[Name of School/College] [LOGO]

Child Protection Policy – executive summary of key principles for staff and parents 2023-2024

Date of publication: **Review date**:

Key principles

1. The *school/college* Child Protection Policy for 2023-2024 is consistent with statutory guidance **HM Working Together to Safeguard Children 2018 (updated December 2020)** and **DfE Keeping Children Safe in Education 2023 (KCSiE)**; and local inter-agency safeguarding procedures issued by Nottinghamshire Safeguarding Children Partnership - **https://nottinghamshirescb.proceduresonline.com/**

2. All staff and volunteers must read Part One of **DfE Keeping Children Safe in Education 2023** or Annex A as decided by the Headteacher and *Governing body***.**
   All SLT members and staff who work directly with children (e.g., teachers, teaching assistants, lunchtime supervisors, pastoral support staff) should also read Part Five and Annex A and B.
   All staff, supply staff and volunteers must have a full and active understanding of KCSiE 2023 Part One and or Annex A and all sections of the full school/college child protection policy - concerning child protection procedures, definitions, impact, indicators of abuse and referrals - to safeguard children at school effectively.

3 All staff including supply staff and volunteers will be safely recruited in-line with all legal requirements as outlined in KCSiE 2023 Part Three: Safer Recruitment, and our *Governors* will ensure our *school* creates a culture that is safe and safeguards the welfare of children. We will adopt robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying for or securing employment, or volunteering opportunities in our *school*. We will maintain an ongoing vigilance which considers matters inside and outside the workplace, including online.

4 The *school* seeks to ensure that only 'safe' staff and 'safe' supply teaching staff and volunteers are recruited and employed to work with children by adopting the advice and guidance provided locally by *NCC HR Services/or our school HR Officer/Service*. Safer Recruitment is embedded into our *school's* safeguarding culture through recruitment and induction processes and the ongoing management and support for all staff and volunteers. We now have a duty to verify candidates' identity, right to work and required qualifications and keep on staff personnel files. Any potential or shortlisted employees will be informed that online searches including social media will be carried out as part of our safer working and recruitment practice in line with guidance in KCSiE 2023.

5 All staff, teaching, supply, support staff and volunteers will be required to read the full Child Protection Policy and the *Staff Behaviour Policy or Code of Conduct* before starting work with children and will be informed of the procedures in place to address and manage any safeguarding concerns, allegations about staff members including low-level concerns. *KCSiE 2023 has provided additional clarity on the process for sharing low-level concerns which we have included in our school Staff Behaviour Policy/ Code of Conduct.*

6 Organisations or individuals using school/college premises:- Where individuals or organisations use school/college premises for the purpose of running activities for children (for example community groups, sports associations, or service providers that run extra-curricular activities),and an incident or allegations occurs during the use of the *school* premises, as with any safeguarding allegation, we will follow our chid protection and safeguarding policies and procedures, including informing the LADO. *KCSiE 23 (paragraph 377) has now made this a statutory requirement placed on the school/college. Include here how this will be managed including with the individuals or organisations using the schools/college premises.*

7 This document serves only as a brief reference point for staff, parents, supply teachers, volunteers, governors, and other stakeholders and should be read alongside our school/academies Child Protection Policy 2023-2024 and Flow Chart which informs of the actions to be taken where there are concerns about a child inside and outside of the school environment.

8 All governors, school leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding to safeguard and promote the welfare of children effectively and maintain an attitude **'it could happen here'** where safeguarding is concerned. When concerned about the welfare of a child, staff should always act in the **'best interests of the child.**

9 Everyone who works in or with our *school* has a responsibility to safeguard and promote the welfare of children and respond to concerns, incidents, or disclosures and should **always** speak with the Senior Designated Safeguarding Lead or Deputy DSL to inform them of any safeguarding or child protection concerns without delay.

The Senior Designated Safeguarding Lead (DSL) is…….

The Deputy DSL(s) is/are ……

The SLT members who should be contacted in the DSL's absence are…….

……..

