



SAFEGUARDING AND CHILD PROTECTION POLICY

FOR TRUST CENTRAL STAFF

THIS POLICY WAS APPROVED:	AUTUMN 2021
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MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW:	DIRECTOR OF PRIMARY EDUCATION
THIS POLICY WAS DISTRIBUTED TO:	TRUST LEADERSHIP GROUP TRUST CENTRAL STAFF

Trust Personnel Responsible for Safeguarding

Designated Safeguarding Lead (DSL), Designated Safeguarding Persons (DSP), Deputy Designated Safeguarding Lead (DDSL), SPOC Prevent Lead (PL)

Role	Academy	Name	Contact No.	E-mail address	Safer Recruitment trained Y/N
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PL		Vanessa Larkins, Deputy Principal		vlarkins@bassingbournvc.org	Y
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PL		Rachael Johnston, Headteacher		head@bottishamprimary.org	Y
DSL	Bottisham Village College	Dominic Fullman, Deputy Principal	01223 811250	dfullman@bottishamvc.org	Y
DSP		Jenny Rankine, Principal Ed Compton, Deputy Principal Imogen Axton, Assistant Principal Matt Merry, Assistant Principal Andrew Gee, Assistant Principal Denise Cook, Pastoral Support Worker Sally Irvine, Safeguarding and Behavior Intervention Lead		jtaylor@bottishamvc.org (PA) ecompton@bottishamvc.org iaxton@bottishamvc.org mmerry@bottishamvc.org agee@bottishamvc.org csaunders@bottishamvc.org dcook@bottishamvc.org sirvine@bottishamvc.org	Y Y N N N N N
PL		Andrew Gee, Assistant Principal		agee@bottishamvc.org	N
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PL		Alison Weir, Headteacher Sophie Pullen, Assistant Head / SENDCo		aweir@howardprimary.org spullen@howardprimary.org	N
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DSP		Rachel Holt, SENCO		rholt@icknield.cambs.sch.uk	N
PL		Ishbel Coleman, Headteacher		Head@icknield.cambs.sch.uk	Y
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DDSL		Kirsty Brown, Assistant Principal		kbrown@joycefrankland.org	Y
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DSL	Linton Heights Junior School	James Puxley, Headteacher	01223 892210	Head@lintonheightsjunior.org	Y
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DDSL		Nicky Butcher, Deputy Headteacher Emma Rogers, Class Teacher		Nbutcher@meadowprimary.org Epalmer@meadowprimary.org	Y N
DSP		Lucy Bitten, MOOSC Manager		Lbitten@meadowprimary.org	N
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PL		Karim Marsaoui, Head of The Oakes College Cambridge		kmarsaoui@netherhallschool.org	Y
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DSL	Sawston Village College	Martha Gregg, Director of Safeguarding, Welfare and Pastoral Support	01223 712777	mgregg@sawstonvc.org	N
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DSP		Jonathan Russell, Principal Daniel Burgess, Assistant Principal Vicky Linzell, Inclusion Manager		jrussell@sawstonvc.org dburgess@sawstonvc.org vlinzell@sawstonvc.org	Y Y N
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DSL	Stapleford Community Primary School	Christine Spain, Headteacher	01223 508720	cspain@staplefordprimaryschool.org	Y
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PL		Christine Spain, Headteacher		cspain@staplefordprimaryschool.org	Y
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This Policy relates to staff directly employed to fulfil Trust wide responsibilities. It is reviewed under the direction of the CEO annually.

Each academy in the Trust is expected to have its own Safeguarding and Child Protection Policy annually updated in line with the DfE's 'Keeping Children Safe in Education'. Led by a member of the Executive Leadership Team, the Safeguarding Leadership Group will review the draft academy Policy and make recommendations for any additions or changes to match statutory requirements and Trust expectations. Each academy is expected to personalise the Policy to match the academy's context and to implement it accordingly.

Central Trust staff, and staff from individual academies who work in other schools and academies will ensure that they know the procedures for recording and reporting concerns in each academy. They will adhere to these if they have any concerns about pupils in the academy in which they are working.

INTRODUCTION

Anglian Learning Multi Academy Trust fully recognises the responsibility it has under section 157/175 of the Education Act 2002 and the Education and Training (Welfare of Children) Act, 2021 to have arrangements in place to safeguard and promote the welfare of children.

This responsibility is more fully explained in the statutory guidance for schools and colleges 'Keeping Children Safe in Education' (September 2021). All staff must be made aware of their duties and responsibilities under part one of this document, which are set out below.

Staff should read the above document together with 'Annex B' of 'Keeping Children Safe in Education' (September 2021) if they are working directly with children. For those staff who do not work directly with children or where English is a second language, Annex A can be issued instead, and 'What to do if you're worried a child is being abused: Advice for practitioners' (March 2015)

Anglian Learning Multi Academy Trust fully recognises the responsibility it has under the Equality Act 2010 to provide protection from direct / indirect discrimination or harassment for people with a 'protected characteristic' that relate to:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion belief or non belief
- Sex, and
- Sexual orientation
- Age

Through their day-to-day contact with pupils and direct work with families all staff in the Trust have a responsibility to:

- Identify concerns early to prevent them from escalating;
- Provide a safe environment in which children can learn;
- Identify children who may benefit from early help;
- Know what to do if a child tells them he/she is being abused or neglected;
- Follow the referral process if they have a concern.

(See Keeping Children Safe in Education, 2021)

This policy sets out how the Trust and the school's Governing Body discharge their statutory responsibilities relating to safeguarding and promoting the welfare of children who are pupils at the school. The policy applies to all staff, paid and unpaid, working in the school including Governors. Teaching assistants, mid-day supervisors, office staff as well as teachers can be the first point of disclosure for a child. Concerned parents / carers may also contact the school and its Governors.

It is consistent with the Safeguarding Children's Partnership procedures.

There are four main elements to this policy:

PREVENTION through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos;

PROCEDURES for identifying and reporting cases, or suspected cases, of abuse. The definitions of the four categories of abuse are attached (see Appendix A);

SUPPORTING CHILDREN particularly those who may have been abused or witnessed violence towards others;

PREVENTING UNSUITABLE PEOPLE WORKING WITH CHILDREN Processes are followed to ensure that those who are unsuitable to work with children are not employed.

This policy is on the Trust's website.

1.0 PREVENTION

1.1 We recognise that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help to protect children.

1.2 The Trust will therefore ensure and annually audit that all academies:

1.2.1 Establish and maintain an environment where children feel safe in both the real and the virtual world and are encouraged to talk and are listened to.

1.2.2 Ensure children and young people know that there are adults in their school whom they can approach if they are worried or in difficulty and their concerns will be taken seriously and acted upon as appropriate.

1.2.3 Include in the curriculum activities and opportunities which equip children with the skills they need to stay safer from abuse both in the real and the virtual world and information about who to turn to for help.

1.2.4 Include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills

Highlight through the curriculum potential online risks and what to do and where to get support to report material or manage online issues such as sexting or bullying.

Include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills.

Make full use of various agencies and independent speakers to support in providing a high quality PSHE curriculum, to review topics of safeguarding, healthy and safer lifestyles through the College's PSHE curriculum reflecting upon the Cambridgeshire PSHE programme as examples of best practice.

Make full use of Early Help Teams through internal referral processes in order to support vulnerable children not subject to a Child Protection Plan.

