education (September 2020)* sets out what schools should do and sets out the legal duties with which school must comply with in order to keep children and young people safe
- *Teacher Standards 2012* sets out that teachers, including Headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties
- Other specific guidance and advice issued by the Department for Education (DfE) in relation to the wider safeguarding agency, e.g. COVID-19 , behaviour, health and safety, bullying, e-safety and medical needs

4. The Area Management Group

Governing bodies will ensure that they comply with their duties under legislation. They will also have regard to this guidance to ensure that the policies, procedures and training in the provision are effective and comply with the law at all times.

The responsibilities placed on governing bodies and proprietors include:

- Contributing to ensure the provision is carrying out inter-agency working, which includes providing a coordinated offer of early help when additional needs of children are identified.
- Ensuring that an effective child protection policy is in place, together with a staff behaviour code of conduct policy and behaviour policy.
- Ensuring staff are provided with Part One and Annex A of *Keeping Children Safe in Education (2020)* – and are aware of specific safeguarding issues.
- Ensuring that staff induction is in place with regard to child protection and safeguarding.
- Appointing an appropriate senior member of staff to act as the Designated Safeguarding Lead.
- Ensuring that all of the Designated Safeguarding Leads (including deputies) undergo formal Somerset child protection training every two years (in line with SSCP guidance) and receive regular (annual) safeguarding refreshers (for example via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments).
- Prioritising the welfare of children and young people and creating a culture where staff and volunteers are confident to challenge senior leaders over any safeguarding concerns.
- Ensuring that children are taught about safeguarding in an age appropriate way.
- Ensuring appropriate filters and appropriate monitoring systems are in place to safeguard children from potentially harmful and inappropriate online material
- The headteacher and DSL take leadership responsibility for the organisation's safeguarding arrangements.
- Ensure scrutiny and effectiveness of the single central record and child protection recording is undertaken.

- Ensure safeguarding is regularly discussed and outcomes recorded at AMG meetings.
- Ensure the requirements of The Governor's Safeguarding Audit Section 175 are met and actions when needed completed in a timely way

5. The role of the Designated Safeguarding Lead (DSL)

Keeping Children Safe in Education (September 2020) is a statutory guidance document that requires every school and college to have a Designated Safeguarding Lead (DSL) who has the status and authority within the senior leadership team to carry out the duties of the post including committing resources and, where appropriate, supporting and directing staff.

They provide advice and support to other staff on child welfare and child protection matters, take part in strategy discussions, inter-agency meetings (or support other staff to do so) and contribute to the assessment of children and young people.

The DSL should be given time and the resources they need to carry out the role effectively

The DSL will:

- Refer all cases of suspected abuse or neglect to the Local Authority Children's Services) and/or Police or to the Channel programme where there is a radicalisation concern.
- Liaise with the Head Teacher to inform him/ her of issues- especially ongoing enquiries under Section 47 of the Children Act 1989 and police investigations or Section 42 where Adults are concerned.
- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.
- Support staff members around requests for involvement to other agencies.
- Share information with appropriate staff in relation to a child's looked after (CLA) legal status (whether they are looked after under voluntary arrangements with consent of parents or on an Interim Care Order or Care Order) and contact arrangements with birth parents or those with parental responsibility.
- Ensure they have details of the CLA's social worker and where applicable the name of the virtual school Head Teacher in the authority that looks after the child.
- Have a good knowledge and attend meetings (or submit reports) to contribute to the planning for children who have Child in Need or Child Protection Plans.
- Utilise, implement, scrutinise and monitor the use of Early Help Assessments in the provision.
- Work with relevant staff in the provision to ensure the site is safe and secure.
- Ensure recording child safeguarding and child protection files are correctly drawn up with effective chronologies and regularly reviewed to scrutinise any patterns or drift/outstanding actions.
- Undertake the necessary training and ensure it is shared within the school.

Training

The Designated Safeguarding Lead should undergo the Local Authority's formal training every two years. Their knowledge and skills should be refreshed (for example via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments) at least annually. Other requirements are:

- Understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments. (EHA)
- Have a working knowledge of how local authorities conduct a child protection conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
- Ensure each member of staff has access to and understands the school's safeguarding and child protection policy and procedures, especially new and part time staff.
- Be alert to the specific needs of children in need, those with special educational needs and young carers.
- Understand and support the school concerning the requirements of the Prevent duty and can provide advice and support to staff on protecting children from the risk of radicalisation.
- Be able to keep detailed, accurate, secure written records of concerns and referrals with actions and outcomes.
- Obtain/disseminate access to resources and attend any relevant or refresher training courses.
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school or college may put in place to protect them.
- Be aware of any local authority updates and disseminate these to staff as necessary.