The Safeguarding Governor is……

The Chair of Governors or Trust Safeguarding Lead is……

10 Our *Governors* are required to receive appropriate safeguarding and child protection (including online) training at induction. This training should equip them with the knowledge to provide us with strategic challenge, as a 'critical friend' and test and assure themselves that the safeguarding policies and procedures in place in our *school* are effective and support the delivery of a robust whole. This training must only focus on their strategic role and not on operational procedures.

11 The Senior DSL will ensure that all staff including supply staff and volunteers receive a robust induction into the *school* safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies including the Behaviour Policy, Child on Child Abuse Policy, Online Safety Policy including an understanding of the expectations, applicable to roles and responsibilities in relation to filtering and monitoring, and children who go missing from education or are' absent from education' before starting work with children.

12 The Senior DSL will work with the Head teacher, Chair of Governors/ Safeguarding Trust Lead, to ensure all who hold responsibility for the child protection and safeguarding of children have access to high quality safeguarding training, the training should be regularly updated. In

addition, **all** staff should receive safeguarding and child protection (including online safety) updates (for example, via email, e-bulletins, and staff meetings) as required, and at least annually, to continue to provide them with relevant skills and knowledge to safeguard children effectively.

13 All safeguarding policies, procedures and practice guidance are overseen by the Senior Designated Safeguarding Lead and put in place and signed off in consultation with the Head teacher, Senior Leadership team, *Governing body,* and staff at the beginning of the autumn term and reflect the statutory guidance within KCSiE and our local Nottinghamshire Safeguarding Children Partnership (NSCP).

14 Governors and Trustees are required to receive appropriate safeguarding and child protection (including online) training at induction. This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in *school* are effective and support the delivery of a robust whole. This training must focus on their strategic role and not on operational procedures.

15 The *Governing body* will ensure they maintain oversight of the Online Safety Policy contained within our main child protection policy, and the arrangements put in place to ensure appropriate filtering and monitoring on school devices and school network. The appropriateness of any filtering and monitoring systems will in part be informed by the risk assessment required by the Prevent Duty as required by KCSiE 2023 paragraph138 to147. This will include:

- 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 the school/ colleges safeguarding need.
- review and discuss the standards with the leadership team, IT staff and service providers to ensure the school/college meets the standard published by the Department for Education filtering and monitoring standards.

Inform here how your school/college will manage the new filtering and monitoring requirements put in place by KCSiE 2023 (paragraphs 124,138,141 and 142). Inform here if you have a separate Online Policy and where this can be accessed.

16 The Senior DSL will also ensure any contractors working at the school and visitors are informed of where and who to report any safeguarding concerns or incidents to whilst on the school site and be given sight of the Visitors and VIP guidance.

17 The school is committed to offering early help to those children who need it. Staff are trained to be vigilant and to record and report all concerns and issues that indicate a child may require early help or that there may be a safeguarding issue to the Senior DSL without delay.

18 The Senior DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, provide pastoral care and support, offer early help, or make appropriate referrals. The DSLs will record actions and decisions taken and referrals that are made. If early help is appropriate the Senior DSL will keep the case under constant review and refer cases to statutory safeguarding agencies where required and where appropriate support children and families to access support and additional help to support well-being and safety.

19 Our Senior Designated Teacher is *name*…… and they and the DSL team, will work with the local authority virtual school and the child's social worker to promote the educational achievement of registered pupils who are looked- after and will continue to promote the

educational achievement of children who have left care through adoption, special guardianship, or child arrangement orders. Our Designated Teacher will also work closely with the Designated Safeguarding Leads and SENCO, to ensure all children and particularly our vulnerable children and those with SEND are fully supported and any plans in place are regularly reviewed alongside the SEND Code of Practice and support available from specialist organisations including SENDIASS, to enable the children to achieve to their full potential and remain safe. (KCSiE 2023 paragraph 202).

20 Our Designated Teacher will have the appropriate training and relevant qualifications and experience to carry out the role and responsibilities required and maintain an up to date understanding of the needs of children with looked after status and SEND and be in a position to review any plans in place with the child and parents.

