



## **Safeguarding and Child Protection Policy**

Consistent with Keeping Children Safe in Education 2023

Last reviewed: September 2023

**See page 4 for key personnel contact details**

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## KEY PERSONNEL AND CONTACT DETAILS

Key Personnel	Name(s)	Contact details
Designated Safeguarding Lead (DSL)	Mrs Michelle Rooke	01235 763858 officesn@stnicholasce.vale-academy.org
Deputy DSL	Mrs Anna Merryweather	As above
Deputy DSL	Mr Joshua Ballard	As above
School's named 'Prevent' lead	Mrs Michelle Rooke	As above
School's named 'Neglect' lead	Mrs Michelle Rooke	As Above
Nominated Safeguarding Governor	Mr Tim Benbow	tbenbow@vale-academy.org
Chair of Governors	Mr Tim Benbow	tbenbow@vale-academy.org
Education Safeguarding Advisory Team/ Local Authority Designated Officers (LADOs)	Jo Lloyd Donna Crozier Sandra Barratt Lorna Todd Becky Langstone Sophie Kendall	01865 810603 <a href="mailto:Lado.safeguardingchildren@oxfordshire.gov.uk">Lado.safeguardingchildren@oxfordshire.gov.uk</a> <a href="mailto:ESAT.safeguardingchildren@oxfordshire.gov.uk">ESAT.safeguardingchildren@oxfordshire.gov.uk</a>
Locality Community Support Service (LCSS) Worker	Ana Crockford	0345 2412705 LCSS@oxfordshire.gov.uk
Multi Agency Safeguarding Hub (MASH)		0345 050 7666
Out of Hours Emergency Duty Team (EDT)		0800 833408
Police		101 in emergencies 999

For the purpose of this policy 'parent' refers to parents, guardians and other primary caregivers

## **1. INTRODUCTION**

It is essential that everybody working in a school or college understands their safeguarding responsibilities. Everyone who comes into contact with children and families has a role to play in ensuring children and young people are safe from abuse, neglect, exploitation and harm. Our school is committed to safeguarding children and aims to create a culture of vigilance. All staff should make sure that any safeguarding decisions made are in the best interests of the child.

Our children's welfare is our paramount concern. The Governing Body and Headteacher will ensure that our school will safeguard and promote the welfare of children and work together with agencies to ensure that our school has adequate arrangements to identify, assess and support those children who are suffering, or where significant harm is suggested.

[What to do if you think a child is at risk of abuse or neglect - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](https://www.oscb.org.uk)

This policy provides the basis for good practice within the school around safeguarding. It should be read in conjunction with the Oxfordshire Safeguarding Children's Board Safeguarding Policies and Procedures, plus the safeguarding appendix documents. These are in keeping with relevant national procedures and reflect what the Trust considers to be safe and professional practice in this context.

This policy applies to all members of staff in our school, including all permanent, temporary and support staff, governors, volunteers, contractors and external service or activity providers.

## **2. AIMS**

The purpose of this policy is to provide all staff, volunteers and governors with the framework they need to keep children safe and secure in our school and to inform parents how we will safeguard their children while they are in our care.

This policy aims to ensure consistent good practice across the school.

This policy aims to demonstrate our school's commitment and culture of vigilance, with regard to safeguarding children.

## **3. THE LEGAL FRAMEWORK**

This policy and the accompanying procedures have been developed in accordance with the following statutory guidance and local safeguarding procedures:

*Working Together to Safeguard Children: A Guide to Inter-Agency Working to Safeguard and Promote the Welfare of Children, July 2018*

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

*Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges, September 2023*

[www.gov.uk/government/publications/keeping-children-safe-in-education--2](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2)

Our school takes seriously its responsibility under section 11 of the Children Act and duties under “working together” to:

- Safeguard and promote the welfare of children.
- Work together with safeguarding partners within the local authority area to ensure adequate arrangements exist within our settings.
- Identify and support those children who are suffering harm or are likely to suffer harm.

Safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- Protecting children from maltreatment.
- Preventing impairment of children’s mental and physical health and 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.

We recognise that our staff, volunteers and governors have a full and active part to play in protecting our children from harm, and that the pupil’s welfare is our paramount concern. We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide a safe and welcoming environment, underpinned by a culture of openness where both children and adults feel secure, and are able to talk and believe that they are being listened to.

We maintain an attitude of ‘it could happen here’ where safeguarding is concerned.

Our school will provide a safe, caring, happy, positive and stimulating environment that promotes the social, physical and moral development of the individual child; a place where children can learn and develop happily in a culture that is free from discrimination or bullying.

This policy applies to all staff, volunteers and governors, and these persons must sign to confirm they have read and understood this policy. The following positions will have responsibility for ensuring this takes place:

- The Headteacher for staff and volunteers.
- The Chair of the Local Governing Body (LGB) for governors.

#### **4. ROLES AND RESPONSIBILITIES**

Key safeguarding personnel and contact details for our school can be found on page 4 of this document.

##### **The Vale Academy Trust**

Our school is a member of the Vale Academy Trust ('the Trust'), and in law it is the Trust that is ultimately accountable for ensuring the safety and wellbeing of all children in Trust schools. However, each school in the Trust has delegated responsibility for its own children; therefore, it is the school staff, supported by the Local Governing Body (LGB), who perform the key safeguarding roles.

In our school, we nominate a senior member of staff to coordinate child protection arrangements and he/she is named on page 4 of this document. We will ensure that the Designated Safeguarding Lead (DSL) or a deputy will always be available (during school hours) for staff to discuss any safeguarding concerns.

Our school's **Designated Safeguarding Lead (DSL)** has overall designated responsibility for safeguarding and will ensure there is always appropriate cover for this role. The responsibilities of all Designated Safeguarding Leads are described in detail in Appendix A.

**The local governing body (LGB)** is collectively responsible for ensuring that safeguarding arrangements are fully embedded within the school's ethos and reflected in the school's day-to-day practice.

**All staff members, governors, volunteers and external providers** know how to recognise signs and symptoms of abuse, how to respond to children who disclose abuse and what to do if they are concerned about a pupil.

St Nicholas C of E School acknowledges the need to treat everyone equally, with fairness, dignity and respect. Any discriminatory behaviours are challenged and children are supported to understand how to treat others with respect. We also have a statutory duty to report and record any of the above incidents.

St Nicholas C of E School and our LGB takes all reasonable action to limit a child's exposure to the risks from the school's IT system by ensuring the school has appropriate filters and monitoring systems in place and regularly reviewing their effectiveness in line with national expectations.

