


Title	Child Protection Policy
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Associated Policies Document: “Keeping Children Safe in Education” September 2019.	<ul style="list-style-type: none"> • Images of Children • Intimate Care • Allegations of abuse against staff • Whistleblowing • Duty of Care • Information Sharing • E-Safety and code of conduct • Anti-bullying • Searching Pupils • Physical Restraint • Looked After Children • Children missing from education • Female Genital Mutilation (FGM) • Behaviour Policy • Guidance document – Guidance for staff on safe working practices with our pupils • Self-harm policy • Preventing Extremism & Radicalisation • Safeguarding – Trust Procedures • Child Sexual Exploitation • ICT acceptable use policy and cyberbullying • Safer Recruitment Policy
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Key Personnel

Designated Senior Person (DSP):

Sir Christopher Hatton Academy: Luke Shackleton - Assistant Principal

Victoria Primary Academy: Hayley Scargill - Principal

Oakway Academy: Claire Byron – Vice Principal

Ecton Village Primary Academy: Kate Cleaver- Principal

Additional trained DSP:

Sir Christopher Hatton Academy:

Nick Salisbury – Co Principal

Alastair Mitchell – Co Principal

Bijal Dave – Vice Principal

Tracey Pereira- Head of Year and Welfare Support Officer

Victoria Primary Academy:

Sarah Whiteman – Vice Principal

Ian Pearson- Vice Principal

Jane Wall - Assistant Principal

Rachel Spruce - Inclusion Officer

Fiona Morin – Office Manager

Oakway Academy:

Clare Wallace - Principal

Jacinta Gordon - SENCO

Deena Singh - Welfare Officer

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Child Protection Policy

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Section A: Child Protection Procedures

A1. Policy Statement and Principles

This policy is one of a series in the Hatton Academies Trust's safeguarding portfolio. Our core safeguarding principles are:

- The Hatton Academies Trust's responsibility to safeguard and promote the welfare of children is of paramount importance.
- Decision making in all Trust academies surrounding safeguarding matters will always centre around the need to maximise the safety and wellbeing of the child.
- Safer children and young people make more successful learners.
- Policies will be reviewed regularly (annually) unless on-going evaluation in the trust, an incident, new legislation or guidance suggests the need for an interim review.

Child Protection Statement

At the academies of Hatton Academies Trust we recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where our children and young people are respected and valued. We are alert to the signs of abuse and neglect and take effective action to ensure that children and young people receive effective support, protection and justice.

The procedures contained in this policy apply to all staff, directors/trustees, academy representatives, volunteers and visitors and are consistent with statutory requirements and procedures of the Northamptonshire Safeguarding Children Partnership. <http://www.northamptonshirescb.org.uk/about-northamptonshire-safeguarding-children-board/>

The Trust is committed to working closely with the LSCP and other agencies to protect and support our pupils.

Policy Statement of Principles

- The welfare and **best** interests of the child are paramount
- Safeguarding and promoting the welfare of children is **everyone's** responsibility
- All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
- **All staff** have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm
- Pupils and staff involved in child protection issues will receive appropriate support
- 'Children' includes everyone under the age of 18. However, these principles are applied to all students in the Trust.

Policy Aims

- To set out procedures ensuring that the Trust meets its responsibilities for safeguarding children from abuse.

- To raise awareness in all our staff of the need for child protection and of their responsibilities in identifying and reporting possible cases of abuse.
- To enable staff to feel more confident in recognising signs and symptoms of abuse and to share with appropriate staff any concerns they may have regarding the protection of children.
- To identify the role of the Trust, the Designated Senior Person (DSP) and senior staff in matters relating to child protection.
- To explain the roles and responsibilities of all agencies and to emphasise the importance of working together efficiently.
- To provide a systematic means of monitoring children known or thought to be at risk.
- To clearly identify support structures and procedures within the Trust in cases of suspected child abuse.
- To ensure appropriate training for staff within the Trust and to emphasise the need for high levels of communication between members of staff.

Terminology

Safeguarding and promoting the welfare of children refers to:

- protecting children from maltreatment, abuse or neglect
- preventing the impairment of children's health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- preventing extremism & radicalisation
- taking action to enable all children to have the best outcomes
- undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

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

Staff refers to all those working for or on behalf of Hatton Academies Trust, full time or part time, in either a paid or voluntary capacity.

Child or pupil refers to all young people who have not yet reached their 18th birthday.

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

Principal refers to the staff member with lead responsibility for the academy. This is the Principal or Head of School.