21 Our *school* will adhere to the provisions within the Equality Act, which includes reasonable adjustments for disabled children and young people and will not unlawfully discriminate against pupils or students because of their sex, race, disability, religion or belief, gender reassignment, pregnancy and maternity, or sexual orientation (protected characteristics), as informed in KCSiE 2023 (paragraphs 86 to 93). *Include here any other information you wish to make clear, or links to information or policies.*

22 Staff recognise that some children are particularly vulnerable and therefore more likely to require early help or safeguarding. Those children include children with special educational needs and disabilities; those who are looked after by a local authority or were previously looked after; those living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; and children showing signs of engaging in anti-social or criminal behaviour.

23 Our *school* is committed to supporting improving the mental health and well being of all children *we will do this by……include designated Mental Health and Well Being Team, who they are and basic responsibilities. Also include details of the pastoral team, e.g., Child and Family Support Worker, ELSA, MeLSA and SENDCo. Include details of the school curriculum and taught opportunities to support improving the mental health and wellbeing of all children, e.g., through PSHE and themed assemblies. Also include any prioritised interventions led by the ELSA.*

24 The school recognises that children who run away, go missing and/or are 'absent from school and education' are potentially vulnerable to abuse, exploitation, offending and placing themselves and possibly others (friends) in situations where they may suffer physical harm, abuse, or risk of child sexual exploitation (CSE), criminal child exploitation (CCE) or at risk of being radicalised or exploited.

25 The school will therefore work actively in partnership with parents/carers and other agencies to understand and improve poor school attendance and address issues of children running away and going missing from home. This will now also include children who are 'absent from education,' particularly on repeat occasions and/or for prolonged periods as defined in KCSiE 2023 (paragraph 175).

26 The school has a duty to teach children about safeguarding and how to understand and recognise risk (on-line and off-line) and the support available to them; as part of a 'broad and balanced curriculum.' *Delete as appropriate to your setting:* This will include Relationships Education (for all primary pupils) and Relationship and Sex Education (for all secondary pupils) and Health education (for all pupils), compulsory from September 2020 and should be taught in schools from September 2021. Add anything else specific to safeguarding from within your curriculum.

27 The *school* **whistleblowing** policy enables staff to raise concerns or allegations, initially in confidence, and for a sensitive enquiry to take place. Staff are expected to report all concerns

about poor practice or possible child abuse by colleagues to the headteacher, including low-level concerns.
Concerns or complaints about the headteacher should be reported to the chair of governors.
Staff can also contact the Designated Officer in the Local Authority (LADO), who is responsible for the coordination of responses to allegations against people who work with children.
The LADO can be contacted on Tel: 0115 8041272
For staff who do not feel able to raise concerns internally, advice and support can be accessed through the NSPCC whistleblowing helpline Tel: 0800 028 0285.

28 All staff including the headteacher, supply teachers, volunteers and governors will receive appropriate and regularly updated safeguarding and child protection information, guidance, and at least annual dedicated safeguarding training to provide them with the requisite skills and knowledge to safeguard children and maintain and revise where required, appropriate 'safeguarding arrangements' in our *school*.

29 The Senior DSL and deputy DSLs will attend bespoke training for newly appointed DSLs and refresher training every two years delivered by Nottinghamshire County Council. In addition, new DSLs will attend the NSCP Working Together to Safeguard Children course which compliments the DSL training and informs of the arrangements for child protection conferences, reviews, and core group meetings, ensuring all our DSLs are fully conversant with the principles of good safeguarding partnership practices to keep children safe and respond to safeguarding and child protection concerns.

30 The Senior DSL and deputy DSLs will also update their knowledge and skills at least annually (as a minimum) to keep up to date with new safeguarding developments and guidance relevant to their role. The Senior DSL or one of the deputy DSLs will look to attending the LA's DSL Focus Group network meetings to cascade information and any updates to guidance back to the DSL team and all *school* staff through regular staff safeguarding briefings and in house training. All DSLs will also attend, where appropriate, other safeguarding training opportunities to ensure their knowledge and experience in safeguarding remains current and can address any emerging threats.