## 5. SUPPORTING CHILDREN

St Nicholas C of E School will support all children by:

- Ensuring the content of the curriculum includes social and emotional aspects of learning through PSHE, RHSE and other curriculum contexts, and ensuring that children are taught about safeguarding so that they recognise when they are at risk and know how to get help when they need it.
- Ensuring a comprehensive curriculum response to online safety, enabling children and parents to learn about the risks of new technologies and social media and to use these responsibly.
- Encouraging children to talk about feelings and ensure they are listened to; providing pupils with a range of appropriate adults to approach as needed.
- Supporting children to feel safe, develop confidence and independence, and increase the development of self-esteem and self-assertiveness while not condoning aggression or bullying.
- Liaising and working together with other support services and those agencies involved in safeguarding children, including domestic abuse, Early Help and preventative services. <https://www.gov.uk/government/consultations/domestic-abuse-act-statutory-guidance>
- Considering intrafamilial harms and any necessary support for siblings following a report of sexual violence and/or harassment.
- Having a positive behaviour management policy that is aimed at supporting vulnerable children in the school. This policy outlines measures to prevent bullying, including cyber-bullying, prejudice-based and discriminatory bullying.
- Having clear procedures in place for addressing and minimising the risk of child-on-child abuse, including harmful sexual behaviours, sexual violence, and sexual harassment (which could take place on or off-line).
- Acknowledging the importance of 'contextual safeguarding', which considers wider environmental factors in a child's life that may be a threat to their safety and/or welfare.
- Alerting the authority if it is aware of any child being looked after under a Private Fostering arrangement. On admission to school, and at other times, the school will be vigilant in identifying any private fostering arrangement.



- Acknowledging that a child who is looked after (CWCF), or has been previously looked after by the Local Authority, potentially remains vulnerable; all staff have the skills, knowledge and understanding to provide support.
- Taking positive action, where it can be shown that it is proportionate, to deal with disadvantages affecting children or young people with certain protected characteristics in order to meet their specific need. For example, taking positive action to support girls if there was evidence they were being disproportionately subjected to sexual violence or sexual harassment. This includes making reasonable adjustments for disabled children and young people and those identified as having special educational needs.

## **6. DEALING WITH A CONCERN AND RECORD KEEPING**

If a member of staff has a concern about a child or if a child tells them they are being abused, exploited or neglected, he/she will appropriately respond by listening and offering reassurance. The staff member should:

1. Make an accurate, factual record as soon as possible including details of:
  - Dates and times of his/her observations.
  - Dates and times of any discussions in which he/she was involved.
  - Any injuries.
  - Explanations given by the child / adult.
  - What action was taken.
  - Any actual words or phrases used by the child.
  - Any questions the staff member asked (remembering not to ask any leading questions).

**The record must be signed and dated by the author (or equivalent on electronic based records).**

2. Listen to the wishes and feelings of the child, but not to promise confidentiality.
3. Report the concern to the DSL/DDSL.
4. The DSL will consider if there is a need for immediate medical intervention, however urgent medical attention should not be delayed if the DSL is not immediately available.
5. In the absence of the DSL or DDSL, staff will refer directly to MASH or the child's social worker (if applicable) and the police (if appropriate), where there is a significant concern.
6. The DSL will ensure any decisions and justifications for those decisions will be

recorded in writing with clear outcomes documented following any action taken.

7. Our school will discuss any concerns we have with the child's parents. There may be occasions when this is not appropriate and school staff will then consult with other agencies prior to involving parents. We will record any decision not to discuss with parents and why.
8. Safeguarding records are kept for individual children and are maintained separately from all other school records relating to the child. Safeguarding records are kept in accordance with General Data Protection Regulations (GDPR).
9. When a child moves to another school, all safeguarding records will be transferred in accordance with GDPR/KCSiE to the receiving school/setting within 5 school days.
10. The Headteacher will be kept informed of any significant concerns by the DSL, if he/she is not the DSL, and all other staff informed on a need-to-know basis.

## **7. THE ROLE OF AN APPROPRIATE ADULT IN SAFEGUARDING**

The Police and Criminal Evidence (PACE) act advises that "The role of the appropriate adult (AA) is to safeguard the rights, entitlements and welfare of juveniles and vulnerable persons", with there being further elaboration that the AA is expected to observe that the police are acting properly and fairly in relation to a vulnerable detained persons rights and entitlements, as well as helping the detained person understand their rights.

## **8. INFORMATION SHARING**

We recognise that all matters relating to Safeguarding are confidential.

All staff members have a professional responsibility to share information with other agencies to safeguard children.

All staff members who come into contact with children will be given appropriate training to understand the purpose of information sharing to safeguard and promote children's welfare.

We will ensure that staff members are confident about what they can and should do according to the law, including how to obtain consent to share information and when information can be shared without consent.

Staff should not assume a colleague or another professional will take action and share information that might be critical in keeping children safe.

## 9. MULTI AGENCY WORKING

We will develop and promote effective working relationships with other agencies, including agencies providing early help services to children, the police and Children's Social Care.

We will ensure that relevant staff members participate in multi-agency meetings and forums, including child protection conferences and core groups, to consider individual children.

We will participate in Child Safeguarding Practice Reviews (CSPR's) and other reviews, filing audits as and when required to do so by the Oxfordshire Safeguarding Children's Board. We will ensure that we have a clear process for gathering the evidence required for reviews and audits, embed recommendations into practice, and complete required actions within agreed timescales.

## 10. SAFER RECRUITMENT

St Nicholas C of E School is committed to ensuring the development of a safe culture, in which all steps are taken to recruit staff and volunteers who are safe to work with our children and staff.

The LGB and Leadership Team are responsible for ensuring that the school follows safe recruitment processes outlined within guidance.

The school maintains an accurate Single Central Record (SCR) in line with statutory guidance. This will be monitored and reviewed to ensure compliance by the LGB and the school's Leadership Team.

The LGB will ensure that at least one of the people who conducts a recruitment interview has completed safer recruitment training.

We are also committed to supporting the statutory guidance from the Department for Education on the application of the Childcare (Disqualification) Regulations 2018 and related obligations under the Childcare Act 2006 in schools. **(Applicable only to nursery, primary and childcare for children up to the age of 8)**

St Nicholas C of E School will ensure that contractors and providers are aware of the school's safeguarding policy and procedures, and understand that this will be referred to and followed if an allegation is made regarding a member of their agency. The school will require that employees and volunteers provided by these organisations use the school's procedures to report concerns.

We will seek assurance that employees and volunteers, provided by organisations to work with our children, have been subjected to the appropriate level of safeguarding checks in line with *Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges*,

2023. If assurance is not obtained, permission to work with our children or use our school premises may be refused.

When we commission services from other organisations, we will ensure that compliance with our policy and procedures is a contractual requirement.

We advise all staff to disclose any reason that may affect their suitability to work with children that could be a transferable risk to their role.

## **11. TRAINING**

All staff in our school are expected to be aware of the signs and symptoms of abuse and must be able to respond appropriately.

Our DSL undergoes training to provide the knowledge and skills required to carry out the role. Our DSL and other members of our safeguarding leadership team undergo their DSL training every 2 years to enable them to fulfil their role.

In our school, all staff receive appropriate safeguarding training at induction and this is updated at least annually.

Separate online safety training is provided to all new staff on appointment as part of their induction process. This includes developing knowledge and understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring. This training will be regularly updated.

**The Trust Board and LGBs** should ensure that **all** governors and trustees receive appropriate safeguarding and child protection (including online safety) training at induction. This training should equip them with the knowledge and understanding to provide strategic challenge, and to assure themselves that the safeguarding policies and procedures in place in our schools are effective. This supports the delivery of a robust whole school/Trust approach to safeguarding. Safeguarding training for governors and trustees should be regularly updated.

We will ensure that staff members provided by other agencies and third parties, e.g. supply teachers and contractors, have received appropriate safeguarding training commensurate with their roles before starting work. They will be given the opportunity to take part in whole-school training if it takes place during their period of work for the school.