1.3 Prevention of Peer on Peer Abuse

The Trust recognises that peer on peer abuse can manifest itself in many ways. This can include but is not limited to: bullying (including cyberbullying, prejudice-based and discriminatory bullying); abuse within intimate partner relationships; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexual violence and sexual harassment; consensual and non-consensual sharing of nudes and semi-nudes images and / or videos; causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party; upskirting part of the Voyeurism (Offences) Act, April 2019) and initiation / hazing type violence and rituals. Addressing inappropriate behaviour (even if it appears to be relatively innocuous) can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

- 1.3.1 **All** forms of peer on peer abuse are unacceptable in Anglian Learning academies and will be taken seriously.

The Trust will ensure that all academies:

- 1.3.2 Create a whole school protective ethos in which peer on peer abuse, including sexual violence and sexual harassment will not be tolerated.
- 1.3.3 Provide training for staff about recognising and responding to peer on peer abuse, including raising awareness of the gendered nature of peer abuse, with girls, SEND and LGBT+Q more likely to be victims.
- 1.3.4 Ensure that staff do not dismiss instances of peer on peer abuse, including sexual violence and sexual harassment as an inevitable part of growing up.
- 1.3.5 Include within the curriculum, information and materials that support children in keeping themselves safe from abuse, including abuse from their peers and online.
- 1.3.6 Provide high quality Relationship and Sex Education (RSE), including teaching about consent.

1.3.6.1 Provide high quality Relationship and Sex Education (RSE) and / or enrichment programmes to allow children to take ownership of their own safety in ensuring that they are given information that empowers them to make informed and positive choices by:

- Recognising whether other children, adults or sources of information are trustworthy, how to judge when a friendship is making them feel unhappy or uncomfortable and how to seek help or advice from others, if needed
- Understanding characteristics of what makes positive and healthy friendships and other relationships.
- Acknowledging that some types of behaviour within relationships are criminal, including violent behaviour and coercive control.

- Understanding what constitutes sexual harassment and sexual violence and why these are always unacceptable.
- About online risks, including that any material someone provides has the potential to be shared online and the difficulty of removed potentially compromising material placed online
- What to do and where to get support to report material or manage issues online
- Acknowledging the impact of viewing harmful content and specifically explicit material e.g. pornography and how this presents a distorted picture of sexual behaviour and relationships.
- Having an understanding of the law concerning the sharing and viewing of indecent images of children (including those created by children) and that it is a criminal offence which carries severe penalties including jail.
- Being able to understand what sexual exploitation, abuse, grooming, coercion, control, harassment, rape, domestic abuse, forced marriage, honour-based abuse and FGM are and how they can affect current and future relationships.
- Understanding that consent can be actively communicated and how to recognise consent from others, including sexual consent and how and when that can be withdrawn (in all contexts including online).

1.3.7 Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with special educational needs and disabilities (SEND) and LGBT children are at greater risk.

1.3.8 Ensure that staff members follow the procedures outlined in this policy when they become aware of peer on peer abuse.

2.0 PROCEDURES

2.1 The Trust will ensure that academies follow the procedures set out in the Cambridgeshire and Peterborough Safeguarding Children Board 'Inter-Agency Procedures'. A copy of these procedures can be found on the Safeguarding Children Partnership Boards website:
<http://www.safeguardingcambspeterborough.org.uk/children-board/>

2.2 Responsible staff in each academy are identified in the academy's own policy.

2.3 It is expected that Local Governing Bodies will:

2.3.1 Appoint a senior member of staff, from the leadership team, to the role of Designated Safeguarding Lead (DSL). The DSL will take lead responsibility for safeguarding and child protection. Whilst the activities of the DSL can be delegated to appropriately trained deputies, (Deputy Designated Safeguarding

Lead (DDSL) Designated Personnel (DP)), the lead responsibility for child protection remains with the DSL and cannot be delegated.

2.3.2 Ensure that the role of DSL, DDSL, and DP is explicit in the role holder's job description

Ensure that the DSL, DDSL has the appropriate status and authority within the school to carry out the duties of the post. Give the DSL, DDSL the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters. (See 'Keeping Children Safe in Education, 2021, Annex C). The DSL will have time to take part in inter-agency meetings and contributing to the assessment of children in need.

2.3.3 Ensure that the DSL, and deputies have undertaken the two day training provided by the Education Child Protection Service and that this training is updated **at least every two years**.

2.3.4 Ensure that in addition to the formal training set out above, the DSL, DDSL and DPs refresh their knowledge and skills e.g. via bulletins, meetings or further reading **at least annually**.

2.3.5 Ensure that every member of staff, paid and unpaid, and the Local Governing Body knows who the Designated Personnel are and the procedures for passing on concerns from the **point of induction**.

2.3.6 Ensure that the DSL, DDSL or DP are always available (during school hours, during term-time) to discuss any safeguarding concerns and that all staff are clear upon the course of action they must take if in exceptional circumstances the DSL, DDSL, and DPs are not available.

2.3.7 Liaise with the three safeguarding partners (Local Authority, clinical commissioning group and police) as appropriate and work with other agencies in line with Working Together to Safeguard Children, 2018.

2.3.8 Nominate a Governor for safeguarding and child protection who has undertaken appropriate training.

2.3.9 Ensure every member of staff and every Governor **knows from the point of induction:**

- the name of the designated person/s and their role;
- how to identify the signs of abuse and neglect;
- how to pass on and record concerns about a pupil;
- that they have an individual responsibility to be alert to the signs and indicators of abuse; and for referring safeguarding concerns to the DSL, DDSL, and DP;
- that they have a responsibility to provide a safe environment in which children can learn;
- where to find the Inter – Agency Procedures on the Safeguarding Children Partnership Board website;
- their role in the early help process;
- the process for making referrals to children's social care.

- the safeguarding response to children who go missing in education.
- 2.3.10 Ensure that all staff and every governor recognises the need to ensure that those with '**protected characteristics**' are treated fairly and that they are protected from all forms of discrimination and harassment.
- 2.3.11 Ensure all staff members undergo safeguarding and child protection training at induction. Ensure that staff training is regularly updated and that in addition to this training all staff members receive regular safeguarding and child protection updates as required **but at least annually**.
- 2.3.12 Ensure that all staff, paid and unpaid, recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies.
- 2.3.13 Ensure that parents are informed of the responsibility placed on the school and staff in relation to child protection by setting out these duties in the academy brochure and on the academy website.
- 2.3.14 Ensure that this policy is available publicly either via the school website or by other means.
- 2.3.15 Promote educational outcomes by sharing information about the welfare, safeguarding and child protection issues that children (including children with a social worker) are experiencing/have experienced with teachers and school and leadership staff.
- 2.3.16 Where pupils are educated off site or in alternative provision, the school and the provider will have clear procedures about managing safeguarding concerns between the two agencies. Written confirmation that the alternative provider has carried out appropriate safeguarding checks on individuals working at the establishment is sought and recorded by the school.

2.4 **Liaison with Other Agencies**

The Trust will ensure and audit that all academies:

- 2.4.1 Work to develop effective links with relevant services to promote the safety and welfare of all pupils.
- 2.4.2 Co-operate as required, in line with 'Working Together to Safeguard Children,' (July 2018), with key agencies in their enquiries regarding child protection matters including attendance and providing written reports at child protection conferences and core groups.
- 2.4.3 Notify the relevant Social Care Unit immediately if:
- it should have to exclude a pupil who is subject to a Child Protection Plan (whether fixed term or permanently);
 - there is an unexplained absence of a pupil who is subject to a Child Protection Plan;

- there is any change in circumstances to a pupil who is subject to a Child Protection Plan.