Raising Awareness

The designated safeguarding lead should ensure the provision's policies are known, understood and used appropriately.

- Ensure the provision's safeguarding and child protection policy is reviewed annually and the procedures and implementation are updated and reviewed regularly.
- Ensure the safeguarding and child protection policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made.
- Link with the Somerset Safeguarding Children's Board (SSCB) to make sure staff are aware of training opportunities and the latest local policies on safeguarding.
- Where children leave the school, ensure the file for safeguarding and any child protection information is sent to any new school /college as soon as possible but transferred separately from the main pupil file.
- Obtain proof that the new setting has received the safeguarding file for any child transferring and treat any information held in line with data protection guidelines.
- Retain any files pertaining to those pupils who have moved to elective home education.

6. The role of the Deputy Designated Safeguarding Lead (DDSL)

The DDSL supports the DSL in discharging their responsibilities and whilst they may deputise for the DSL the lead responsibility for child protection remains with the DSL. Some schools and colleges have more than one DDSL so you will need to reflect this here.

Details of South Somerset Partnership School key safeguarding personnel can be found at Appendix D

Both the DSL and DDSL must complete single agency and multi-agency training to undertake the role, provided by the Local Authority Education Safeguarding Service and Somerset Safeguarding Partnership. In addition, they will access DSL briefings, attend annual refresher training and remain up to date in relation to early help, safeguarding and child protection.

7. What all staff should know

All schools and colleges are required to issue, in full, Part One and Annex A of Keeping Children Safe in Education (September 2020) to their staff and ensure that they have read and understood its contents. At South Somerset Partnership School we are adopting this guidance and its contents across the whole organisation and whilst the language refers to “school” or “headteacher” it applies to both care and education provision provided at South Somerset Partnership School.

Responding to a concern

If a child discloses that he or she is worried about something or has been abused or neglected in any way, the member of staff or volunteer should:

- **Listen** to what is being said without displaying shock or disbelief
- **Accept** what is being said
- **Allow** the child to talk freely
- **Reassure** the child, but not make promises which it might not be possible to keep
- **Never promise** a child that they will not tell anyone - as this may ultimately not be in the best interests of the child
- Reassure him or her that what has happened is not his or her fault
- **Stress** that it was the right thing to tell
- **Listen**, only asking questions when necessary to clarify
- **Explain** what has to be done next and who has to be told
- **Make a written record** (see Record Keeping)
- **Pass the information to the Designated Safeguarding Lead without delay**

Dealing with a disclosure from a child, and safeguarding issues can be stressful. The member of staff/volunteer should, therefore, consider seeking support for him/herself and discuss this with the Designated Safeguarding Lead.

If a member of school staff or any other person receives a disclosure about potential harm caused by a staff member, they should see section – Allegations involving school staff/volunteers.

8. Record Keeping

All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing. If in doubt about recording requirements staff should discuss with the designated safeguarding lead.

When a child has made a disclosure, the member of staff/volunteer should:

- Record as soon as possible. **In our school we use Myconcern (online safeguarding system) and all staff have a login in order to report concerns as soon as possible.**
- Record the date, time, witness, place and any noticeable non-verbal behaviour and the words used by the child.
- Indicate the position of any injuries (body maps are available)
- Record statements and observations rather than interpretations or assumptions

All concerns need to be reported verbally to the Designated Safeguarding Lead promptly. No copies should be retained by the member of staff or volunteer.

The Designated Safeguarding Lead will ensure that all safeguarding records are managed in accordance with the Education (Pupil Information) (England) Regulations 2005.

All child protection recordings should be scrutinised regularly to ensure the action and outcome has been carried and any drift avoided.

Confidentiality

Safeguarding and protecting children raises issues of confidentiality that must be clearly understood by all staff/volunteers in education.

All staff, both teaching and non-teaching staff, have a responsibility to share relevant information about the protection of children with other professionals, particularly the investigative agencies (Children's Services: Safeguarding and Specialist Services and the Police).