The Designated Safeguarding Lead (DSL) will provide briefings to the school on any changes to safeguarding legislation and procedures and relevant learning from Child Safeguarding Practice Reviews (CSPR's) in line with Working Together 2018. These will occur annually, or more frequently when necessary, and will include safeguarding and child

protection updates such as online safety (for example, via emails, e-bulletins and staff meetings), to provide them with the skills and knowledge to safeguard children effectively.

St Nicholas C of E School will maintain accurate and up to date records of staff induction and training.

## **12.WHISTLEBLOWING IN A SAFEGUARDING CONTEXT**

Whilst the Trust has a separate Whistleblowing Policy, this is a summary that outlines the process when there is a concern that safeguarding issues have not been reported or followed correctly.

This does not replace the Whistleblowing Policy and should be read in conjunction with it.

Whistleblowing is a term that is used when staff want to report a concern within their organisation that involves their manager, or a person senior to them, and which may prevent them from following the normal reporting systems.

There are a limited number of areas that can be called Whistleblowing and the policy protects staff from being punished for raising concerns.

The Headteacher is responsible for all staff. If you are concerned that any member of staff within the school is not following safeguarding procedures, or is behaving in a way that is placing children at risk, you should first make the Headteacher aware.

If your concern is about the Headteacher, you should raise this with our Chair of Governors.

If you would prefer to raise your concerns outside of the school, you are able to contact the NSPCC whistleblowing line on 0800 028 0285, or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk) for national organisations, or make contact with Oxfordshire County Council.

If you believe that a member of the school staff is harming a child (an allegation) and this has been reported to the Headteacher with no / insufficient action taken, or the member of staff you have concerns about is the Headteacher, then you are able to contact the Designated Officers team (LADO) on 01865 810603 or email [lado.safeguardingchildren@oxfordshire.gov.uk](mailto:lado.safeguardingchildren@oxfordshire.gov.uk)

If you believe that a child is being abused by individuals outside the school, you can make a referral to Children's Social Care by calling the MASH on **0345 050 7666** (office hours) or **0800 833 408** (outside of office hours).

Further guidance for staff can be accessed through: [Child abuse concerns: guide for practitioners - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/child-abuse-concerns-guide-for-practitioners) and through the NSPCC website [What is Child Abuse & How to Keep Your Child Protected | NSPCC](https://www.nspcc.org.uk/what-is-child-abuse/)

### **13. SITE SECURITY**

All staff members have a responsibility to ensure our buildings and grounds are safe; this includes ensuring the safety of any visitors into school.

St Nicholas C of E School will not accept the behaviour of any individual that threatens school security or leads others, child or adult, to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse the person access to the school site.

### **14. QUALITY ASSURANCE**

We will ensure that systems are in place to monitor the implementation of, and compliance with, this policy and accompanying procedures.

The school's senior leadership team and the LGB will ensure that immediate action is taken to remedy any deficiencies and weaknesses identified in child protection arrangements.

### **15. POLICY REVIEW**

This policy and the associated procedures will be reviewed every academic year. All other linked policies will be reviewed in line with the policy review cycle.

The Designated Safeguarding Lead will ensure that staff members, including volunteers and sessional workers, are made aware of any amendments to policies and procedures.

Additional updates to the Safeguarding Policy and Appendices will take place when needed.

## **APPENDIX A:**

### **The role of the Designated Safeguarding Lead (DSL)**

#### **Managing referrals:**

- Refer cases to MASH and the police, where appropriate, in a timely manner avoiding any delay that could place a child at increased risk.
- Identify any safeguarding issues relating to individual children, especially ongoing enquiries under section 47 of the Children Act 1989.
- Refer to the Oxfordshire Threshold of Needs to assist with decision making - [Oxfordshire-Threshold-of-Needs-2021.pdf \(oscb.org.uk\)](#)
- Act as a source of support, advice and expertise to staff members on matters of child protection and safeguarding, including contextual safeguarding.
- Have responsibility to ensure there is at least one key adult for 'Operation Encompass'\* and a point of contact for 'Child Exploitation' \*. Guiding principles of the scheme are here <https://www.operationencompass.org/school-participation>. An annual information letter must be sent to parents.
- Ensure that the Local Authority is notified if children are persistently absent or missing from education

#### **Record keeping:**

- Keep written (or online) records of safeguarding and welfare concerns and ensure a stand-alone file is created, as necessary, for a child with higher level safeguarding concerns.
- Schools should have at least two emergency contacts for every child in the school in case of emergencies or welfare concerns at the home.
- Maintain a chronology of significant incidents for each child with safeguarding concerns, including a record of decisions made, the reasons for those decisions and follow up outcomes/actions.
- Ensure such records are kept confidentially and securely, and separate from a child's educational record.
- When a child leaves our school, the DSL will contact the DSL at the receiving school and ensure that the safeguarding file is forwarded within 5 school days. We will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written confirmation of receipt from the receiving school and/or evidence of recorded delivery.

#### **Multi-agency working and information sharing:**

- The DSL recognises and is committed to his/her responsibility to work with other professionals and agencies in line with statutory guidance.
- Our school is not the investigating agency when there are child protection concerns. We will, however, contribute to the investigation and assessment processes as required. We recognise the importance of multi-agency working and will support attendance at relevant safeguarding meetings, including Child Protection Conferences, Core Group meetings, Strategy meetings, Child in Need meetings or other early help multi-agency meetings.

#### **Training:**

The DSL will ensure all staff undertake appropriate annual training updates in order to:

- Be able to recognise signs of abuse and how to respond to them, including special circumstances such as child sexual exploitation, female genital mutilation, fabricated or induced illness.

- Understand the assessment process for providing early help and intervention, e.g. OSCB thresholds of need, preventative education and the local offer.
- Have a working knowledge of how the local authority conducts initial and review child protection (CP) case conferences and be able to contribute effectively to them.
- Be alert to the specific needs of children in need (as specified in section 17 of the Children Act 1989): those with special educational needs, pregnant teenagers, young carers, those who are privately fostered, vulnerable to exploitation or radicalisation, and those subject to or hearing domestic abuse.
- Encourage a culture of listening to children and taking account of their wishes and feelings in any action the school takes to protect them.
- Ensure each member of staff has read and understood the school's Safeguarding Policy and procedures, including providing induction on these matters to new staff members. Induction and training must include the school's Behaviour Policy, procedures for managing children who are absent from education, the Staff Code of Conduct, the Child Protection Policy, responsibilities in relation to the filtering and monitoring of ICT, dealing with disclosures and managing allegation procedures.
- Ensure that all staff are aware of key school policies which support safeguarding. These should be explained as part of the induction process for new staff.

The DSL will also ensure that:

- DSL training remains in date (every 2 years).
- All staff members attend **face-to-face, whole-school** safeguarding training at least **every three years** (annual training may be online/recorded).
- The school allocates time and resources every year for relevant staff members to attend specific safeguarding training and receive continuous professional development opportunities.
- Accurate records are maintained of induction, ongoing training and continual professional development (CPD) relating to safeguarding.