2.4.4 When a pupil who is subject to a child protection plan leaves, information will be transferred to the new school immediately. The Child Protection Chair and Social Work Unit will also be informed.

2.5 Record Keeping

The Trust will audit and ensure that each academy will:

2.5.1 Keep clear, detailed, accurate, written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to Social Care immediately.

2.5.2 All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded in writing. It is good practice to keep concerns and referrals in a separate safeguarding file for each child.

2.5.3 Ensure that all electronic records are stored on MyConcern (the academy's choice of an identified, purpose built, and secure platform).

2.5.4 Ensure that logs on MyConcern are clear, detailed and accurate

- a clear and comprehensive summary of the concern;
- details of how the concern was followed up and resolved;
- a note of any action taken, decisions reached and the outcome.

Even where there is no need to refer the matter to Social Care immediately.

2.5.5 Ensure all paper records are kept securely, separate from the main pupil file, and in a locked location.

2.5.6 Ensure all relevant child protection records are sent to the receiving school or establishment when a pupil moves schools within five days, in accordance with 'Keeping Children Safe in Education, 2021, (page 148) and the 'Education Child Protection Record Keeping Guidance'. The DSL will consider whether it would be appropriate to share information with the new school/college in advance of a child leaving.

2.5.7 Make parents aware that such records exist except where to do so would place the child at risk of harm.

2.5.8 Ensure all actions and decisions are led by what is considered to be in the best interests of the child.

2.6 Confidentiality and information sharing

2.6.1 The Data Protection Act 2018 does not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child. Collection, storage and sharing of personal data is governed by the UK General Data Protection Regulations (UK GDPR).

The Trust will audit and ensure that each academy will:

- 2.6.2 Ensure staff and volunteers adhere to confidentiality protocols and that information is shared appropriately.
- 2.6.3 Ensure staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children, (as set out in 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018).
- 2.6.4 Ensure that if a member of staff receives a Subject Access Request (under the Data Protection Act 2018) from a pupil or parent they will refer the request to the DSL or Headteacher.
- 2.6.5 Ensure staff are clear with children that they cannot promise to keep secrets.

The Designated Safeguarding Lead and Deputies / Personnel will:

- 2.6.6 Disclose information about a pupil to other members of staff on a 'need to know' basis. Parental consent may be required.
- 2.6.7 Aim to gain consent to share information and be mindful of situations where to do so would place a child at increased risk of harm. Information may be shared without consent if a person believes that there is good reason to do so (vital interest), and that the sharing of information will enhance the safeguarding of a child in a timely manner.
- 2.6.8 Record when decisions are made to share or withhold information, who information has been shared with and why. (See 'Working Together to Safeguard Children,' July 2018).
- 2.6.9 In cases where the 'serious harm test' is met, schools must withhold providing the data in compliance with schools' obligations under the Data Protection Act 2018 and the GDPR. Where in doubt schools should seek independent legal advice.
- 2.6.10 Seek advice about confidentiality from outside agencies if required. (See 'Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers,' DfE, July 2018).

2.7 **Communication with Parents/Carers**

The Trust will audit and ensure that each academy will:

- 2.7.1 Ensure that parents / carers are informed of the responsibility placed on the school and staff in relation to child protection by setting out its duties in the school prospectus / website.
- 2.7.2 Undertake appropriate discussion with parents / carers prior to involvement of another agency, unless the circumstances preclude this action.
- 2.7.3 Seek advice from Social Care if the school believes that notifying parents could increase the risk of harm to the child. *[Further guidance on this can be found in the Inter-agency Procedures of the Safeguarding Children Partnership Board's website].* Particular circumstances where parents **may not** be informed include

any disclosure of sexual abuse or physical abuse where the child has an injury or where it may lead to the loss of evidence.

- 2.7.4 Record what discussions have taken place with parents or if a decision has been made not to discuss it with parents, record the reasons why. Records may subsequently be disclosable to relevant partner agencies if Child Protection proceedings commence, (see 2.6.1)

2.8 **Dealing with Sexual Violence and Sexual Harassment between children**

The academies within the Trust recognise that sexual violence and sexual harassment can occur between two children of any age and sex. Sexual violence and sexual harassment can occur between two children of any age and sex from primary to secondary stage and into colleges. It can also occur online. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and will be exacerbated if the alleged perpetrator(s) attends the same school or college. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and face to face (both physically and verbally) and are never acceptable.

Sexual violence may include rape, assault by penetration or sexual assault. Sexual harassment refers to 'unwanted conduct of a sexual nature', such as sexual comments, sexual taunting or physical behaviour such as deliberately brushing against someone. Online sexual harassment may include non-consensual sharing of sexual images and videos, sexualised online bullying, unwanted sexual comments and messages, and sexual exploitation, coercion and threats.

The Trust will audit and ensure that all academy leaders will:

- 2.8.1 Be clear that sexual violence and sexual harassment will not be tolerated.
- 2.8.2 Provide training for staff on how to manage a report of sexual violence or sexual harassment.
- 2.8.3 Make decisions on a case-by-case basis.
- 2.8.4 Reassure victims that they are being taken seriously, offer appropriate support and take the wishes of the victim into account when decision making.
- 2.8.5 Implement measures to keep the victim, alleged perpetrator and if necessary other children and staff members, safe. Record any risk assessments and keep them under review.
- 2.8.6 Give consideration to the welfare of both the victim(s) and perpetrator(s) in these situations.
- 2.8.7 Liaise closely with external agencies, including police and social care, when required.

- 2.8.8 Refer to 'Keeping Children Safe in Education - Part Five', 2021, 'Sexual violence and sexual harassment between children in schools and colleges,' (DfE, September 2021) for full details of procedures to be followed in such cases. Also see 'Sharing nudes and semi-nudes: advice for education settings working with children and young people' (UKCIS, December 2020) 'Sexting in schools and colleges: Responding to incidents and safeguarding young people' published by the UK Council for Child Internet Safety (UKCCIS)

3.0 SUPPORTING CHILDREN

The Trust recognises that any child may be subjected to abuse and 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 and 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 and as such will support all children.

- 3.1 Providing curricular opportunities to encourage self-esteem and self-motivation.
- 3.2 Creating an ethos that actively promotes a positive, supportive and safe environment and values the whole community.
- 3.3 Applying the academy's behaviour policy effectively. All staff will agree on a consistent approach, which focuses on the behaviour of the child but does not damage the pupil's sense of self-worth. The school will ensure that the pupil knows that some behaviour is unacceptable, but s/he is valued and not to be blamed for any abuse which has occurred.
- 3.4 Liaise with the senior mental health lead where safeguarding concerns are linked to mental health in school/college for advice on case management.
- 3.5 Liaising with other agencies which support the pupil such as Social Care, Child and Adolescent Mental Health Services, Cambridgeshire Sexual Behaviour Service or Early Help Teams.
- 3.6 Promote supportive engagement with parents and / or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances
- 3.7 The school recognises that whilst **any** child may benefit from early help, staff are encouraged to consider the wider environmental factors present in a child's life which could pose a threat to their welfare or safety, (contextual safeguarding). Staff are required to be particularly alert to the potential need for early help for children in particular circumstances. Please see pages 8 – 9 of Keeping Children Safe in Education, 2021 for the complete list. The list includes:

3.7.1 Children with Disabilities, Additional Needs or Special Educational Needs

The Trust recognises that, statistically, children who have additional needs, special educational needs, emotional and behavioural difficulties and disabilities are most vulnerable to abuse. It is expected that all Trust and academy staff

who deal with children with complex and multiple disabilities and/or emotional and behavioural problems should be particularly sensitive to indicators of abuse.