If a child confides in a member of staff/volunteer and requests that the information is kept secret, it is important that the member of staff/volunteer tell the child in a manner appropriate to the child's age/stage of development that they cannot promise complete confidentiality – instead they must explain that they may need to pass information to other professionals to help keep the child or other children safe. Staff/volunteers who receive information about children and their families during their work should share that information only within appropriate professional contexts.

Procedure

When a member of staff is concerned about a child, he or she will inform the Designated Senior Lead. The Designated Safeguarding Lead will decide whether the concerns should be referred to Children's Services. If it is decided to make a request

for involvement to Children's Services this will be discussed with the parents, unless to do so would place the child at further risk of harm.

9. Staff Induction

As part of the induction process for new employees they will attend an induction briefing or if they commence part way through the year receive a one to one induction meeting with the DSL/DDSL that signposts staff to relevant safeguarding documentation including this policy and procedure, guidance for safer working practice, what to do if you're worried a child may be abused and whistleblowing advice see **Appendix A: Staff Induction Record**

10. Action to be taken if there are concerns in relation to safeguarding practices at South Somerset Partnership School

All staff, volunteers and agency staff should feel able to raise concerns about poor or unsafe practice and any potential failures in the safeguarding regime and know that such concerns will be taken seriously by the senior leadership team and designated safeguarding leads.

Should staff feel unable to raise concerns within the organisation advice and guidance has been produced to ensure that they are aware of how to raise such concerns externally see **Appendix B: NSPCC Whistleblowing advice and information**. Information for staff is also available on the safeguarding notice board in the staff room.

The South Somerset Partnership School concerns flowchart provides additional information about how to make a referral to Children's Social Care, the LADO or to report concerns to the NSPCC advice line in instances where they have concerns about the organisation's response to child protection, the conduct of staff or they do not feel that appropriate action has been taken in relation to concerns they have raised. This is available in Appendix C of this document.

11. Abuse and neglect (definitions)

All staff should be aware that abuse, neglect and other harm experienced by children is rarely a standalone event that can be covered by one definition or label. In most cases, multiple issues will be present.

Abuse is the maltreatment of a child or young person; they may be abused or neglected through harm being inflicted or by parents or carers failing to prevent harm.

Children and young people may be abused in a family or in an institutional or community setting by those known to them. They may also experience abuse online by people they may or may not know. Perpetrators of abuse may be adults or children and may operate alone or in groups.

The following are the statutory definitions of abuse and neglect as set out in Working Together to Safeguard Children (2018). The ultimate responsibility to assess and determine the type of abuse lies with the Police and Children's Social Care.

Our responsibilities are:

- **to understand what each category of abuse is**
- **to understand how this abuse can impact on the welfare and development of our children**
- **to take appropriate action when we have concerns that a child or young person might be at risk of or already experiencing abuse or neglect**

Physical abuse

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

Statutory guidance Safeguarding Children in whom Illness is Fabricated or Induced (2008) sets out a national framework within which agencies and professionals at local level – individually and jointly – draw up and agree upon their own more detailed ways of working together where illness may be being fabricated or induced in a child by a carer who has parenting responsibilities for them.

Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

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

Emotional abuse

The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as

well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

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 penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for further abuse.

Sexual abuse can take place online and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

12. Safeguarding in specific circumstances

In addition to the above there are other areas of safeguarding that the organisation has to have due regard to.

Annex A of *Keeping Children Safe in Education (September 2020)* highlights specific forms of abuse and safeguarding issues which staff who work with children and young people should read the following is a synopsis of the areas addressed but are not a fully replica of the guidance.

Children and the court system

A child may be required to give evidence in the criminal courts, either for crimes committed against them or for crimes they have witnessed.

There are a range of guides to support child witnesses. In the civil courts children and young people may be involved in child arrangement hearing. Also see <https://helpwithchildarrangements.service.justice.gov.uk/>

Children Missing Education (CME)

All staff should be alert to children going missing as this can be a vital warning sign of a range of safeguarding risks, including abuse and neglect, sexual abuse or exploitation (Child Sexual Exploitation and Criminal), travel to conflict zones, Female Genital Mutilation (FGM), forced marriage. Early intervention is necessary to protect and safeguard a child or young person

Children with family members in prison

These children are more likely to have poor outcomes, including poverty, stigma, isolation and poor mental health. More information to support schools and colleges can be found here <https://www.nicco.org.uk/>

Child Sexual Exploitation (CSE)

CSE is child sexual abuse, whereby an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under 18 to engage in sexual activity (a) in exchange for something the victim needs or wants and/or (b) for the financial advantage or increased status of the perpetrator or facilitator

Child Criminal Exploitation (CCE)

CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity:

- in exchange for something the victim needs or wants
- for the financial or other advantage of the perpetrator or facilitator
- through violence or the threat of violence

County lines

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of “deal line”.

Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move and/ or store drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.

Children can be targeted and recruited into county lines in a number of locations including schools, further and higher educational institutions, pupil referral units, special educational needs schools, children’s homes and care homes. Children are often recruited to move drugs and money between locations and are known to be exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection. Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

One of the ways of identifying potential involvement in county lines are missing episodes (both from home and school), when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism should be considered (via CSC and the police). If a child is suspected to be at risk of or involved in county lines, a safeguarding referral should be considered alongside consideration of availability of local services/third sector providers who offer support to victims of county lines exploitation. <https://www.escapeline.org.uk/>

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

Child and Adolescent Mental Health

Good mental health and resilience are fundamental to our physical health, our relationships, our education and to achieving our potential. Please refer to the DfE advice, *Mental Health and Behaviour in Schools (2018)*.

This is non-statutory advice that clarifies the responsibility of the school, outlines what they can do and how to support a child or young person who may have an unmet mental health need.

Bullying

South Somerset Partnership School has a separate Anti-Bullying Policy, which is accessible on the school website.

Domestic, gender-based and teenage relationship abuse and violence against women

These categories of abuse are defined as 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 irrespective of gender or sexuality.

Exposure to domestic abuse or violence can have a serious, long lasting emotional and psychological impact on the development of children and young people.

Further advice and guidance accessed through:

- NSPCC
- Refuge
- [Safelives](#)
- Spotlight on Young People
- The Domestic Abuse National Helpline

Homelessness

Homelessness or the being at risk of being made homeless is a significant risk for children or young people. The DSL should refer the matter to Children's Services as soon as possible.

The Homelessness Reduction Act 2017 places a new legal duty on English councils to provide meaningful help, including an assessment of need and circumstances.

The DfE and the Ministry of Housing, Communities and local government have published joint statutory guidance on the provision of accommodation for 16 and 17-year-olds who may be homeless or require accommodation.

Online Safety

Annex C of Keeping Children Safe in Education (September 2020) addresses the use of technology which can be a significant component of many safeguarding issues including CSE, CCE, radicalisation, sexual predation etc., whereby technology provides the platform that facilitates harm.

We adopt a range of effective safeguarding approaches that both safeguards and empowers children and young people to access support and remain safe online by reducing the risk of harm through the use of filters, monitoring and appropriate use policies for those accessing our IT system, whilst at the same time providing a safe environment in which children and young people can learn to keep themselves safe online. See E-safety policy.

Peer on Peer Abuse

Peer-on-peer abuse can take many forms, including bullying (including cyber bullying); sexual violence; harassment; physical abuse and violence (e.g. hitting, kicking, shaking, biting); sexting and initiating/hazing-type* violence or rituals.

* Hazing or initiation ceremonies refers to the practice of rituals, challenges and other activities involving harassment. Hazing is seen in many different types of social groups, including gangs, sports teams and school groups.

Sexual violence and sexual harassment between children in schools and colleges can occur between two children of any age irrespective of their gender or sexual identity. It can occur through a group of children or young people sexually assaulting or harassing an individual or group of children.

Upskirting

Upskirting 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. This is now a criminal offence and incidents must be reported to the Police.

Preventing extremism

Children and young people can be vulnerable to extremist ideology and radicalisation and forms part of schools and colleges safeguarding responsibilities, as set out in the Prevent Duty, extremism is the vocal or active opposition to our fundamental values and radicalisation refers to the process by which a person come to support terrorism and extremist ideologies associated with terrorist groups.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/439598/prevent-duty-departmental-advice-v6.pdf

Private Fostering

Private fostering refers to a child under the age of 16 (under 18 if they have a disability) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and carer, for 28 or more consecutive days.

Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts.