A2. Legislation & Statutory Guidance

This policy is based on the Department for Education's statutory guidance, Keeping Children Safe in Education-2019 and Working Together to Safeguard Children 2019, Sexual Violence and Sexual Harassment between children in schools and colleges, May 2018, and the Governance Handbook. We comply with this guidance and the procedures set out by Northamptonshire Safeguarding Children Partnership and work closely with them to protect and support our children.

This policy is also based on the following legislation:

- Section 175 of the Education Act 2002, which places a duty on schools and local authorities to safeguard and promote the welfare of pupils

- The School Staffing (England) Regulations 2009, which set out what must be recorded on the single central record and the requirement for at least one person on a school interview/appointment panel to be trained in safer recruitment techniques
- Part 3 of the schedule to the Education (Independent School Standards) Regulations 2014, which places a duty on academies and independent schools to safeguard and promote the welfare of pupils at the school
- The Children Act 1989 (and 2004 amendment), which provides a framework for the care and protection of children
- Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the Serious Crime Act 2015, which places a statutory duty on teachers to report to the police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18
- Statutory guidance on FGM, which sets out responsibilities with regards to safeguarding and supporting girls affected by FGM
- The Rehabilitation of Offenders Act 1974, which outlines when people with criminal convictions can work with children
- Schedule 4 of the Safeguarding Vulnerable Groups Act 2006, which defines what 'regulated activity' is in relation to children
- Statutory guidance on the Prevent duty, which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism
- The Childcare (Disqualification) Regulations 2009 (and 2018 amendment) and Childcare Act 2006, which set out who is disqualified from working with children
- This policy also meets requirements relating to safeguarding and welfare in the statutory framework for the Early Years Foundation Stage
- The General Data Protection Regulation and Data Protection Act 2018, which ensures that Data Protection principles do not inhibit or restrict staff from sharing essential safeguarding information between agencies and that data protection is not a barrier to information sharing – the needs of the children will always take precedent
- This policy also complies with our funding agreement and articles of association.

The Trust's policies and procedures have been updated to meet the statutory requirements and the policy was last reviewed in September 2019.

Research suggests that more than 10% of children will suffer from some form of abuse. In a multi-academy trust the size of HAT, that would represent at least 250 children. Due to their day to day contact with pupils, Hatton Academies Trust staff are uniquely placed to observe changes in children's behaviour and the outward signs of abuse. Children may also turn to a trusted adult in their Academy when they are in distress or at risk. It is vital that all Trust staff and volunteers are alert to the signs of maltreatment, abuse & radicalisation and understand the procedures for reporting their concerns.

A3. Requirements of all staff

Information for staff

The staff handbook for your academy will have key documents for your information. It is important that you read and show that you understand these key documents. In addition, the Trust website www.hattonacademiestrust.org.uk has all the key policies and information

documents relevant to safeguarding in the safeguarding hub that can be referred to as required. In addition, ask your line manager or academy reception for a printed copy of any document.

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).
- The safeguarding response to children who go missing from education
- Part 1 of “Keeping Children Safe in Education” September-2019.
- Annex A of “Keeping Children Safe in Education 2019” for all staff working directly with children.

The KCSIE Part 1 and Annex A provide further information on:

- Children and the court system
- Children missing from education
- Children with family members
- Child sexual exploitation
- Child criminal exploitation: county lines
- Domestic abuse
- Homelessness
- So called ‘honour-based’ violence including Forced Marriage and FGM
- Preventing radicalisation
- Peer on peer abuse
- Sexual violence and sexual harassment between children in schools and colleges
- What is sexual violence and sexual harassment
- Upskirting
- The response to a report of sexual violence or sexual harassment

The front of the Child Protection Policy names the DSP in each academy and additional staff who have been trained to help as well in the absence of the DSP.

Our procedures follow the Northamptonshire Safeguarding Partnership Inter-Agency Child Protection Procedures which are consistent with ‘Working Together to Safeguard Children’ and ‘What to Do If You’re Worried a Child is Being Abused’ and “Keeping Children Safe in Education” 2019.

You are advised to maintain an attitude of ***‘it could happen here’*** where safeguarding is concerned. When you are concerned about the welfare of a child, staff should always act in the **best** interests of the child.