Where an academy has pupils who have emotional and behavioural difficulties and/or challenging behaviours. The Trust expects that leaders will support staff to decide appropriate strategies that will reduce anxiety for the individual child and raise self-esteem as part of an overall behaviour support plan agreed with parents / carers.

The Trust expects that as part of the PSHE curriculum staff will teach children and young people personal safety skills commensurate with their age, ability and needs. Children and young people will be taught how to recognise if they are feeling unsafe including within family relationships and friendships; and how to ask for help; understand the difference between safe and unsafe secrets; the difference between safe and unsafe physical contact; and how to recognise and manage risk including in a digital context. The content of lessons will be shared with parents / carers so that these skills can be supported at home.

The Trust expects that academies which have pupils who have communication difficulties are aware that they are vulnerable to abuse because they are unable to express themselves to others. Instead such children will often exhibit changes in behaviours or signs and indicators of abuse recognised by staff with a good knowledge of the child.

Where necessary, the Trust expects that leaders will ensure additional training to staff in the use of Makaton, PECS or other communication systems and that supervision by senior managers will be vigilant to create a protective ethos around the child.

The Trust promotes high standards of practice, including ensuring that disabled children know how to raise concerns, and have access to a range of adults with whom they can communicate.

3.7.2 Young Carers

The school recognises that children who are living in a home environment which requires them to act as a young carer for a family member or a friend, who is ill, disabled or misuses drugs or alcohol can increase their vulnerability and that they may need additional support and protection.

Academies will: seek to identify young carers; offer additional support internally; signpost to external agencies; be particularly vigilant to the welfare of young carers and follow the procedures outlined in this policy, referring to Early Help or Social Care as required if concerns arise.

3.7.3 Children at Risk of Criminal Exploitation (CCE) and County Lines

Criminal exploitation of children is a form of harm that is a typical feature of county lines activity. Drug networks or gangs exploit children and young people to carry drugs and money from urban areas to suburban and rural areas. Exploitation can occur even if activity appears to be consensual.

The Trust expects all academies to consider whether children are at risk of abuse or exploitation in situations outside of their families. Academies will ensure they address indicators of child criminal exploitation with staff through training. Staff will follow the procedures outlined in their academy's policy if concerns of criminal exploitation arise.

- 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 store drugs and money
- Children can be targeted and recruited into county lines in a number of locations including both primary and secondary schools.
- 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.

The Designated Personnel in each academy will complete the Safeguarding Children's Partnership Boards Exploitation (CSE/Criminal/Gangs) Risk Assessment and Management tool if there is a concern that a young person may be at risk of criminal exploitation.

The Trust recognises that young people who go missing can be at increased risk of child criminal exploitation, modern slavery and / or trafficking and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions – (see 3.6.5).

3.7.4 Children at Risk of Child Sexual Exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into 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. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

CSE 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.

Sexual exploitation can take many different forms from the seemingly 'consensual' relationship to serious organised crime involving gangs and groups. Potential indicators of sexual exploitation will be addressed within staff training, including raising awareness with staff that some young people who are being sexually exploited do not show any external signs of abuse and may not

recognise it as abuse. Staff will follow the procedures outlined in this policy if concerns of child sexual exploitation arise.

The Designated Personnel will complete the Safeguarding Children Partnership Board's checklist if there is a concern that a young person may be at risk of CSE.

The school recognises that young people who go missing can be at increased risk of sexual exploitation and has procedures in place to ensure appropriate response to children and young people who go missing, particularly on repeat occasions (see 3.6.5).

3.7.5 Children Frequently Missing Education

The Trust recognises that children going missing, particularly repeatedly, can act as a warning sign of a range of safeguarding possibilities including abuse, neglect, child sexual exploitation and child criminal exploitation, modern slavery, mental health problems, risk of substance abuse, risk of travelling to conflict zones, and risk of FGM or forced marriage.

The Trust expects each academy to monitor the attendance of individual pupils closely, as outlined in their Attendance Policy, and analyses patterns of absence to aid early identification of concerning patterns of absence.

The school endeavours to hold more than one emergency contact for each pupil to provide additional options to make contact with a responsible adult when a child missing education is identified as a welfare and / or safeguarding concern.

When a child is missing from education, the Trust expects academies to follow the relevant local 'Missing Education' guidance. The school will inform the Education Welfare Officer and Social Care if a missing child is subject to a Child Protection Plan or there have been ongoing concerns.

3.7.6 Children Misusing Drugs or Alcohol

The discovery that a young person is misusing legal or illegal substances or reported evidence of their substance misuse is not necessarily sufficient in itself to initiate child protection proceedings but the Trust expects each academy will consider such action in the following situations:

When there is evidence or reasonable cause:

- To believe the young person's substance misuse may cause him or her to be vulnerable to other abuse such as sexual abuse;
- To believe the pupil's substance related behaviour is a result of abuse or because of pressure or incentives from others, particularly adults;
- Where the misuse is suspected of being linked to parent/carer substance misuse.
- Where the misuse indicates an urgent health or safeguarding concern.
- Where the child is perceived to be at risk of harm through any substance associated criminality.

3.7.7 Children Living with Substance Misusing Parents/Carers

Misuse of drugs and/or alcohol is strongly associated with significant harm to children, especially when combined with other features such as domestic violence.

When the school receives information about drug and alcohol abuse by a child's parents/carers they will follow appropriate procedures.

This is particularly important if the following factors are present:

- Use of the family resources to finance the parent's dependency, characterised by inadequate food, heat and clothing for the children.
- Children exposed to unsuitable caregivers or visitors, e.g. customers or dealers.
- The effects of alcohol leading to an inappropriate display of sexual and/or aggressive behaviour.
- Chaotic drug and alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance.
- Disturbed moods as a result of withdrawal symptoms or dependency.
- Unsafe storage of drugs and/or alcohol or injecting equipment.
- Drugs and/or alcohol having an adverse impact on the growth and development of the unborn child.

3.7.8 Children Living with Domestic Abuse

The Domestic Abuse Act 2021 introduces the first ever statutory definition of domestic abuse and recognises the impact of domestic abuse on children, as victims in their own right, if they see, hear or experience the effects of abuse.

All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Experiencing domestic abuse and / or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

Young people can also experience domestic abuse within their own intimate relationships. This form of peer on peer abuse is sometimes referred to as 'teenage relationship abuse'. Depending on the age of the young people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or both parties are under 16).

Domestic Abuse is defined as any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial and emotional.

Academies will recognise that where there is Domestic Abuse in a family, the children/young people will always be affected; the longer the violence continues, the greater the risk of significant and enduring harm, which they may

carry with them into their adult life and relationships. Domestic Abuse can also affect children in their personal relationships as well as in the context of home life.

The Trust DSL's will follow the procedures outlined in the academy's policy if concerns of Domestic Abuse arise. The DSL will vigilantly monitor the welfare of children living in domestic abuse households, offer support to them and contribute to any Multi-Agency Risk Assessment Conference (MARAC) safety plan as required.

The Trust schools in Cambridgeshire will work in partnership with Cambridgeshire Police and Cambridgeshire County Council to identify and provide appropriate support to pupils who have experienced domestic abuse in their home. This partnership is called Operation Encompass.

In addition, Cambridgeshire's Education Safeguarding team will share police information of all domestic incidents with Cambridgeshire Designated Safeguarding Lead (DSL) / Domestic Abuse Lead (DAL) where a pupil has been present (having either witnessed or heard the incident). All notifications and information are stored confidentially in line with the school's safeguarding record keeping.