A private foster carer may be a friend of the family, the parent of a friend of the child, or someone previously unknown to the child's family who is willing to privately foster a child. South Somerset Partnership School has a responsibility to notify Children's Social Care of any private fostering arrangement we become aware of, in order for Children's Social Care to undertake an assessment to ensure the needs and welfare of the child or young person is being met and that adults caring for them have access to advice and support.

Special Education Needs and disabilities (SEND)

Children with SEND can be more vulnerable to abuse, neglect and exploitation and we will monitor the safety and wellbeing of SEND children closely for signs of any issues that may be arising for that child or their family.

We will not assume that any changes in behaviour, presentation or attendance are attributable to the child's SEND needs and will use the Effective Support for SEND document to support us in identifying needs. See also our SEND policy and related documents.

Looked after children

The staff have the necessary skills and understanding to keep looked after children safe. Appropriate staff have information about a child's looked after legal status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child. The designated teacher for looked after children and the DSL have details of the child's social worker and the name and contact details of the local authority's virtual head for children in care.

Honour-Based Abuse

Including: Female Genital Mutilation, Forced Marriage and Breast Ironing

Honour-based abuse relates to incidents or crimes that are committed to protect or defend the honour of the family or community. All forms of honour based violence (HBV) is abuse, regardless of the motivation and should be handled and escalated as such.

There are specific mandatory reporting duties for teachers and support staff to report to the Police where they discover (either through disclosure or visual evidence) that FGM appears to have been carried out on a girl under 18.

Additional guidance and publications

- FGM: Mandatory reporting procedural information can be accessed [here](#)
- FGM Fact sheet can be access [here](#)
- Forced Marriages: Multi- agency guidelines (2014) pages 35 and 26 pertain to schools can be accessed [here](#) along with statutory guidance (2014) which can be access [here](#)

13. Managing Allegations

Allegations of Abuse Made Against Teachers, Other Staff, Volunteers and Agency Staff or People in a Position of Trust

Working Together to safeguard Children (March 2018) states that organisations should have in place clear policies in line with those from the Somerset Safeguarding Partnership to manage allegations against people who work with children and young people. Such policies should make a clear distinction between an allegation, a concern about the quality of care or practice or a complaint. Full details are available [here](#)

In addition, Keeping Children Safe in Education (September 2020) Part Four, sets how allegations may indicate that a person would pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity in a school or college under the age of 18 years. Part 4 of the Keeping Children Safe in Education (September 2020) which can be accessed [here](#)

An allegation may relate to a person who works with children who has:

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

The South Somerset Partnership School Management of Allegations Policy and procedure is available from the school office.

Phone Somerset Direct on **0300 123 2224** for a referral to the LADO.

What staff should do if they have concerns about another staff member

If any member of staff, volunteer or agency staff have concerns relating to an individual's conduct or behaviour, whether they be a colleague, member of the management or senior leadership team, they should refer their concerns to the designated safeguarding lead or the Headteacher.

Where concerns or allegations relate to the Headteacher, these should be referred to the chair of the AMG. Where further action or discussion is needed the LADO must be contacted.

14. Staff Code of Conduct

In addition to the Safeguarding and Child Protection policy, we have a staff Code of Conduct that outlines an acceptable level of staff behaviour. During their induction training, new staff will be given and have read:

- Staff Code of Conduct (including use of social media, and the Position of Trust Offence)
- Keeping Children Safe in Education (2020) (Part One and Annex A)
- The school's Behaviour Policy
- Procedures for children missing education

Appendix A

Employees Safeguarding Induction

Staff Member: Name and Role:	
Date of Commencement:	
Inductor: Name and Role	
Date of Induction:	
Signed by Inductee:	
Signed by Inductor:	

Keeping Children Safe in Education (2019) states: ALL staff should be aware of systems within their school or college which supports safeguarding, and these should be explained to them as part of staff induction. This should include the:

- **Safeguarding (Child Protection) policy**
- **Behaviour policy**
- **Staff behaviour policy (code of conduct)**
- **Safeguarding response to child who go missing from education and**
- **The role of the designated safeguarding lead (including the identity of the DSL and Deputy**

Agenda

Welcome to South Somerset Partnership School

Outline of the induction meeting

- South Somerset Partnership School Vision and Ethos
- What is Safeguarding (Child Protection)
- What safeguarding means for children or young people at South Somerset Partnership School
- Voice and influence
- Action to be taken if you have a concern

What is Safeguarding (Child Protection)

Safeguarding is an overarching term used to ensure that the welfare of children and young people is paramount, and they are protected from abuse and neglect. **We all**

have a statutory duty to safeguard and promote the welfare of children. This means protecting children and young people from abuse and neglect; preventing impairment of health or development; ensuring they are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children and young people to have the best life chances.