#### **Awareness raising:**

- Ensure our school's Child Protection Policy is known, understood and used appropriately.
- Ensure our school's Safeguarding Policy is reviewed annually (as a minimum) and that the procedures are updated and reviewed regularly.
- Ensure our Safeguarding Policy is available publicly, that parents know referrals about suspected abuse or neglect may be made and the role of the school in this.
- Ensure that all staff are aware of the school's policy on ICT safety and understand the expectations, applicable roles and responsibilities in relation to filtering and monitoring.

#### **Quality assurance:**

- Monitor the implementation of and compliance with policy and procedures, including periodic audits of safeguarding files (at a minimum once a year).
- Complete the 175/157 Annual Safeguarding Report and submit it to the Local Authority.
- Provide regular safeguarding reports to the Local Governing Body, detailing changes and reviews to policy, training undertaken by staff members and the number of children with child protection plans and other relevant data.
- Take lead responsibility for remedying any deficiencies and weaknesses identified in safeguarding arrangements.



**Support for staff:**

- The school will have a framework for providing opportunities for staff, who are working directly with vulnerable children and young people, to have regular access to an appropriate manager to talk through and reflect on their involvement with each case.

## **APPENDIX B:**

### **Safeguarding Procedures**

**Definitions:**

- **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the Internet). They may be abused by an adult or adults or another child or children.
- **Children** are any people who have not yet reached their 18<sup>th</sup> birthday; a 16-year-old, whether living independently, in further education, in the armed forces or in hospital, is a child and is entitled to the same protection and services as anyone younger. KCSIE applies to providers of post 16 education as set out Education and Training (Welfare of Children) Act 2021.
- **Child protection** is part of safeguarding and promoting the welfare of children and refers to activity undertaken to protect specific children who are suffering, or likely to suffer, significant harm or significant harm is suggested.
- **Early help** means providing support as soon as a problem emerges, at any point in a child's life from the foundation years to teenage years.
- **Harm** is ill treatment or impairment of health and development, including impairment suffered from seeing or hearing the ill treatment of another.
- **Safeguarding children** is the action we take to promote the welfare of children and protect them from harm.
- **Safeguarding and promoting the welfare of children** is defined as:
  - protecting children from maltreatment
  - preventing the impairment of children's mental health, 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

School staff are particularly important, as they are in a position to identify concerns early, provide help for children, promote children's welfare and prevent concerns from escalating (KCSIE 2023)

A bespoke helpline is available for children and young people who have experienced abuse at school, and for worried adults and professionals who need support and guidance. If you are concerned about something, you can contact the NSPCC helpline Report Abuse in Education on **0800 136 663** or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

- **Significant harm** is the threshold that justifies compulsory intervention in the family in the best interests of the child. Section 47 of the Children Act 1989 states 'where the question of whether harm suffered by a child is significant turns on the child's health or development; his health or development shall be compared with that which could reasonably be expected of a similar child.'
- **Vulnerable children:** Any child may benefit from [Early Help and the Locality Community Support Service \(LCSS\) - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#) but all school staff should be particularly alert to the potential need for early help for a child who:
  - Is disabled and has specific additional needs.
  - Has special educational needs (whether or not they have a statutory Education, Health and Care Plan).
  - Is a young carer.
  - Is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups.
  - Is frequently missing/goes missing from care or from home.
  - Is at risk of modern slavery, trafficking or exploitation.
  - Is at risk of being radicalised or exploited.
  - Is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse.  
<https://www.gov.uk/government/collections/domestic-abuse-bill>
  - Is misusing drugs or alcohol.
  - Has returned home to their family from care.
  - Is a privately fostered child.

### CATEGORIES OF ABUSE:

- **Emotional abuse** is the persistent emotional maltreatment of a child such that it causes severe and persistent adverse effects on the child's emotional development, and conveying that he/she is worthless or unloved, inadequate or valued only insofar as he/she meets the needs of another person. It may include:
  - Not giving a child opportunities to express his/her views.
  - Deliberately silencing or 'making fun' of what a child says or how he/she communicates.

It may feature:

- Age or developmentally inappropriate expectations being imposed on a child.
- Interactions that are beyond a child's developmental capability.
- Overprotection and limitation of exploration and learning.
- Preventing a child from participating in normal social interaction.
- Seeing or hearing the ill-treatment of another.
- Serious bullying (including cyberbullying).
- Causing a child to frequently feel frightened or in danger, or exploiting or corrupting a child.

Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

- **Neglect** is the persistent failure to meet a child's basic physical 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 misuse. Once a child is born, it may involve a parent 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. Educational neglect is also considered: <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/neglect/>

- **Physical abuse** may involve hitting, shaking, throwing, poisoning, burning, 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.
- **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 a child to behave in sexually inappropriate ways or grooming a child in preparation for abuse. Sexual abuse can take place online and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education (KCSIE 2023).

#### **MENTAL HEALTH:**

- All staff should also be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem, or be at risk of developing one.
- Where a child has suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these experiences can impact on a child's mental health, behaviour and education.
- If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken following the school's Child Protection Policy and speaking to the Designated Safeguarding Lead or a deputy.

<https://www.gov.uk/government/publications/promoting-children-and-young-peoples-emotional-health-and-wellbeing>

The department has published advice and guidance [Preventing bullying - GOV.UK \(www.gov.uk\)](#) and [Mental Health and Behaviour in Schools](#). In addition, Public Health England has produced a range of resources to support secondary school teachers to promote positive health, wellbeing and resilience among young people, including its guidance [Promoting children and young people's emotional health and wellbeing](#). Its resources include social media, forming positive relationships, smoking and alcohol. See [Every Mind Matters](#) for links to all materials and lesson plans.

## APPENDIX C:

### Further information

#### Female Genital Mutilation

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia, or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences. Professionals in all agencies and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM or already having suffered FGM. [Harmful Practices - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

- **Indicators** - There is a range of potential indicators that a girl may be at risk of FGM. Warning signs that FGM may be about to take place, or may have already taken place, can be found on pages 16-17 of the Multi-Agency Practice Guidelines, and Chapter 9 of those Guidelines (pp42-44) focuses on the role of schools and colleges. Section 5C of the Female Genital Mutilation Act 2003 (as inserted by section 75 of the Serious Crime Act 2015) gives the Government powers to issue statutory guidance on FGM to relevant persons. Once the government issues any statutory multi-agency guidance this will apply to schools and colleges.
- **Actions** - If staff have a concern they should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with police and children's social care. Mandatory reporting commenced in October 2015. These procedures remain when dealing with concerns regarding the potential for FGM to take place. Where a teacher discovers that an act of FGM appears to have been carried out on a girl who is aged under 18, there will be a statutory duty upon that individual to report it to the police.
- **Mandatory Reporting Duty** -From October 2015, Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) placed a statutory duty upon teachers, along with social workers and healthcare professionals, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies. Unless the teacher has a good reason not to, they should still consider and discuss any such case with the school's Designated Safeguarding Lead and involve the Integrated Front Door as appropriate.

### **Fabricated or Induced Illness**

Staff must be aware of the risk of children being abused through fabricated or induced illness (FII). There are three main ways of the carer fabricating or inducing illness in a child.

These are not mutually exclusive and include:

- Fabrication of signs and symptoms. This may include fabrication of past medical history.
- Fabrication of signs and symptoms and falsification of hospital charts and records and specimens of bodily fluids. This may also include falsification of letters and documents.
- Induction of illness by a variety of means.