3.7.9 Children at risk of 'Honour-Based' Abuse (HBA) including Female Genital Mutilation (FGM)

So called 'honour-based' abuse (HBA) encompasses incidents which have been committed to protect or defend the honour of the family and / or community, including breast ironing, female genital mutilation (FGM) and forced marriage. The Trust takes these concerns seriously, and expects and will audit that staff in each academy are made aware of the possible signs and indicators that may alert them to the possibility of HBA through training. Staff are required to treat all forms of HBA as abuse and follow the procedures outlined in this policy.

FGM is a procedure involving the partial or total removal of the external female genitalia or other injury to the female genital organs. FGM is illegal in the UK. Any indication that a child is at risk of FGM, where FGM is suspected, or where the woman is over 18, will be dealt with under the child protection procedures outlined in this policy. The Trust expects and will audit that staff will report concerns to the DSL. The DSL will make appropriate and timely referrals to social care. In these cases, parents will not be informed before seeking advice and the case will still be referred to social care even if it is against the pupil's wishes.

In accordance with the Female Genital Mutilation Act, it is a statutory duty for teachers in England and Wales to report 'known' cases of FGM in under-18s which they identify in the course of their professional work to the police. The Trust expects staff to consider and discuss any such case with the academy's DSL and involve social care as appropriate. The teacher will personally report to the police that an act of FGM appears to have been carried out.

3.7.10 Children who have returned home to their family from care

The Trust recognises that a previously looked after child potentially remains vulnerable and expects that academies will vigilantly monitor the welfare of previously looked after children, keep records and notify Social Care as soon as there is a recurrence of a concern in accordance with the 'Safeguarding Childrens Partnership Board Inter-Agency Procedures.'

3.7.11 Children showing signs of Abuse and/or Neglect

The Trust recognises that experiencing abuse or neglect may have an adverse impact on those children which may last into adulthood without appropriate intervention and support. School may be the only stable, secure and predictable element in the lives of children at risk. Children who have experienced abuse or neglect may display this through their own behaviour, which may be challenging and defiant or passive and withdrawn. We recognise that children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.

Academies should be aware that safeguarding incidents and / or behaviours can be associated with factors outside the school or college and/or can occur between children outside of these environments. All staff, but especially the Designated Safeguarding Lead (and deputies) should consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence

The Trust expects, and will audit, that leaders in each academy will provide training for staff to ensure that they have the skills to identify and report cases, or suspected cases, of abuse in accordance with the procedures outlined in this policy. The definitions of the four categories of abuse are attached (see Appendix A).

3.7.12 Children at Risk of Radicalisation

The Trust recognises that children are vulnerable to extremist ideology and radicalisation and that protecting children from this risk forms part each academy's safeguarding response.

The Trust safeguarding audit will check to ensure that the DSL has undertaken Prevent awareness training and that all staff receive training about the Prevent duty.

All Trust and academy staff are required to be alert to changes in children's behaviour which could indicate they need help or protection. Concerns that a child is at risk of radicalisation are referred to the DSL in the usual way. If appropriate the DSL will make a Channel referral.

See also 'The Prevent Duty, Departmental advice for schools and childcare providers', DfE (June 2015), and 'Revised Prevent Duty Guidance: for England and Wales,' HM Government, (July 2015).

3.7.13 Privately Fostered Children

Private fostering is when a child under the age of 16, (under 18 if disabled) is provided with care and accommodation by a person who is not a parent, person with parental responsibility for them or relative in their own home for 28 days or more.

The Trust expects that each academy will follow the mandatory duty to inform the local authority of any 'Private Fostering' arrangements and will audit to ensure this is the case.

3.7.14 Children who have Family Members in Prison

The Trust is committed to ensuring that academies support children and young people who have a parent or close relative in prison and will work with the family to find the best ways of supporting the child.

The Trust recognises that children with family members in prison are at risk of poor outcomes including: poverty, stigma, isolation, poor mental health and poor attendance. The Trust will audit to establish that these pupils are well supported in each academy.

The Trust expects academies to treat information shared by the family in confidence and it will be shared on a 'need to know' basis.

The Trust expects each academy will work with the family and the child to minimise the risk of the child not achieving their full potential.

4.0 PREVENTING UNSUITABLE PEOPLE FROM WORKING WITH CHILDREN

4.1 The Trust will operate safer recruitment practices including ensuring appropriate DBS and reference checks are undertaken according to Part three of 'Keeping Children Safe in Education' (2021). This section should be read in conjunction with the Trust's Safer Recruitment Policy. The Trust expects and will audit that individual academies adhere to KSCIE Part three.

4.2 The Trust will ensure that at least one of the persons who conducts an interview for Trust personnel has completed safer recruitment training. The Trust expects all academies to adhere to the same requirements.

Allegations that may meet the harms threshold (Part Four, Section One)

4.3 Any allegation of abuse made against a member of staff or volunteer will be reported straight away to the Headteacher or Principal of an academy. In cases where the Headteacher or Principal is the subject of an allegation, it will be reported to the Chair of Governors. (See Allegations flowchart Appendix C.) The school will follow the procedures set out in Part four of 'Keeping Children Safe in Education' (2021). If an allegation is made against a Trust employee it will be reported directly to the CEO. In cases where the allegation is made against the CEO, it will be reported to the Chair of the Board of Trustees.

4.4 The Trust will consult with the Local Authority Designated Officer (LADO) in the event of an allegation being made against a member of staff (including supply

staff and volunteers) and adhere to the relevant procedures set out in 'Keeping Children Safe in Education', (2021) and the Trust's Personnel Manual.

- 4.5 The Headteacher or Chair of Governors will ensure that all allegations are reported to the LADO within one working day. The LADO, will advise on all further action to be taken.
- 4.5.1. Before contacting the LADO, the CEO or Chair of Trustees for Trust staff and the Headteacher or Chair of Governors for academies should conduct basic safeguarding enquiries, without asking leading questions, in line with local procedures to establish the facts to help them determine whether there is any foundation to the allegation, being careful not to jeopardise any future police investigation.

Where the school or college identify a child has been harmed they should contact children's social care and as appropriate the police immediately.

School / college will consider:

Looking after the welfare of the child - the designated safeguarding lead is responsible for ensuring that the child is not at risk and referring cases of suspected abuse to the local authority children's social care.

Investigating and supporting the person subject to the allegation - the case manager should discuss with the LADO, the nature, content and context of the allegation, and agree a course of action.

- 4.6 The Trust will ensure that any disciplinary proceedings against staff or volunteers relating to child protection matters are concluded in full even when the member of staff is no longer employed at the school and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.
- 4.7 Staff and volunteers who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress. Suspension is not mandatory, nor is it automatic but, in some cases, staff may be suspended where this is deemed essential to ensure that children are protected.
- 4.8 Consideration must be given to the needs of the child and a recognition that a child may make an allegation against an innocent party because they are too afraid to name the real perpetrator. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

Concerns that do not meet the harms threshold (Part Four, Section Two)

- 4.9 Low level concerns that do not meet the harms threshold should be reported to the Headteacher / Principal. NB: The term low level does not mean that it is insignificant, it means that the behaviour towards a child does not meet the harms test.