31 Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will discuss day-to-day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the Senior DSL or headteacher or – in the case of concerns about the headteacher – to the chair of governors. However, any member of staff can contact and/or make a referral to Children's Social Care or MASH.

32 From June 2022 the MASH has put in place a Consultation Line which is staffed by a qualified social worker. The Consultation Line will be available to all professionals working with children and young people in Nottinghamshire who do not already have an allocated social worker. Professionals will be asked for their details, but the details of the children and family will remain anonymous and therefore consent to discuss concerns <u>will not be required</u>.
The conversation will not be recorded by the social worker or in any capacity by Nottinghamshire County Council There will be a professional expectation that the advice given will be followed and appropriately recorded by the caller. The MASH Consultation Line telephone contact number is: 0115 9774247.

33 Safeguarding concerns/disclosures for children not already open to social care should be made to the MASH. For cases already open to social care and the child has an allocated social worker, contact should be made directly with the social worker or social work team, if it is believed that it is the only effective way to safeguard a child.
Our *school* will support social workers and other agencies following any referrals for a child or family.

34 As a *school* we acknowledge we have clear powers to share, hold and use information to tackle all forms of abuse and neglect, to promote children's welfare and their educational outcomes. All staff, including supply teachers and volunteers must be mindful of specific requirements in relation to the use of technology including on-line behaviour and the taking, storing and use of images of children. All staff must be conversant and be able to apply GDPR guidance and information sharing procedures in-line with statutory guidance and *school* procedures.

35 The Senior DSL is responsible for ensuring that all staff, including supply teachers and volunteers have a meaningful awareness of a range of specific safeguarding issues and vulnerabilities as defined in Annex A of Keeping Children Safe in Education 2023, and be able to discharge their responsibilities for children effectively by raising concerns with appropriate staff and or the DSL team to keep children safe. All staff will need to understand issues and risks in relation to physical and mental health and well-being, criminal child exploitation, gang and knife crime, serious youth violence, radicalisation, extremism, and child sexual exploitation.

36 KCSiE 2023 Annex B contains important additional information about specific forms of abuse and safeguarding issues, which all staff should read to support good understanding of safeguarding vulnerabilities, identification of concerns and referral where required to safeguarding agencies. We recognise KCSIE 2023 uses the term '**victim**' to refer to those who have been subjected to abuse. But also recognises that not every victim will view themselves as such. It also uses the term '**alleged perpetrator(s)**' and where appropriate '**perpetrator(s)**.' We will use caution in the use of this term as in some cases the abusive behaviour will have been harmful to the perpetrator as well.

37 Disclosures by children may be made or become know to any staff member but staff know to report all safeguarding concerns, disclosure and incidents of risk, harm or abuse to the Senior DSL or deputy DSL this includes occasions when staff believe something is not quite right and they may have what is sometimes called 'a gut feeling' or see a change in the child's behaviour, presentation or engagement with learning. This is recognised as sometimes because children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or being threatened. This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child. It is also important that staff determine how best to build trusted relationships with children and young people which facilitate communication.

38 The Senior DSL will ensure all staff understand the seriousness of child on child abuse and the indicators and risks associated with children who display sexually violent and sexually harmful behaviours, or inappropriate behaviour including sexting or other forms of on-line abuse or behaviours linked to issues such as drug taking and or alcohol misuse, and consensual and non-consensual sharing of nudes and semi-nudes images and /or videos can be signs that children are at risk, or inappropriate behaviour including sexting.

39 The Senior DSL will ensure all staff including supply staff and volunteers are aware of how to respond and report any indicators or incidents of 'child on child' abuse, so that actions can be taken swiftly and effectively to ensure children can be kept safe. We acknowledge that it can happen both inside and outside of school/college and online and all staff have a responsibility to report **any** concerns regarding child abuse including harmful online behaviours to the designated safeguarding lead or one of the deputy DSLs and with parents and carers, so they also know where to get help and support. We understand the importance of challenging inappropriate behaviours between children that are actually abusive in nature and not dismiss them as "just banter," "just having a laugh" or "part of growing up."

