

Staff training on Child Protection September 2018

The Child Protection Policy

This policy has been reviewed in the light of new and revised statutory guidance. It has three sections:

- A. Procedures for staff
- B. Types of abuse
- C. Further information and responsibilities

The key statutory document is “Keeping children safe in education”. This has been revised from September 3rd 2018.

Every staff member must read part 1 of this document

Teachers and pastoral support staff or others having regular contact with children should also read Annex A of this document called “Further Information”.

Documents

The Trust has a series of safeguarding policies. These are on the Trust safeguarding area of the website as is further information and statutory guidance.

The **key documents** in your staff handbook are:

- Staff Code of Conduct
- Child Protection Policy
- [Behaviour Policy](#)
- Role of the Senior Designated Person (designated senior lead).
- Part 1 of “Keeping Children Safe in Education” September 2018.
- The safeguarding response to children who go missing from education.

You will be asked to sign the Trust Code of Ethical Practice and to indicate that you have read and understood the key documents above.

Role of the Senior Designated Person (designated senior lead)

- DSP role must be clear to all staff.
- They have a job description as do any deputy DSPs and this is the same as the main role. There are some changes in the job description from this year. The revised guidance emphasises the role of the DSP
- All Trust DSPs and deputies will need to re-sign the job description to acknowledge changes.

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Early Help

- Staff should act immediately if they have a concern. In first instance to the DSP or other senior member of staff but if this is not possible then must refer yourself. You need to be aware of the procedures.
- See section B of the Child Protection policy on signs of abuse
- Attitude of it could happen here – as shown by some data examples below.
- Looked after children and previously looked after children- need designated lead.
- SEND children more at risk. Recommend designated person as pastoral support.
- You must act in the interests of the child. You must never keep things between you and a child. This is anyone under 18.
- Remember that pastoral staff and your DSP will have fuller information on a child than you will have and so is the best person to move things forward.

Staff should be alert to the potential need for early help for a child who:

- is disabled and has specific additional needs;
- has special educational needs (whether or not they have a statutory education, health and care plan);
- is a young carer;
- is showing signs of being drawn in to or engaging in anti-social or criminal behaviour;
- is frequently missing/goes missing from care or from home;
- is misusing drugs or alcohol themselves;
- is at risk of modern slavery, trafficking or exploitation;
- is in a family circumstance presenting challenges for the child, e.g. substance abuse, adult mental health problems and domestic violence;
- has returned home to their family from care;
- is showing early signs of abuse and/or neglect;
- is at risk of being radicalised or exploited;
- is a privately fostered child.

County Lines- the revised document refers to criminal behaviour across county lines e.g. children being used to transport drugs by gangs

Contextual safeguarding- consider the context of the school and its local area.

Safeguarding partnership- schools, LA children services and the police.

Concern about a staff member, volunteer or contractor- refer to the Principal or me. There is a separate policy and a Trust Whistleblowing policy.

Procedures

All staff must be clear on what they must do

The Child Protection policy details the procedures

Essentially report any concerns to your Designated Senior Person (DSP). If there is a risk to a child that is immediate you must act if you cannot find the DSP or other senior person, for example

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after the end of the school day. If necessary refer to the MASH (multi-agency safeguarding hub) team on 101 or the police.

Some academies have CPOMs and others use the Trust paper forms. You must follow the Trust procedures.

The DSP in each academy should ensure availability for staff at all times.

I will check and so will OFSTED!

Immediate danger

If you consider a child is in any immediate danger you must contact the DSP immediately. If this is not possible, contact another senior member of staff or you must refer the matter to the MASH team on 101.

Staff will immediately report:

- any suspicion that a child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play
- any explanation given which appears inconsistent or suspicious
- any behaviours which give rise to suspicions that a child may have suffered harm (e.g. worrying drawings or play)
- any concerns that a child may be suffering from inadequate care, ill treatment, or emotional maltreatment
- any concerns that a child is presenting signs or symptoms of abuse or neglect
- any significant changes in a child's presentation, including non-attendance
- any hint or disclosure of abuse from any person
- any concerns regarding person(s) who may pose a risk to children (e.g. living in a household with children present).