- 4.10 In cases where the Head Teacher or Principal is the subject of an allegation, it will be reported to the Chair of Governors. The school will follow the procedures set out in Part Four of 'Keeping Children Safe in Education', 2021.
- 4.11 The school / college will deal with any such concern, no matter how small, where an adult working in or on behalf of the school or college 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.
- 4.12 All low-level concerns should be recorded in writing. The record should include details of the concern, the context in which the concern arose, and action taken. The name of the individual sharing their concerns should also be noted, if the individual wishes to remain anonymous then that should be respected as far as reasonably possible.
- 4.13 Schools and colleges can decide where these records are kept, but they must be kept confidential, held securely and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR).
- 4.14 The school will promote an open and transparent culture in which all concerns about all adults working in or on behalf of the school or college (including supply teachers, volunteers and contractors) are dealt with promptly and appropriately. This will enable the school / college to identify concerning, problematic or inappropriate behaviour early; minimise the risk of abuse; and ensure that adults working in or on behalf of the school/college are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the institution.
- 4.14.1 The Trust will ensure that all staff, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents / carers as advised within the Trust's Code of Conduct. As part of the Induction process, all staff will receive guidance about how to create appropriate professional boundaries (in both the real and virtual world) with all children, especially those with a disability or who are vulnerable.
- 4.14.2 All Trust staff have signed to confirm that they have read a copy of the Trust's Code of Conduct, 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings' (May 2019).
- 4.14.3 The Trust will ensure that staff, supply staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of Position of Trust).

4.14.4 The Trust expects that academies will ensure that communication between pupils and adults, by whatever method, is transparent and takes place within clear and explicit professional boundaries and are open to scrutiny.

5.0 TRUST CHILD PROTECTION RESPONSIBILITIES.

5.1 Anglian Learning fully recognises its responsibilities with regard to child protection and safeguarding and promoting the welfare of children. It aims to ensure that the policies, procedures and training in school are effective and comply with the law and government guidance at all times.

It will:

- Nominate a Trustee for safeguarding and child protection who will take leadership responsibility for the Trust's safeguarding arrangements and practice and champion child protection. This will normally be the Chair of the Education Committee.

The current Trustee responsible is Mrs Sue Speller.

- Ensure that safeguarding and child protection arrangements at each academy are audited annually with the involvement of academy leaders and Local Governing Bodies.
- Ensure an annual report on the outcomes of the audit of safeguarding in each academy is made to the Board of Trustees with plans for any weaknesses to be rectified without delay as well as the identification of strengths to improve safeguarding practice.
- Ensure that the Trust's Safeguarding and Child Protection policy is annually reviewed and updated and shared with designated staff so that it can be individualised for each academy.
- Provide support and guidance to Local Governing Bodies on the discharge of their safeguarding responsibilities.

6.0 LOCAL GOVERNING BODY SAFEGUARDING RESPONSIBILITIES

Governing bodies should ensure they facilitate a whole school / college approach to safeguarding. This means ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development. Ultimately, all systems, processes and policies should operate with the best interests of the child at their heart.

6.1 The Trust expects each Local Governing Body to fully recognise its responsibilities with regard to child protection and safeguarding and promoting the welfare of children. Local Governing Bodies must ensure that the policies, procedures and training in school are effective and comply with the law and government guidance at all times.

Local Governing Bodies will:

- Nominate a Governor for safeguarding and child protection who will take leadership responsibility for the school's safeguarding arrangements and practice and champion child protection issues.

- Ensure an annual report is made to the full Governing Body drawing on the Trust audit of safeguarding and child protection. Any weaknesses will be rectified without delay.
- Ensure that this Safeguarding and Child Protection policy is annually reviewed and updated and shared with staff. It will be published on the school website.
- Ensure that children's exposure to potential risks while using the internet is limited by having in place age appropriate filtering and monitoring systems.
- Ensure children's wishes and feelings are taken into account where there are safeguarding concerns.
- Ensure that they have due regard to their public sector equality duty to cover the 'protective characteristics' (Equality Act 2010)

6.2 Use of school / college premises for non-school / college activities

- 6.2.1 if the Governing Body provides extended school facilities or before or after school activities directly under the supervision or management of school staff, the school's arrangements for safeguarding as written in this policy shall apply.
- 6.2.2 Where services or activities are provided separately by another body, either on or off school site, the Governing Body will seek assurance that the body concerned has appropriate policies and procedures in place for safeguarding children and child protection and there are arrangements to liaise with the school on these matters where appropriate.

This policy was ratified on

and will be reviewed on

Signed by the Headteacher

Chair of Governors

Designated Safeguarding Lead.....
(if appropriate).

Appendix A

Four categories of abuse

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

Neglect - 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.

It may occur during pregnancy as a result of maternal substance misuse.

It may involve the neglect of or lack of responsiveness to a child's basic emotional needs.

It also includes parents or carers 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

Emotional Abuse - Is the persistent emotional maltreatment so as to cause severe and adverse effects on a child's emotional development.

It may involve conveying to a child that they are:

- Worthless
Unloved
Inadequate
Valued only insofar as they meet another person's needs

It may include:

- not giving the child opportunities to express their views
- deliberately silencing them
- 'making fun' of what they say or how they communicate

It may also feature age or developmentally inappropriate expectations being imposed on children including:

- interactions that are beyond the child's developmental capability
- overprotection and limitation of exploration and learning
- preventing participation in normal social interaction.

It may involve:

- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying) causing children frequently to feel frightened or in danger
- The exploitation or corruption of children
Some level of emotional abuse is involved in all types of maltreatment 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.

This may involve:

- physical contact including assault by penetration (e.g. rape or oral sex)
- non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing
- non-contact activities involving:
 - children in looking at, or in the production of, sexual images,
 - children in watching sexual activities
 - or encouraging children to behave in sexually inappropriate ways
 - grooming a child in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Appendix B

Useful Contacts

Education Child Protection Service – ECPSGeneral@cambridgeshire.gov.uk

Early Help Hub (EHH) Tel: 01480 376666

Multi-Agency Safeguarding Hub – referrals and professional consultation Tel: 0345 045 1362

Emergency Duty Team (Out of hours) Tel: 01733 234724

Police Child Abuse Investigation Unit Tel: 101

Local Authority Designated Officer (LADO) Tel: 01223 727967

Amanda Harrison

Lynn Chesterton

Named Senior Officer for allegations

Education Adviser – Phil Nash

Tel: 01223 699448

Cambridgeshire Local Safeguarding Children Board – Safeguarding Inter-Agency Procedures <https://www.cambslscb.co.uk/>

Relevant Documents

“Disqualification under the Childcare Act 2006: statutory guidance for local authorities, maintained schools, academies and free schools” (July 2018)

“Guidance for Safer Working Practice for Adults working with children and young people in education settings” (May 2019)

“Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers” (July 2018)

“Keeping children safe in education: Statutory guidance for schools and colleges” (Sep 2020)

“The Prevent Duty, Departmental advice for schools and childcare providers” (June 2015)

“Revised Prevent Duty Guidance: for England and Wales” (July 2015)

“Sexting in schools and colleges: Responding to incidents and safeguarding young people” published by the UK Council for Child Internet Safety (UKCCIS) – (September 2016)