All Hatton Academies Trust staff are required to:

- Be aware of the systems in place to support safeguarding and the key documents in the staff handbook.
- Know that extra information about safeguarding and the associated policies are on the academy and/or Trust website. Staff may also refer to the NSPCC website.
- Act in the best interests of the child. Their wishes and feelings can be considered but you are in the role of the adult and should ensure the best interests are served which may not always be in line with the child's wishes and feelings.
- Ensure that they have read and understood safeguarding policies and understood the training given and updates.
- Know what to look for in the early identification of abuse and neglect and seek advice from the DSP or other senior staff if needed. See 'Recognising Abuse' in Section B4 and "What to do if you are worried a child is being abused-Advice for practitioners" on the trust website. The NSPCC website provides further information.
- Be aware of the Academy and Trust procedures for child safeguarding, recognise concerns and maintain an open mind. All concerns regarding the welfare of students should be recorded using your Academy systems and discussed with the Designated Senior Person with responsibility for child protection (or another senior member of staff in the absence of the designated person) prior to any discussion with parents.
- Ensure that you are familiar with what to do if a child discloses to you or you have a concern.
- Be clear about the Early Help Process and your role in it (see section A5 below)
- Be clear what you need to do if you have a concern about a child, including making a referral to local authority children's social care.
- Ensure you are aware of whistleblowing procedures if you are concerned about the actions of a member of staff or a visitor.
- Inform the DSP or Principal of any concerns about poor or unsafe practice and potential failures in the Academy or Trust's safeguarding regime.
- If you are not satisfied that sufficient action has been taken or that your concern has not been taken seriously enough then you must refer this to the Principal or another senior member of staff in the Academy or the Trust. This may include the designated Director by the Board responsible for safeguarding. The NSPCC has a whistleblowing helpline for staff who do not feel able to raise concerns internally.
- Ensure that your concern is recorded in writing to the DSP on the concern form (Appendix A3) or recorded on CPOMs. If there has been no response to a concern within one working day this should be followed up urgently with the DSP or the Principal.
- Maintain appropriate confidentiality and share relevant information in a timely manner
- Teachers are required to report any concerns they have about a pupil and FGM (see section B7), Child Sexual Exploitation (see section B8) and radicalisation (see section B10)

- Be aware of indicators which might signal that children are at risk from or are involved in serious violent crime. These indicators may include increased absence, changing friendship groups or relationships with older individuals, a significant decline in performance, signs of self harm, signs of assault or unexplained injuries. Unexplained gifts or possessions could also indicate involvement with criminal networks.
- Have read and understood their academy behaviour policy.

Staff are asked to sign the “**Code of Ethical Practice**” (**Appendix A1**) and that they have received “Keeping Children Safe in Education” issued by the DfE in September 2019. This is to show their commitment to this Child Protection Policy and our ethos of child protection and safeguarding.

All staff will all receive a copy of this policy “Child Protection Policy”. To confirm their receipt of the policy and other key documents, and their reading and understanding of the contents, staff will be asked to sign a “**Confirmation of Receipt**” form as shown in **Appendix A2**.

It is **not** the responsibility of staff to investigate welfare concerns or determine the truth of any disclosure or allegation. The academy DSP will have the most up to date information and background and is best placed to deal with concerns, unless they are urgent and the child is in danger and the DSP cannot be contacted.

Staff should contact their DSP and follow the flow chart shown in Appendix A4.

Appendix A5 is a list of essential contacts and definitions

A4. 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 or 03001261000 (option 1).

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 that a child may have been radicalised
- Any concerns relating to peer on peer abuse
- 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.

Further information is available in Section B1 and B2.

A5. What academy staff should look out for and Early Help

Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child's life. It can also prevent any further problems from arising. To be effective early help relies upon staff working together in the Trust and with local agencies to:

- Identify children and families who would benefit from early help
- undertake an assessment of the need for early help; and
- provide targeted early help services to address the needs of the child and their family.

The actions regarding early help are the role of the pastoral teams in each Academy. However, all staff have a role in helping to identify issues that start to arise. Teachers and support staff have day to day contact with pupils and so are in a unique position to identify concerns early on.

The role of all staff is to be aware of the signs of abuse and emerging issues and report these to the DSP, or any other changes in behaviour that cause concern. It is best to be safe and report concerns however small these may seem. Staff are reminded that actions are to be taken in the best interest of the child. The Academy DSP and pastoral team will then act upon these concerns following inter-agency guidelines.

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.

Sexual Violence and Sexual Harassment between Children/Peer on peer abuse

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 leader.

See section B5 and B6 for further information.

A6. If you suspect a pupil is at risk

If you have any concerns about a child's welfare you should act on them immediately.

There will be occasions when you suspect that a pupil may be at risk, but you have no 'real' evidence. The pupil's behaviour may have changed, their artwork could be bizarre, they may write stories or poetry that reveal confusion or distress, or you may have noticed physical but inconclusive signs. In these circumstances, you should try to give the pupil the opportunity to talk. The signs you have noticed may be due to a variety of factors, for example, a parent/carer has moved out, a pet has died, a grandparent is very ill. It is fine to ask the pupil if they are OK or if you can help in any way.