Key points to remember for taking action are:

- in an emergency take the action necessary to help the child e.g. call 999
- report your concern to the DSP or Principal/senior member of staff as soon as possible and at the latest by the end of the school day
- do not start your own investigation
- share information on a need- to-know basis only
- *Enter the incident/information on CPOMS or complete a paper copy of the Welfare Concern Form (Appendix A3 and available from your Academy's main reception) and a Body Map (Appendix A6) if appropriate.*
- seek support for yourself if you are distressed by contacting the DSP, Principal or another senior member of staff.
- If you are concerned that not enough action/no action has been taken refer to the Principal or CEO.

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Peer on peer abuse

There is a whole new section and focus on sexual violence and sexual harassment between children.

The evidence highlights why it is important that all staff have an understanding of what sexual violence and sexual harassment might look like and what to do if you have a concern or receive a report.

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence and sexual harassment;
- sexting (also known as youth produced sexual imagery); and
- initiation/hazing type violence and rituals.

All staff should be clear as to the Trust's policy and procedures with regards to peer on peer abuse. Refer **any** concerns to the DSP or a senior pastoral leader.

See the policy for further information.

Whilst **any** report of sexual violence or sexual harassment should be taken seriously, staff should be aware it is more likely that girls will be the victims of sexual violence and sexual harassment and more likely it will be perpetrated by boys. Pupils need to be reassured they will be taken seriously.

The Women and Equalities Committee (WEC) found in a number of large scale surveys girls consistently reporting high levels of sexual harassment and sexual violence in schools and colleges.

Online safety

This is massive and a real issue. See the data – it is shocking.

Our focus is educating our children about the risks as nearly all abuse occurs at home.

All staff to be trained on induction.

Female Genital Mutilation (FGM)

Teachers have a statutory duty to report this. Most takes place under the age of 10.

Looked After Children (LAC)

Focus on the care of looked after children and previously looked after due to their high vulnerability.

Some examples of why we must have the view that it 'could happen here'

Peer on peer abuse

- Girlguiding's Girls' Attitudes Survey 2017 (1900 girls and young women aged 7-21) found 64% of girls aged 13-21 had experienced sexual violence or sexual harassment at school or college in the past year. This included 39% having their bra strap pulled by a boy and 27% having their skirts pulled up within the last week.
- Over a third (37%) of female students and 6% of male students at mixed-sex schools have personally experienced some form of sexual harassment at school.
- Almost a quarter (24%) of female students and 4% of male students at mixed-sex schools have been subjected to unwanted physical touching of a sexual nature while at school.
- Girls (14%) were significantly more likely than boys (7%) to report that their partner had pressured them to share nude images of themselves in the last year.
- Girls are significantly more likely to be victimised with unwanted sexual messages and images from their peers online, with 31% of female respondents aged 13-17 years saying they had experienced this in the last year compared to 11% of male respondents.
- In 2016/17 the NSPCC childline service provided over 3000 counselling sessions to children and young people concerned about being sexually assaulted by their peers.

Online safety

Internet Watch Foundation (IWF) research on child sex abuse live-streaming reveals 98% of victims are under 13. A new study by IWF has revealed shocking statistics on children being groomed, coerced and blackmailed into live-streaming their own sexual abuse over webcams, tablets and mobile phones.

The research, Online Child Sexual Exploitation: Examining the Distribution of Captures of Live-streamed Child Sexual Abuse was conducted over a three-month period and identified 2,082 images and videos of live-streamed child sexual abuse. It revealed that 98% of images found were of children aged 13 and under, 28% were aged 10 or under, while the youngest victim was just three-years-old.

Top lines from the study found:

- 96% of victims were girls
- 96% showed a child on their own, in a home environment
- 18% of the abuse was categorised as Category A, which includes the rape and sexual torture of children

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- 40% of the abuse was categorised as Category A or B, which indicates serious sexual abuse.

Shockingly, 100% of the imagery had been harvested from the original upload location and had been redistributed on third party websites, with 73% of content appearing on 16 dedicated forums. This indicates the abusive imagery was being shared with the intention of advertising paid downloads of videos of webcam child sexual abuse.