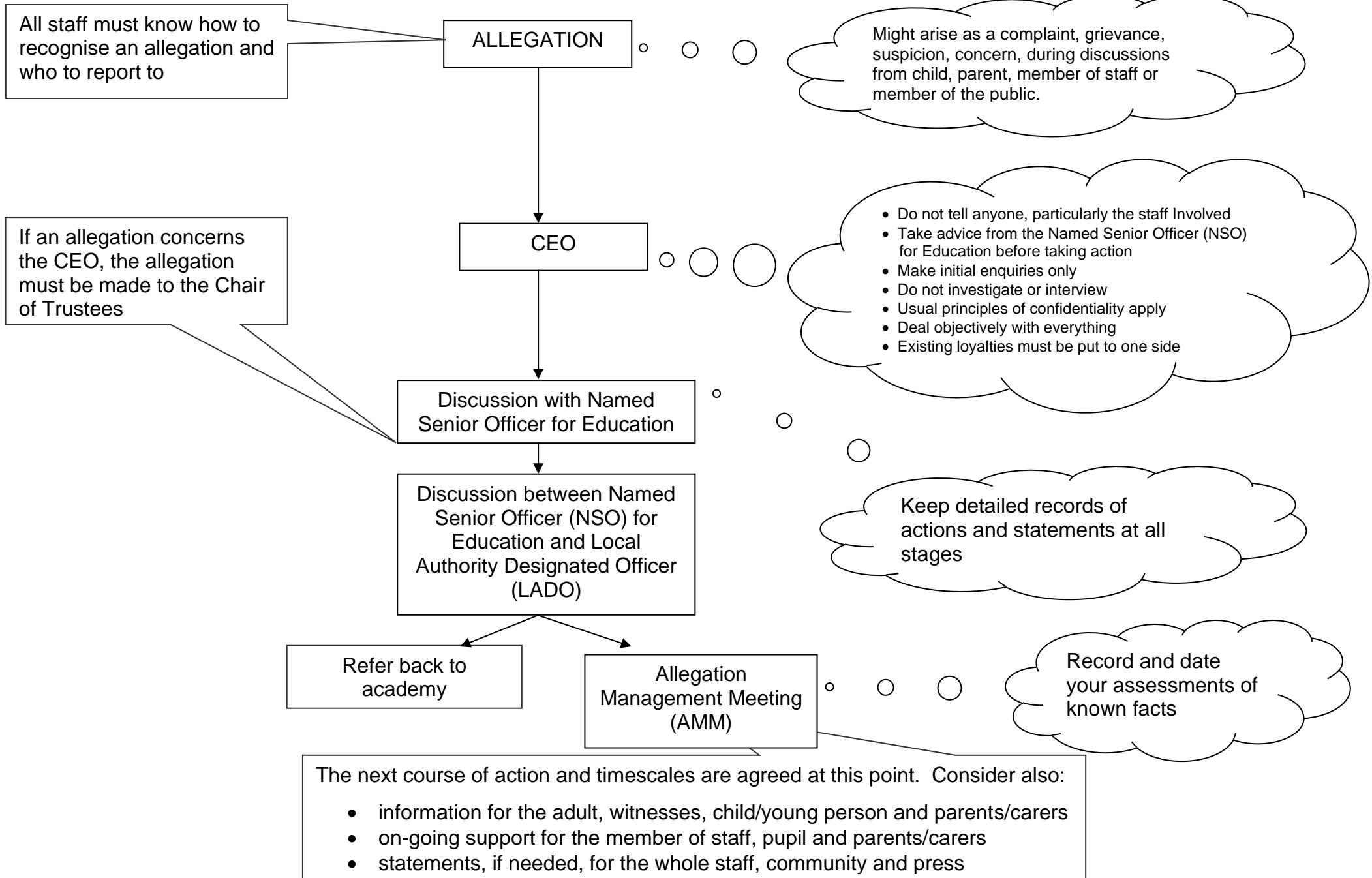
“Sexual violence and sexual harassment between children in schools and colleges” (May 2018)

“What to do if you’re worried a child is being abused: Advice for practitioners” (March, 2015)

“Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children” (July 2018)

Managing an Allegation Against a Member of Staff in your Establishment

Appendix C





SAFEGUARDING AND CHILD PROTECTION POLICY COVID-19 SCHOOL ARRANGEMENTS FOR TRUST CENTRAL STAFF

THIS POLICY WAS APPROVED:	
POLICY VERSION:	2.0
THIS POLICY WILL BE REVIEWED:	AS INSTRUCTED BY EDUCATION SAFEGUARDING TEAM
MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW:	ASSISTANT DIRECTOR OF EDUCATION: SENDV AND SAFEGUARDING
THIS POLICY WAS DISTRIBUTED TO:	TRUST LEADERSHIP GROUP

**Anglian Learning
Safeguarding and Child Protection Policy
Covid-19 school arrangements
Annex 1**

1. Context

In 20 March 2020 parents were asked to keep their children at home, wherever possible and where it was safer to do so. Schools were to remain open only for those children of workers critical to the Covid-19 response and children who are vulnerable, with an EHCP or have an allocated Social Worker.

This addendum of the Anglian Learning Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the following areas, if this directive is to occur again. Annex 1

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2. Key contacts

Role	Name	Contact number	Email
Designated Safeguarding Lead	Mrs Prue Rayner Mrs Camilla Saunders	07545305758 07983544812	prayner@anglianlearning.org cсаunders@anglianlearning.org
Safeguarding Governor / Trustee	Ms Sue Speller	N/A	sspeller@anglianlearning.org
Designated Teacher – Looked After Children	Mrs Camilla Saunders	07983544812	cсаunders@anglianlearning.org

3. Vulnerable children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with education, health and care (EHC) plans.

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

Senior leaders, especially the Designated Safeguarding Lead (DSL) and Deputy of individual schools know who the Trust's most vulnerable children are. They have the flexibility to offer a place to those about whom there have been concerns but are not currently open to Social Care.

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

Anglian Learning schools will continue to work with and support children's social workers to help protect vulnerable children. This includes working with and supporting children's social workers and the Local Authority Virtual School Head (VSH) for looked-after and previously looked-after children. Each individual setting will have a Designated Teacher for looked-after children and their details can be found on the individual school addendums.

There is an expectation that vulnerable children who have a Social Worker will attend an education setting, so long as they do not have underlying health conditions that put them at risk. In circumstances where a parent does not want to bring their child to an education setting, and their child is considered vulnerable, the social worker and relevant personnel in each school will explore the reasons for this directly with the parent.

Where parents are concerned about the risk of the child contracting Covid-19, the relevant personnel for each school or the social worker will talk through these anxieties with the parent / carer following the advice set out by Public Health England.

All Anglian Learning schools will encourage their vulnerable children and young people to attend a school, including remotely if needed.

4. Attendance monitoring

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

All schools within the Trust will be required to register any children in attendance (e.g. because they are vulnerable or their parent(s) / carers are critical workers) and this will be submitted daily to the DfE by 12 noon -

<https://www.gov.uk/government/publications/coronavirus-covid-19-attendancerecording-for-educational-settings>

In addition, all schools within the Trust shall send this information to the Local Authority via a local survey to inform local planning for children in Cambridgeshire and Peterborough.

If any of the schools are required to close, the register will be completed to indicate the closure as per the instructions and returned to the DfE.

Each Trust school will agree personnel, usually the DSL (and / or Deputy) to work in conjunction with the child's Social Worker and with parents / carers to determine whether their child should be attending school – the agreed personnel will then follow up on any pupil that they were expecting to attend, and who does not. The agreed personnel will also follow up with any parent or carer who has arranged care for their child(ren) and the child(ren) subsequently does not attend.

How will this look in your school?

To support the above, each school within Anglian Learning will, when communicating with parents / carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not take up their place at school, or discontinues, the school's agreed personnel will notify their social worker.

5. Designated Safeguarding Lead

Anglian Learning schools each have a Designated Safeguarding Lead and Designated Safeguarding Deputy.

Their contact details should be made available on the website via the school's individual addendum document.

The optimal scenario is to have a trained DSL (or Deputy) available on site. Where this is not the case a trained DSL (or Deputy) will be available to be contacted via phone or online video - for example when working from home.