Where this is identified and considered a risk, a referral will be made to the MASH for support and guidance. School may involve other agencies in making their assessments. That could include school nurse, community paediatrician, occupational therapists etc.

### **Gang and Youth / Serious Violence**

Children and young people who become involved in gangs are at risk of violent crime and as a result of this involvement are deemed vulnerable. Agencies and professionals have a responsibility to safeguard these children and young people and to prevent further harm both to the young person and their potential victims. Risks associated with gang activity include access to weapons (including firearms), retaliatory violence and territorial violence with other gangs, knife crime, sexual violence and substance misuse

<https://www.gov.uk/government/publications/serious-violence-strategy>

Children are also increasingly being targeted and recruited online using social media. Children can easily become trapped by this type of exploitation as county lines gangs can manufacture drug debts which need to be worked off, or threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

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

- going missing and subsequently being found in an area away from home;
- having been the victim or perpetrator of serious violence (e.g. knife crime).

### **Faith Based Abuse**

Our policy recognises the 'National Action Plan to Tackle Abuse linked to faith or belief' which describes this abuse as:

*'not about challenging people's beliefs, but where beliefs lead to abuse that must not be tolerated. This includes belief in witchcraft, spirit possession, demons or the devil, the evil eye, or djinns, dakini, kindoki, ritual or muti murders and use of fear of the supernatural to make children comply with being trafficked for domestic slavery or sexual exploitation. The beliefs which are not confined to one faith, nationality or ethnic community.'*

When this type of abuse is suspected staff will make a referral to the MASH Team for support and guidance.

## **Risk of Trafficking**

Article 3 of the Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention Against Transnational Organised Crime to the UN Convention (2000) (ratified by the UK on 6 February 2006) defines trafficking as:

“Trafficking of persons” shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat of or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used.

The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered “trafficking in persons” even if this does not involve any of the means set forth in sub-paragraph (a) of this article

“Child” shall mean any person under eighteen years of age.

Children trafficked into the country may be registered at a school for a term or longer, before being moved to another part of the UK or abroad. This pattern of registration and de-registration may be an indicator that a child has been trafficked. It has been identified as a particular concern in schools which are situated near ports of entry, but practitioners should be alert to this possibility in all schools. However, practitioners should always bear in mind that not all children who go missing from education have been victims of trafficking. For example, there may be instances of children from communities that move around – Gypsy, Roma, traveller or migrant families – who collectively go missing from school.

If a member of the school staff suspects that a child may have been trafficked, they should act immediately to inform the senior member of staff with designated responsibility for child protection and ensure that police or local authority children’s social care are contacted immediately.

## **Risks Associated with Parent/Carer Mental Health**

The majority of parents who suffer mental ill-health can care for and safeguard their children and/or unborn child. Some parents, however, will be unable to meet the needs and ensure the safety of their children.

Our approach is to recognise, seek support, instil preventive factors and monitor. The Designated Safeguarding Lead should seek support through the Early Help team but

escalate to the MASH Team if concerned that the child involved is being placed at immediate risk of harm.

### **Drugs and Alcohol**

Children can be at risk of drugs and alcohol directly and indirectly. They may be at direct risk of having access to these substances (see guidance on gangs) or indirectly because they affect family life at home through use by parents/carers, siblings, child-minders etc. Risks associated with drugs and alcohol should be built into the curriculum policy.

More details can be found at: [Substance Misuse - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](http://oscb.org.uk)

### **Honour Based Violence and Forced Marriages**

Honour Based Violence and Forced Marriage refers to a collection of practices used to control behaviour within families to protect perceived cultural or religious beliefs and honour. Violence can occur when offenders perceive that a relative has shamed the family or community by breaking their 'code of honour'. Honour Based Violence cuts across all cultures and communities: Turkish, Kurdish, Afghani, South Asian, African, Middle Eastern, South and Eastern European for example. This is not an exhaustive list. Where a culture is heavily male dominated, HBV may exist.

'A forced marriage is a marriage in which one or both spouses do not (or, in the case of some vulnerable adults, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure.' In addition, since February 2023 it has also been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages.

For more information see:

<http://www.fco.gov.uk/en/travel-and-living-abroad/when-things-go-wrong/forced-marriage/>

<http://www.karmanirvana.org.uk/>

### **Managing Allegations against School Staff (including those accessing the school premises)**

The Local Authority Designated Officer for Allegations (LADO) must be told of allegations against adults working with children and young people within 24 hours. This includes allegations relating to individuals or organisations using the school premises for the purpose of running activities for children (for example community groups, sports associations or service providers that run extra-curricular activities). As with any safeguarding allegation, schools should follow their safeguarding policies and procedures, including informing the LADO.

Chairs of Governors should refer to this guidance if there is an allegation against the Headteacher. This includes all cases that meet the harm threshold where a person is alleged to have:

- Behaved in a way that has harmed, or may have harmed a child.
- Possibly committed a criminal offence against, or related to, a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children. This includes behaviour that may have happened outside of school, that might make an individual unsuitable to work with children and is known as transferable risk. Where appropriate an assessment of transferable risk to children with whom the person works should be undertaken. If in doubt seek advice from the local authority designated officer (LADO).

There are two levels of allegation/concern:

1. Allegations that may meet the harms threshold (see definition above).
2. Allegations/concerns that do not meet the harm threshold – referred to in 2023 guidance as ‘low level concerns’.

Governing bodies should have policies and processes to deal with concerns (including allegations) which do not meet the harm threshold. Concerns may arise in several ways and from a number of sources. For example: suspicion, complaint or disclosure made by a child, parent or other adult within or outside of the organisation; or as a result of vetting checks undertaken.

It is important that schools have appropriate policies and processes in place to manage and record any such concerns and take appropriate action to safeguard children.

**‘Low Level Concerns’** - Creating a culture in which all concerns about adults, including allegations that do not meet the harm threshold, are shared responsibly and with the right person, recorded and dealt with appropriately, is critical.

A low-level concern is any concern - no matter how small, and even if no more than causing a sense of unease or a ‘nagging doubt’ - that an adult working in or on behalf of the school may have acted in a way that is inconsistent with the Staff Code of Conduct, including inappropriate conduct outside of work and does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO. Examples of such behaviour could include, but are not limited to:

- Being over friendly with children.
- Having favourites.
- Taking photographs of children in their mobile phone.
- Engaging with a child on a one-to-one basis in a secluded area or behind a closed door.



- Humiliating children.

Such concerns should always be recorded and reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified.

The Local Authority Designated Officer is Jo Lloyd, contactable by phone on 01865 810603 or by email at [lado.safeguardingchildren@oxfordshire.gov.uk](mailto:lado.safeguardingchildren@oxfordshire.gov.uk)

An Allegation and Consultation Referral Form must be completed by the Headteacher in full and forwarded to the LADO via email within 24 hours of the concern being raised.

### **Preventing Radicalisation**

Protecting children from the risk of radicalisation should be part of a school's wider safeguarding duties and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation, it is possible to intervene to prevent susceptible people being radicalised.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. Specific background factors may contribute to vulnerability which are often combined with specific influences, such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The Internet and the use of social media has become a major factor in the radicalisation of young people. As with managing other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may need help or protection. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately, which may include making a referral to the Channel programme.