40 We will adopt the Government statutory guidance for a **'zero tolerance'** approach to abuse and will hold to account and challenge anyone who acts in a way which harms children or situations

which could lead to a culture of unacceptable behaviours, an unsafe environment for children for children and in worst case scenario a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. *Clarify here your schools response to child-on-child abuse and inform whether you have a separate policy which can be attached as an Appendix to your child protection policy or is included within the body of your schools/colleges child protection policy, see KCSiE 2023 Part Five- Child on Child sexual violence and sexual harassment.* Separate Child on Child Abuse Policy add as an appendix to the Child protection policy.

41 We acknowledge the specific legal duty placed on teachers should they become aware that an act of FGM (Female Genital Mutilation) appears to have been carried out on a girl under the age of 18 **for the teacher to report to the police**. The Senior DSL will ensure all staff, but particularly all with teacher status, are conversant with the procedures required of mandatory reporting for concerns and risks related to honour-based abuse, female genital mutilation, forced marriage and 'up skirting' which all have a mandatory reporting requirement. All teaching staff will complete FGM training in line with statutory guidance.

42 We acknowledge technology brings many benefits to our *school,* staff, and *pupils/students* but we also recognise the risks and harms related to the use of technology, the internet and social media platforms which evolve and change rapidly. In accordance with Government guidance, we will carry out an annual review of our online safety, supported by an annual risk assessment that considers and reflects the risk children can face. We will continue to ensure appropriate levels of security protection are in place, to safeguard our systems, staff and learners and review the effectiveness of our procedures to keep up to date with evolving cyber-crime technologies. We will ensure our learners and parents/carers are kept informed especially where remote learning is required and put in place.

43 *Delete if not appropriate.* We acknowledge the requirements placed on our *school for children who have complex needs and attend alternative provision. For those children we will ensure the alternative education provider is aware of any additional risks that the child may be vulnerable to support the child's engagement, attendance, and maintenance of their education provision.*

44 Where a parent or carer expresses their intention to remove a child from *our* school with a view to educating at home, we will work together with key professionals to coordinate meetings with parents/carers where possible and carry out the required arrangements detailed in the Education (Pupil Registration) Regulations September 2016, before *deleting the child from our admission register and before a child is taken off roll.*

45 Please add here any additional information needed to be included within the executive summary that is specific to your school. The Designated Safeguarding Lead will work with the Flying High Partnership to further strengthen safeguarding compliance and culture. This includes completing termly Safeguarding audits with the designated Safeguarding Governor and when applicable completing the external audit process with the External Safeguarding Consultant and/or Safeguarding Support Consultant. The school safeguarding team will address any actions/recommendations identified from the audit within four/six weeks as agreed with the Flying High Partnership Safeguarding team.

46 Additional support is available from the Safeguarding Children in Education Officer by emailing: cheryl.stollery@nottscc.gov.uk or by phoning: 0115 8041047.

PLEASE NOTE: The red type font is used only as an indicator of where you need to add to the executive summary and personalise it to your individual setting.
If you are considering using this as an executive summary to support your school child protection policy, you must ensure the content represents your own establishments 'safeguarding arrangements' and make clear linkage to your child protection policy for 2023-2024.

KCSiE 2023 Annex F provides a Table of substantive changes from 1st September 2023, these have been included within the executive summary but are not exhaustive in detail.

*The final content of this executive summary will need to be agreed by the school leadership team, Snr Designated Safeguarding Lead and governing body/and **must** be signed off at the same time as your child protection policy for 2023/2024.*

A copy of this Executive summary should also be sent to kjagger@flyinghightrust.co.uk as soon as it is signed off. The updated child protection policy for 2023/24 should be displayed on the school website once signed off in September.