Sadly, a huge 40% of this illegal imagery was confirmed as Category A or B, 18% being Category A which involves what IWF classifies as the rape and sexual torture of children. The remainder was classed as Category C.

Of the live-streamed content, 4% was captured from mobile-only streaming apps.

The Internet Watch Foundation, which conducted the research (over a three-month period from August to October 2017) with funding support from Microsoft, is calling for greater awareness of online child sexual abuse using live-streaming apps. The organisation wants to encourage parents, carers and professionals working with youngsters to be aware of children's technology use and the dangers posed to them by offenders.

How safe are our children? (NSPCC 2018)

1. Online grooming

- In 2017-18, 2,813 grooming offences were recorded by the police in England.
- 23% 8-11 year olds and 74% have social media accounts spending 13 hours and 20 hours online a week respectively.
- 7% of under 13s have been asked for a sexual image or message and 24% of young people have experienced an adult they don't know trying to contact them online.
- Recorded sexual offences against children in England are increasing. For example, sexual activity involving a child under 13 has increased by 30.1% since 2015/16 with 7220 offences recorded. For a child under 16 the figures for 2016/17 were 12,281 offences.
- Abuse of a position of trust offences have increased by 21.2% since 2015/16 (272 offences) and sexual grooming has increased by 16.8% to 1,132 recorded offences in 2016/17.
- Recorded cruelty and neglect against children under 16 has increased massively to 13,591 offences in England in 2016/17. Some of the increase is due to increased reporting of offences.
- In March 2017 for England, 51,080 children were the subject to a Child Protection Plan. Reasons for a child protection plan - 48.1% for neglect; 33.8% for emotional abuse, 7.7% physical abuse and 4.4% sexual abuse. This number has been increasing since 2002 and increased by 68.6%.

2. Looked after children

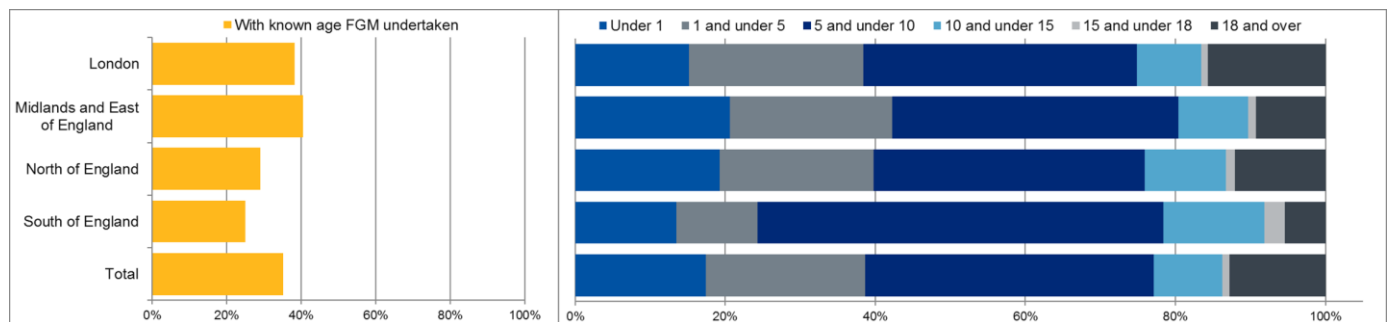
In March 2017 there were 44,600 children looked after due to abuse or neglect with over 10% having 3 or more placements. However, this is improving.

3. Female Genital Mutilation

There were 6,195 individual women and girls who had an attendance where FGM was identified or a procedure related to FGM was undertaken in the period April 2017 to March 2018. These accounted for 9,490 attendances reported at NHS trusts and GP practices where FGM was identified or a procedure related to FGM was undertaken.

There were 4,495 newly recorded women and girls in the period April 2017 to March 2018. Newly recorded means this is the first time they have appeared in this dataset. It does not indicate how recently the FGM was undertaken, nor does it mean that this is the woman or girl's first attendance for FGM.

FGM: Age of those involved at March 2018



FGM: Country of birth (March 2018)