From 1 July 2015 all schools are subject to a duty under section 26 of the Counterterrorism and Security Act 2015 ('The CTSA 2015'). Schools must have regard to statutory PREVENT GUIDANCE issued under section 29 of the CTSA 2015. Paragraphs 57-76 of the Prevent guidance are concerned specifically with schools' responsibility to prevent people from being drawn into terrorism. This duty is known as the 'Prevent' duty. It applies to a wide range of public-facing bodies.

The statutory Prevent guidance summarises the requirements on schools in terms of four general themes:

1. Risk assessment.
2. Working in partnership.
3. Staff training.
4. IT policies.

Schools are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area, and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them. Schools should have clear procedures in place for protecting children at risk of radicalisation. It is not necessary for schools to have distinct policies on implementing the Prevent duty. The Prevent duty builds on existing local partnership arrangements. For example, governing bodies and proprietors of all schools should ensure that their safeguarding arrangements consider the policies and procedures of Local Safeguarding Children Board (LSCBs).

Designated Safeguarding Leads and other senior leaders should familiarise themselves with the revised [Prevent duty guidance: for England and Wales](#).

The Prevent guidance refers to the importance of Prevent awareness training to equip staff to identify children at risk of being drawn into terrorism and to challenge extremist ideas. Individual schools are best placed to assess the training needs of staff in the light of their assessment of the risk to children at the school of being drawn into terrorism. As a minimum, however, schools should ensure that the Designated Safeguarding Lead undertakes Prevent awareness training and is able to provide advice and support to other members of staff on protecting children from the risk of radicalisation.

Schools must ensure that children are safe from terrorist and extremist material when accessing the Internet in schools. Schools should ensure that suitable filtering is in place. It is also important that schools teach children about online safety more generally. Further information and guidance are available on the OSCB website: [Radicalisation - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

The Department for Education has also published advice for schools on the Prevent duty; this is intended to complement the Prevent guidance and signposts other sources of advice and support. <https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

## **Channel**

School staff should understand when it is appropriate to make a referral to the Channel team. Channel is a programme which focuses on providing support at an early stage to people who are identified as being susceptible to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be susceptible to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages and an individual will be required to provide their consent before any support delivered through the programme is provided.

Section 36 of the CTSA 2015 places a duty on local authorities to ensure Channel panels are in place. The panel must be chaired by the local authority and include the police for the relevant local authority area. Following a referral, the panel will assess the extent to which identified individuals are at risk of being drawn into terrorism and, where considered appropriate and necessary, ensure consent is obtained and support arranged and provided to those individuals. Section 38 of the CTSA 2015 requires partners of Channel panels to co-operate with the panel in the carrying out of its functions and with the police in providing information about a referred individual. Schools are required to have regard to Keeping

Children Safe in Education and, as partners, are required to cooperate with local Channel panels. Channel guidance can be found here:  
<https://www.gov.uk/government/publications/channel-and-prevent-multi-agency-panel-pmap-guidance>

### **Children Who Are Absent from Education**

All children, regardless of their circumstances, are entitled to a full-time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Local authorities have a duty to establish, as far as it is possible to do so, the identity of children of compulsory school age who are absent for prolonged periods or missing from education in their area.

Children being absent from education for prolonged periods and/or on repeat occasions can act as a vital warning sign of a range of safeguarding issues including neglect, child sexual and criminal exploitation - particularly county lines. School staff should follow the school's procedures for dealing with children who are persistently absent and children missing education to identify such abuse as early as possible. In the case of persistently absent children, this helps prevent the risk of them becoming missing from education in the future. This includes when problems are first emerging but also where children are already known to local authority children's social care and have a social worker (such as a child who is a Child in Need, who has a Child Protection Plan or is a Child We Care For), where being absent from education may increase known safeguarding risks within the family or in the community. See 'Working together to improve school attendance.' for further guidance:  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1099677/Working\\_together\\_to\\_improve\\_school\\_attendance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1099677/Working_together_to_improve_school_attendance.pdf)

Schools should put in place appropriate safeguarding policies, procedures and responses for children who are identified as absent or missing from education, particularly on repeat occasions. It is essential that all staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns, such as travelling to conflict zones, FGM and forced marriage.

The law requires all schools to have an admission register and, with the exception of schools where all children are boarders, an attendance register. All children must be placed on both registers. An appropriate response is needed when a child has poor attendance or is regularly missing education.

<https://www.gov.uk/government/publications/children-missing-education>

All schools must inform their local authority of any child who is going to be deleted from the admission register where they:

- Have been taken out of school by their parents and are being educated outside the school system (e.g. home education), or have ceased to attend school and no longer live within reasonable distance of the school at which they are registered.
- Have been certified by an appropriate medical practitioner as unlikely to be in a fit state of health to attend school before ceasing to be of compulsory school age, and

neither he/she nor his/her parent has indicated the intention to continue to attend the school after ceasing to be of compulsory school age.

- Are in custody for a period of more than four months due to a final court order and the proprietor does not reasonably believe they will be returning to the school at the end of the period.
- Have been permanently excluded.

The local authority must be notified when a school is going to delete a child from its register under the above circumstances. Schools should contact the Admissions Team: Tel: 01865 815175. This should be done as soon as the grounds for deletion are met, but no later than deleting the child's name from the register. It is essential that schools comply with this duty so that local authorities can, as part of their duty to identify children of compulsory school age who are missing education, follow up with any child who might be in danger of not receiving an education and who might be at risk of abuse or neglect.

All schools must inform the local authority of any child who fails to attend school regularly, or has been absent without the school's permission for a continuous period of 10 school days or more, at such intervals as are agreed between the school and the local authority (or in default of such agreement, at intervals determined by the Secretary of State).

### **Child Sexual Exploitation & Child Criminal Exploitation**

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status and access to economic or other resources. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator. The abuse can be perpetrated by individuals or groups, males or females and children or adults.

The abuse can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual, and it should be treated as exploitation. As well as being physical, it can be facilitated and/or take place online.

### **Child Sexual Exploitation (CSE)**

CSE occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity. This might be in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. CSE can affect any child or young person (male or female) under the age of 18 years, including 16- and 17-year-olds who can legally consent to have sex. It can include both contact (penetrative and non-penetrative acts) and non-contact

sexual activity and may occur without the child or young person's immediate knowledge (e.g., through others copying videos or images they have created and posted on social media). CCE indicators can also be indicators of CSE, as can children who have older boyfriends or girlfriends and children who suffer from sexually transmitted infections or become pregnant.

The department provides: [Child sexual exploitation: guide for practitioners](#)

A full list of indicators can be found here: [Child Sexual Exploitation - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

### **Child Criminal Exploitation (CCE)**

While there is still no legal definition of 'Child Criminal Exploitation' or CCE, it is increasingly being recognised as a major factor behind crime in communities, while also simultaneously victimising vulnerable young people and leaving them at risk of harm. A simple definition of CCE is: CCE often occurs without the victim being aware that he/she is being exploited and involves young people being encouraged, cajoled or threatened to carry out crime for the benefit of others. In return they are offered friendship or peer acceptance, but also cigarettes, drugs (especially cannabis), alcohol or even food and accommodation.