Every member of staff, irrespective of their role in the organisation, has a responsibility to keep children or young people safe and to take appropriate action whenever they hear, observe or are told information that could impact on their welfare and safety.

Child protection is the statutory threshold for intervention in family life whereby a child or young person is suffering or at risk of significant harm. As an organisation South Somerset Partnership School has a number of statutory responsibilities that must be fulfilled which are set out in legislation and statutory guidance.

You have been issued with Part 1 of **Keeping Children Safe in Education (September 2020 and Annex A)** and you will have been asked to read the document ahead of today's induction. Have you had an opportunity to do so? Do you have any questions?

What Safeguarding means for children or young people at South Somerset Partnership School

At South Somerset Partnership School we expect our staff to display high standards of behaviour and provide high quality professional support to our children. It is therefore important that we all understand that the nature of our work and the responsibilities related to it, which places us in unique position of trust. During the course of your induction you will have the opportunity to access a range of training that will provide you with the knowledge and skills you need to do your job. In addition, you will be required to read a number of different policies and procedures that will provide you with contextual information and guidance.

All staff, irrespective of their role in the organisation, have a responsibility to ensure that illegal, unsafe, unprofessional or irresponsible behaviour exhibited by staff is challenged and reported. It is always difficult to raise concerns about a colleagues' behaviour, but you must discuss any concerns with the designated or deputy safeguarding lead.

If you do not feel you can raise concerns within the organisation then you can access the NSPCC Whistleblowing helpline on 0800 028 0285 between 8 a.m. and 8 p.m. or email help@nspcc.org.uk

You must familiarise yourself with the following policies which are available on the Safeguarding Notice Board (Staff Room) and on the School Website:

- 1. School code of conduct and staff handbook**

2. **What to do if you're worried a child is being abused (DfE March 2015)**
advice for practitioners
3. **South Somerset Partnership School Safeguarding (Child Protection) Policy and Procedures** can be accessed in the staff room and on the school website.
4. South Somerset Partnership School **Behaviour policy** and
5. Children Missing Education procedures

Voice and influence

When working with children and young people communication is crucial, especially in relation to safeguarding. Communication is a two-way process and does not just relate to a child's ability to communicate via speech therefore, we need to approach communication in its broadest terms, considering body language, gestures, behaviour and presentation. We must also support our children to make positive choices.

Action to be taken if you have a concern about the welfare of a pupil or the conduction/actions of a member of staff or visitor to South Somerset Partnership School

You should discuss your concerns, observations or any information that may impact on the welfare of a child with a designated or deputy safeguarding lead. The flowchart overleaf has been developed to offer you guidance on what you should do. It is **not intended to cover all eventualities, but it aims to provide a framework for action.**

What is important is that you take action and raise your concerns, the designated or deputy safeguarding lead may hold other relevant information, but your information may be new and important - the final part of the information jigsaw.

Updated July 2020

Appendix B

Date of issue July 2020

If you have any concerns about the conduct of a colleague or staff member, you are obliged to report them appropriately.

You can do this by contacting the Local Area Designated Officer on 0300 123 2224. You will be able to hold an advisory conversation in order to clarify the best course of action, given the concerns that you have.

You can also seek support and advice from the National Society for the Prevention of Cruelty to Children (NSPCC), as outlined below:

Contact the Whistleblowing Advice Line

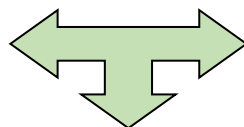
Call 0800 028 0285

Email help@nspcc.org.uk

Appendix C
General Information and Advice

**Action to be taken where there are concerns about the welfare of a child or young person
or the conduct/actions of Staff or Visitors**

Always act in the best interests of the child or young person. The welfare of the child is paramount.

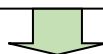


Always maintain an attitude of 'it could happen here'

Be alert to the signs of abuse and neglect. Supporting documents include:

South Somerset Partnership School Safeguarding (Child Protection) Policy & Procedures
Children Safe in Education

Part One: Keeping



If, a child or young person is in immediate danger or is at risk of significant harm

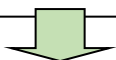
Anyone can make a referral to Children's Social Care and/or the Police. The Designated Safeguarding Lead (DSL) should be informed if a referral has been made).