It is important that all Anglian Learning staff and volunteers have access to a trained DSL (or Deputy). On each day staff on site will be made aware of who that person is.

Where necessary the schools DSL (Deputy) will continue to engage with social workers, and attend all multi-agency meetings, which can be done remotely.

6. Reporting a concern

All concerns will continue to be logged on MyConcern and staff should continue to follow the process outlined in each individual schools Safeguarding Policy. MyConcern will be monitored by each individual school's Safeguarding team in the usual manner.

In the unlikely event that a member of staff cannot access MyConcern from home, they should email the Designated Safeguarding Lead, Deputy and a member of the Senior Leadership Team. This will ensure that the concern is received.

All Anglian Learning staff, volunteers and contracted staff (such as caterers) are reminded of the need to report any concern immediately and without delay.

Where staff are concerned about an adult working with children in any of the Trust schools, they should report the concern to the Principal / Headteacher according to the individual school's Safeguarding and Child Protection Policy. If there is a requirement to make a notification to the Principal / Headteacher whilst away from school, this should be done verbally and followed up with an email to the Principal / Headteacher.

Concerns around the Principal / Headteacher of individual Trust schools should be directed to the school's Chair of Governors.

7. Safeguarding Training and induction

DSL training may not take place whilst there remains a threat of the Covid-19 virus.

For the period Covid-19 measures are in place, a DSL (or Deputy) who has been trained will continue to be classed as a trained DSL (or Deputy) even if they miss their refresher training. The Local Authority Education Safeguarding Team is providing advice and guidance, where needed, to schools through a dedicated helpline; 01223 703800.

All existing school staff have had safeguarding training and have read part 1 of Keeping Children Safe in Education (2021). The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child (see appendix A)

Where new staff are recruited, or new volunteers enter any Anglian Learning school during this period, they will continue to be provided with a safeguarding induction.

Upon arrival, they will be given a copy of the receiving setting's Child Protection Policy, confirmation of local processes and confirmation of DSL arrangements.

8. Safer recruitment / volunteers and movement of staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children. When recruiting new staff, the school will continue to follow the relevant safer recruitment processes for their setting, including, as appropriate, relevant sections in part 3 of Keeping Children Safe in Education (2021) (KCSIE).

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

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

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

Should any of the Trust schools need to utilise volunteers, it will continue to follow the checking and risk assessment process as set out in paragraph 289 of KCSIE. Under no circumstances will a volunteer who has not been checked be left unsupervised or allowed to work in regulated activity.

All Trust schools will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult. Full details can be found at paragraph 329 of KCSIE.

Should it become necessary to deploy staff to support in other educational settings the receiving school must ensure that visiting staff:

- Are made aware of who the schools DSL (and Deputy) are and how to contact them
- Are shown how to make logs of concerns (assuming they will not have access to MyConcern)
- Will sign in and out each day at an allotted location
- Have access to a computer should they need to log any concerns pertaining to children in their school

All Trust schools will continue to consider and make referrals to the Teaching Regulation Agency (TRA) as per paragraph 333 of KCSIE and the TRA's 'Teacher misconduct advice for making a referral.

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

Whilst acknowledging the challenge of the current national emergency, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff / volunteers will be in the school, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity. As such, each Anglian Learning school will continue to keep their own single central record (SCR) up to date as outlined in paragraphs 250 – 253 and 257 in KCSIE.

9. Online safety in schools and colleges

Anglian Learning schools are committed to the safety of all its pupils and staff and each school will continue to provide a safe environment, including online. This includes the use of the Trust's online filtering system(s).

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

10. Children and online safety away from school and college

It is important that all staff who interact with children, including online, continue to look out for signs that a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to children's social care and as required, the police.

As always, there are huge benefits to be gained from the appropriate use of technology and accessing learning resources whilst at home is a great example of this. However, parents (and teachers) need to be aware of the potential risks that go along with this.

Online teaching should follow the same principles as set out in the Anglian Learning Code of Conduct for all Adults and the Guidance for Safer Working Practice for those Working with Children and Young People in Educational Settings (May 2019).

Schools across the Trust will ensure any use of online learning tools such as ShowMyHomework and Google Classrooms are in line with privacy and data protection / GDPR requirements.

Recording of lessons is prohibited.

Parents can access the E-safety Policy via the individual school's website.

11. Supporting children not in school:

Anglian Learning is committed to ensuring the safety and wellbeing of all its children and young people.

Where children and young people have been identified to be on the edge of social care support, or who would normally receive pastoral-type support in school, individual schools will ensure that a robust communication plan is in place for those children or young people.

Pupils will be identified depending on need and RAG'ed accordingly. RAG'ing is not 'fixed' and children and young people can move between levels. All contact must be logged.

The communication plans can include remote contact, phone contact, (door-step visits). Other individualised contact methods should be considered and recorded.

If a school is unable to contact a child about whom there have been concerns after a reasonable number of attempts, schools may need to seek further advice about safe and well checks.

DSL's in all Anglian Learning schools will work closely with all stakeholders to maximise the effectiveness of any communication plan.

The planning document will be accessed daily by nominated school staff, DSL's and individual cases will be reviewed and discussed as necessary. Where concerns arise, the individual's school's DSL will consider any referrals as appropriate.

Anglian Learning recognises that schools are a protective factor for children and young people, and the current circumstances, can affect the mental health of pupils and their parents / carers. Teachers in all Trust schools need to be aware of this in setting expectations of pupils' work where they are at home.

12. Supporting children in school

Anglian Learning schools will continue to be a safe space for all children to attend and flourish. The Principal / Headteacher of each Trust school will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety.

Each school will refer to the Government guidance for education and childcare settings on how to implement social distancing and continue to follow the advice from Public Health England on handwashing and other measures to limit the risk of spread of Covid-19.

Where schools have concerns about the impact of staff absence – such as the Designated Safeguarding Lead or first aiders, the Principal / Headteacher will discuss them immediately with the wider Trust management.

13. Peer on Peer Abuse

All Trust schools recognise that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

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

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

Concerns and actions must be recorded on MyConcern and appropriate referrals made.

14. New children at the school

Trust schools may be asked to provide a temporary place for a child who normally attends another school.

Where children join a school from other settings the receiving school will require confirmation from the placing school's DSL as to whether they have a Safeguarding File or SEN statement / EHCP. This file must be provided securely before the child begins at school and a call made from the DSL (or Deputy) to the placing school's DSL to discuss how best to keep the child safe

In some unusual circumstance this may not be possible. Information provided must include contact details for any appointed Social Worker and where relevant for the Virtual School Head.

Safeguarding information about children placed in any Trust school will be recorded on the schools safeguarding system, will be securely copied to the

placing school DSL and will be securely returned to the placing school on completion of the child's placement with the receiving school so there is a continuous safeguarding record for the child.

The DSL will undertake a risk assessment in respect of any new information received, considering how risks will be managed and which staff need to know about the information. This will be recorded on the safeguarding recording system.

Trust support

The Anglian Learning Safeguarding Team (ALST) comprises senior staff and DSLs across all Trust schools. They work collaboratively to ensure the safety of all children and young people within the Trust and are able to offer support and guidance to staff. Should you need to contact your school's ALST member then please do email your school's DSL in the first instance.

If you require clarity or additional information on any aspects outlined in the above addendum, then please do contact the Assistant Director for SENDV and Safeguarding Mrs Camilla Saunders, csaunders@anglianlearning.org.

This policy was ratified on 15 September 2021

By the Director of Primary Education