County Lines is a term used to describe gangs, groups or drug networks that supply drugs from urban to suburban areas across the country, including market and coastal towns, using dedicated mobile phone lines or 'deal lines.' They exploit children and vulnerable adults to move the drugs and money to and from the urban area, and to store the drugs in local markets. They will often use intimidation, violence and weapons, including knives, corrosives, and firearms. County lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery and missing persons and the response to tackle it involves the police, the National Crime Agency, a wide range of Government departments, local government agencies and voluntary and community sector organisations. County lines activity and the associated violence, drug dealing and exploitation has a devastating impact on children, young people, vulnerable adults and local communities. Further information can be found here: [Child Criminal Exploitation - Oxfordshire Safeguarding Children Board \(oscb.org.uk\)](#)

### **Sexual Harassment, Violence, Harmful Sexual Behaviours (inc. child on child abuse, consent and 'upskirting')**

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence refers to sexual offences under the Sexual Offences Act 2003, including rape, assault by penetration and sexual assault.

It is important that schools are aware of sexual violence and the fact children can, and sometimes do, abuse their peers in this way. When referring to sexual harassment we mean 'unwanted conduct of a sexual nature' that can occur online and offline and both inside and outside of school. When we reference sexual harassment, we do so in the context of child on child sexual harassment. Sexual harassment is likely to: violate a child's dignity and/or make the victim feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing. DfE guidance places sexual violence, sexual harassment and harmful sexual behaviour in the context of developing a whole-school safeguarding culture, where sexual misconduct is seen as unacceptable and not 'banter' or an inevitable part of growing up. Advice about tackling and reporting sexual harassment in schools is available in the DfE guidance Keeping Children Safe in Education 2023

It should be recognised that these issues are likely to occur in every school community and so procedures should be in place to deal with them. Groups at particular risk include girls, children and young people who identify as Lesbian, Gay, Bisexual, Transgender+ (LGBT+) or who are perceived by peers to be LGBT+, and children with SEND. We recognise that these children can be targeted by other children, so it is vital that school provides a safe space for these children to speak out and share their concerns with members of staff. Children are protected from 'upskirting', bullying, homophobic, biphobic and transphobic behaviour, racism, sexism and other forms of discrimination. Staff have familiarity with the Equality Act 2010 and the Public Sector Equality Duty (PSED), the Human Rights Act 1998 and recent reforms to the Act and how they apply to safeguarding

<https://www.gov.uk/government/consultations/human-rights-act-reform-a-modern-bill-of-rights/outcome/human-rights-act-reform-a-modern-bill-of-rights-consultation-response> ,

Our school acknowledges the need to treat everyone equally, with fairness, dignity and respect. Any discriminatory behaviours are challenged and children are supported to understand how to treat others with respect. We also have a statutory duty to report and record any of the above incidents. Staff must record incidents across the whole spectrum of sexual violence, sexual harassment and harmful sexualised behaviours so that they can understand the scale of the problem in their own schools and make appropriate plans to reduce it.

All such incidents should be immediately reported to the Designated Safeguarding Lead (DSL), or equivalent, and managed in line with the school's Child Protection and related policies. Victims of harm should be supported by the school's pastoral system, ensuring that their wishes and feelings are considered and they understand the law on child-on-child abuse is there to protect them, not criminalise them.

The appropriate safeguarding lead person should be familiar with the full guidance from the UK Council for Internet Safety (UKCIS), Sharing nudes and semi-nudes: advice for education settings working with children and young people  
<https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

## **Upskirting**

'Upskirting' is where someone takes a picture under a person's clothing (not necessarily a skirt) without their permission and/or knowledge, with the intention of viewing their genitals or

buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender can be a victim. The Voyeurism (Offences) Act, which is commonly known as the Upskirting Act, came into force on 12 April 2019.

## **Consent**

Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another, e.g. to vaginal but not anal sex or penetration with conditions, such as wearing a condom. Consent can be withdrawn at any time during sexual activity and each time activity occurs. Someone consents to vaginal, anal or oral penetration only if s/he agrees by choice to that penetration and has the freedom and capacity to make that choice. Further information about consent can be found here: [Rape Crisis England & Wales -](#)

## **Sexual consent**

- A child under the age of 13 can never consent to any sexual activity.
- The age of consent is 16.

## **Online Safety, Remote Learning and Filtering & Monitoring**

It is essential that children are safeguarded from potentially harmful and inappropriate online material. An effective whole-school approach to online safety empowers a school to protect and educate children, young people and staff in the use of technology. It also establishes mechanisms to identify, intervene in and escalate any concerns when appropriate to do so.

The breadth of issues classified within online safety is considerable and ever evolving, but can be categorised into four areas of risk:

1. **Content:** being exposed to illegal, inappropriate or harmful content. For example pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
2. **Contact:** being subjected to harmful online interaction with other users. For example peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other gain.
3. **Conduct:** online behaviour that increases the likelihood of, or causes, harm. For example making, sending and receiving explicit images (consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying.
4. **Commerce:** risks such as online gambling, inappropriate advertising, phishing and/or financial scams. If you feel your children, young people or staff are at risk, please report it to the Anti-Phishing Working Group (<https://apwg.org/>)

St Nicholas C of E School has an Information and Communications Technology Acceptable Use Policy, which covers the use of mobile phones, cameras and other digital recording devices such as iPads. This policy reinforces the importance of online safety.

## Filters and monitoring

Governing bodies are doing all that they reasonably can to limit children's exposure to the above risks from the school's IT system. As part of this process, governing bodies ensure their school has appropriate filters and monitoring systems in place and that there is regular review of their effectiveness.

Whilst considering their responsibility to safeguard and promote the welfare of children and provide them with a safe environment in which to learn, governing bodies also consider the age range of their children, those who are potentially at greater risk of harm and how often they access the IT system, along with the proportionality of costs versus safeguarding risks.

The appropriateness of any filters and monitoring systems are a matter for individual schools and will be informed, in part, by the risk assessment required by the Prevent Duty.

To support schools to meet this duty, the Department for Education has published filtering and monitoring standards (see below link) which set out that schools should:

- Identify and assign roles and responsibilities to manage filtering and monitoring systems.
- Review filtering and monitoring provision at least annually.
- Block harmful and inappropriate content without unreasonably impacting teaching and learning.
- Have effective monitoring strategies in place that meet their safeguarding needs.

Governing bodies understand their responsibilities for periodically reviewing the effectiveness of these procedures and the standards, and will discuss this with IT staff and service providers, discussing what more needs to be done to support schools in meeting this standard. This includes an understanding of responsibilities to have an appropriate level of security protection and an understanding of evolving cyber-crime technologies and e-security.

Monitoring and filtering standards: <https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/filtering-and-monitoring-standards-for-schools-and-colleges>

Cyber security standards: <https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/cyber-security-standards-for-schools-and-colleges>

The Policy for Remote Learning demonstrates an understanding of how to follow safeguarding procedures when planning remote education strategies and teaching remotely. The school maintains the capability to provide remote education when it is not possible for some or all of their children to attend in person.

<https://www.gov.uk/government/publications/providing-remote-education-guidance-for-schools>



## **Pre-Appointment Checks and Safer Recruitment**

Any offer of appointment made to a successful candidate, including one who has lived or worked abroad, must be conditional on satisfactory completion of the necessary pre-employment checks.