Children's Social Care: 0300 123 2224

Emergency Duty Team: 0300 123 2327

CALL 999 IN AN EMERGENCY

If you have a concern relating to dangerous or illegal activity or any wrongdoing within the organisation and you do not feel you can raise a concern directly you can contact the **NSPCC** Whistleblowing helpline 0800 028 0285



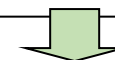
Child Welfare

Discuss your concerns with your immediate line manager OR with the Designated/Deputy Safeguarding Lead (DSL)



Safeguarding/Child Protection Concerns

The DSL will consider what information is already known consider indicators of risk and following multi-agency guidelines take appropriate action



Concerns relating to the conduct or actions of a staff member

The DSL will liaise with the Headteacher or you can refer your concerns directly. If concerns relate to Headteacher the Chair of AMG Members must be notified. All allegations will be investigated following statutory guidance and Somerset Safeguarding Partnership procedures by the Local Authority Designated Officer

Appendix D: Details of the Designated Safeguarding Team

Key Safeguarding staff

Name	Designation	Contact details
Jo Simons	Headteacher	
Helen Service	DSL	
Andrew Smith	Chair of AMG	
Dan Palmer	Nominated Safeguarding AMG	
Sarah Redington Katrina Callow Jason Roberts Jo Simons (in case of emergency, also trained)	DDSL team	

Appendix F: Returning to School during the COVID-19 pandemic 2020

To also be used in the event of an outbreak or cluster of cases causing some children to need access to learning from home.

Children returning to school

The DSL (or deputy) will do all they reasonably can to find out from parents and carers whether there have been any changes regarding welfare, health and wellbeing that they should be aware of before the child returns.

We will risk assess our cohort to ensure that any concerns around learning and development, safety and welfare are picked up swiftly by teaching staff and acted upon in a planned way. We will instigate TAC meetings and the Early Help process for any child and family who requires this according to their level of need.

We will offer written information and contact parents to ensure they have the support they require at this time. We will share our risk management approach and develop individual plans where these are necessary.

Children at home

The school will maintain contact with children who are not attending the school for any reason and follow our usual attendance procedures. Staff will try to speak directly to children at home to help identify any concerns.

Families who are anxious about their child returning will be supported to develop a plan to ensure they access their full education offer as soon as possible.

Staff and volunteers will look out for signs like:

- Not completing assigned work or logging on to school systems
- No contact from children or families
- Seeming more withdrawn during any class check-ins or online learning

We expect regular contact between the school and home to ensure welfare. In accordance with our attendance policy, we will follow-up any welfare concerns or non-attendance. This may include a home visit, or calls to 101 or children's social care, if we cannot establish the welfare of the child.

Online safety

In school

We will continue to have appropriate filtering and monitoring systems in place in school.

Outside school

Where staff are interacting with children online, they will continue to follow our existing staff behaviour policy/code of conduct/IT acceptable use policy

Staff will continue to be alert to signs that a child may be at risk of harm online, and act on any concerns immediately, following our reporting procedures as set out in section 3 of this addendum.

We will make sure children know how to report any concerns they have back to our school, and signpost them to other sources of support too.

Working with parents and carers

We will make sure parents and carers:

- Are aware of the potential risks to children online and the importance of staying safe online
- Know what our school is asking children to do online, including what sites they will be using and who they will be interacting with from our school
- Are aware that they should only use reputable online companies or tutors if they wish to supplement the remote teaching and resources our school provides
- Know where else they can go for support to keep their children safe online, all published on our website.

Mental health and wellbeing

Children returning to school

Staff and volunteers will be aware of the possible effects that this period may have had on pupils' mental health. They will look out for behavioural signs, including pupils being

fearful, withdrawn, aggressive, oppositional or excessively clingy, to help identify where support may be needed.

Children at home

Where possible, we will continue to offer our current support for pupil mental health for all pupils.

We will also signpost all pupils, parents/carers and staff to other resources to support good mental health at this time.

When setting expectations for pupils learning remotely and not attending school, teachers will bear in mind the potential impact of the current situation on both children's and adults' mental health.