When appointing new staff, schools must:

- Verify a candidate's identity. Identification checking guidelines can be found on the GOV.UK website.
- Obtain (via the applicant) an enhanced DBS certificate (including barred list information for those who will be engaging in regulated activity).
- Obtain a separate barred list check if an individual will start work in regulated activity before the DBS certificate is available.
- Verify the candidate's mental and physical fitness to carry out their work responsibilities. A job applicant can be asked relevant questions about disability and health to establish whether they have the physical and mental capacity for the specific role.
- Verify the person's right to work in the UK, including EU nationals. If there is uncertainty about whether an individual needs permission to work in the UK, follow advice on the GOV.UK website.
- If the person has lived or worked outside the UK, make any further checks the school considers appropriate and verify professional qualifications, as appropriate.
- Verify professional qualifications, as appropriate. The Teaching Regulation Agency's (TRA) Employer Access Service should be used to verify any award of qualified teacher status (QTS), and the completion of teacher induction or probation.
- Carry out an online search on shortlisted candidates to help identify any issues that are publicly available online. Shortlisted candidates will be informed before online searches are carried out. Ensure that evidence of these checks has been retained.

In addition:

- Independent schools, including academies and free schools, must check that a person taking up a management position is not subject to a section 128 direction made by the Secretary of State.
- Ensure that an applicant to be employed to carry out teaching work is not subject to a prohibition order issued by the Secretary of State, for prohibition checks or any sanction or restriction imposed (that remains current) by the GTCE before its abolition in March 2012.
- All schools providing childcare must ensure that appropriate checks are carried out to ensure that individuals employed to work in reception classes or in wraparound care for children up to the age of 8, are not disqualified from working in these settings under the 2018 Childcare Disqualification Regulations.
- The Education and Training (Welfare of Children) Act 2021 extended safeguarding provisions to providers of post 16 Education: 16-19 Academies, Special Post-16 institutions and Independent Training Providers.

### **Single Central Record**

Schools must keep a Single Central Record. The Single Central Record must cover the following people:

- All staff (including supply staff and teacher trainees on salaried routes) who work at the school.

The information that must be recorded in respect of staff members (including teacher trainees on salaried route) is whether the following checks have been carried out, or certificates obtained, and the date on which each check was completed/certificate obtained:

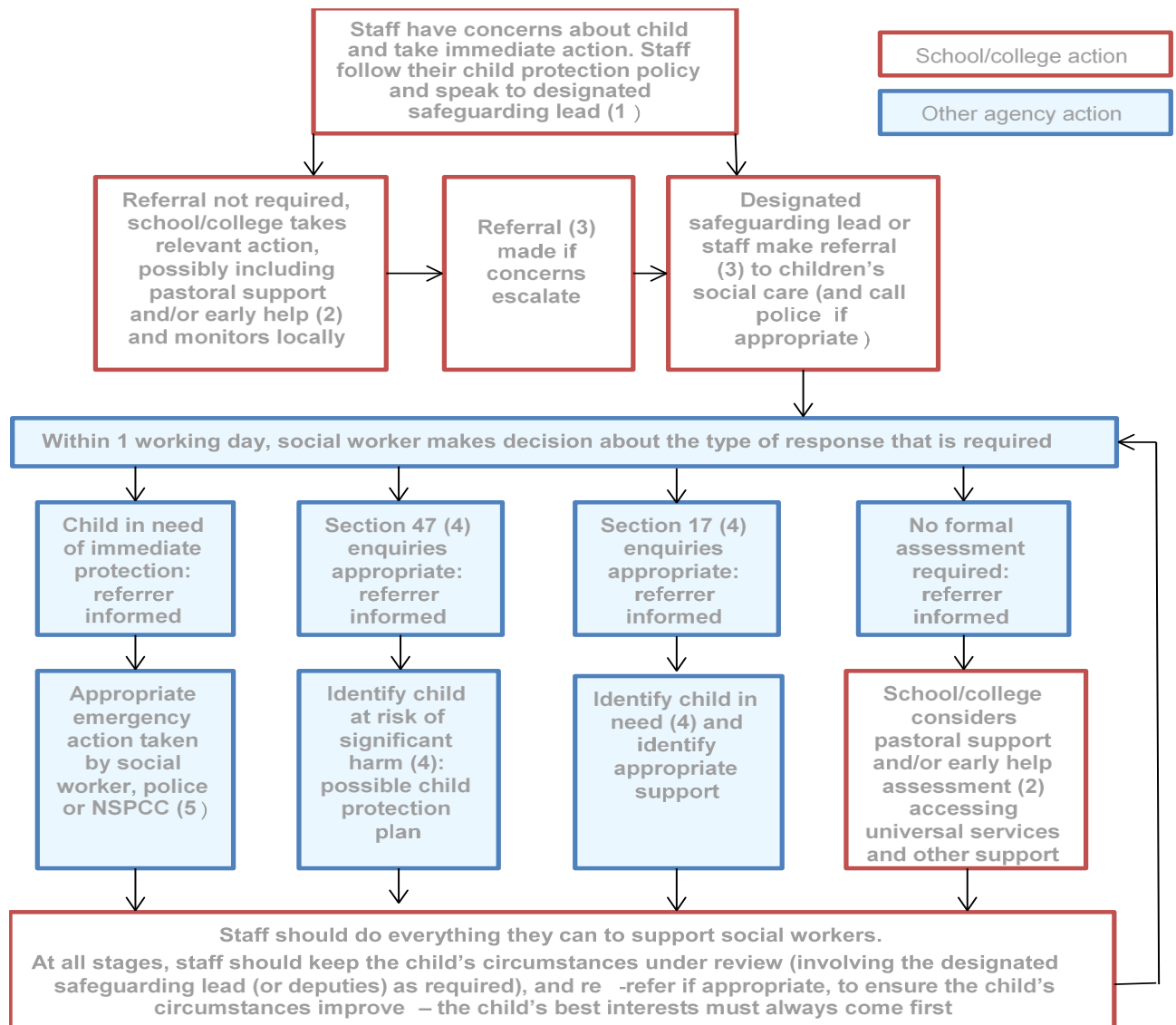
- An identity check / a barred list check / an enhanced DBS check / a DBS certificate / a prohibition from teaching check.
- Further checks on people who have lived or worked outside the UK – overseas checks/right to work.
- A check of professional qualifications and a check to establish the person's right to work in the United Kingdom.

For supply staff, schools should also include whether written confirmation that the employment business supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, whether any enhanced DBS check certificate has been provided in respect of the member of supply staff and the date that confirmation was received.

The details of an individual should be removed from the Single Central Record once they no longer work at the school.

Maintained school governors - Governors in maintained schools are required to have an enhanced criminal records certificate from the DBS. It is the responsibility of the Governing Body to apply for the certificate for any of their governors who do not already have one. Governance is not a regulated activity and so they do not need a barred list check unless, in addition to their governance duties, they also engage in regulated activity.

## Appendix D: Actions where there are concerns about a child



- (1) In cases which also involve a concern or an allegation of abuse against a staff member.
- (2) Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. Chapter one of [Working Together to Safeguard Children](#) provides detailed guidance on the early help process.
- (3) Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of [Working Together to Safeguard Children](#).
- (4) Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Chapter one of [Working Together to Safeguard Children](#). (5) This could include applying for an Emergency Protection Order (EPO).