Complete a CPOMS report or a paper copy of the Welfare Concern Form (Appendix A3) to record these early concerns. A copy of this form can be obtained from your Academy's reception, the reprographics area or the safeguarding area of the trust website.

If the pupil does begin to reveal that they are being harmed, you should follow the advice in the section "**Responding to Disclosure**" (Section A10).

If you are a witness to events related to a child protection concern, please record your information on the Trust's **Witness Statement Form (Appendix A7)**. A copy of this is available from your Academy's main reception, reprographics or trust website.

A7. Female Genital Mutilation mandatory reporting duty for teachers

Whilst all staff should speak to the designated safeguarding lead (or deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific **legal** duty on **teachers**. If a **teacher**, in the course of their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the teacher **must** report this to the police. See the trust FGM policy and Section B7 for further details.

A8. If you have concerns about a colleague

Staff who are concerned about the conduct of a colleague towards a pupil are undoubtedly placed in a very difficult situation. They may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague's career.

All staff must remember that the welfare of the child is paramount.

The ***Trust's whistle-blowing code*** enables staff to raise concerns or allegations in confidence and for a sensitive enquiry to take place. All concerns of poor practice or possible child abuse by colleagues should be reported to the Principal and CEO.

Complaints about senior staff should be referred to the CEO. Complaints about the CEO should be reported to the Chair of the Board of Directors.

Staff are also referred to the Trust's 'Whistle-blowing Policy' which provides further information.

A9. Allegations against staff

There is a separate policy and procedures for dealing with allegations of abuse against members of staff, volunteers, or the CEO. The person informed should immediately inform the CEO. If the accusation is against the CEO the referral should be made to the Chair of the Board of Directors.

Staff are referred to the Academy's 'Managing allegations against staff' policy

A10. Managing a Report- how to respond to a Disclosure

Disclosures or reports may be received from students, parents/carers, or other members of the public. Hatton Academies Trust recognises that those who disclose such information may do so with difficulty, having chosen carefully to whom they will speak. They are most likely to disclose to someone they trust. This could be anyone in the academy. Be supportive and respectful to the child. Accordingly, all staff will handle disclosures with sensitivity.

If a pupil discloses abuse of any kind

It takes a lot of courage for a child to disclose that they are being abused by an adult or suffering from peer on peer abuse. They may feel ashamed, particularly if the abuse is sexual, their abuser may have threatened what will happen if they tell, they may have lost all trust in adults, or they may believe, or have been told, that the abuse is their own fault.

If a pupil talks to you about any risks to their safety or wellbeing you will need to let them know that you must pass the information on – you are not allowed to keep secrets. The point at which you do this is a matter for professional judgement. If you jump in immediately the pupil may think that you do not want to listen, if you leave it till the very end of the conversation, the pupil may feel that you have misled them into revealing more than they would have otherwise.

Immediate response to the child

It is vital that any staff actions do not abuse the child further or prejudice further enquiries, for example:

- listen to the pupil, if you are shocked by what is being said try not to show it; it is acceptable to observe bruises but not to ask a child to remove or adjust their clothing to observe them
- if a disclosure is made, the pace should be dictated by the pupil without their being pressed for detail by being asked such questions as “what did they do next?” or “where did they touch you?”. The staff role is to listen not to investigate. Staff must use open questions such as “is there anything else you want to tell me?” or “yes?” or “and?”
- accept what the pupil says. Be careful not to burden them with guilt by asking questions such as “why didn’t you tell me before?”
- do acknowledge how hard it was for them to tell you this
- don’t criticise the perpetrator, this may be someone they love
- **don’t promise confidentiality**, reassure the pupil that they have done the right thing, explain whom you will have to tell (the designated teacher) and why. It is important that you don’t make promises that you cannot keep such as “I’ll stay with you all the time” or “it will be alright now”.

During your conversation with the pupil:

- Allow them to speak freely
- Remain calm and do not over react – the pupil may stop talking if they feel they are upsetting you
- Give reassuring nods or words of comfort – ‘I’m so sorry this has happened’, ‘I want to help’, ‘This isn’t your fault’, ‘You are doing the right thing in talking to me’
- Do not be afraid of silences – remember how hard this must be for the pupil
- Under no circumstances ask investigative questions – such as how many times this has happened, whether it happens to siblings too, or what does the pupil’s mother think about all this
- At an appropriate time tell the pupil that in order to help them you must pass the information on
- Do not automatically offer any physical touch as comfort. It may be anything but comforting to a child who has been abused
- Avoid admonishing the child for not disclosing earlier. Saying ‘I do wish you had told me about this when it started’ or ‘I can’t believe what I’m hearing’ may be your way of being supportive but the child may interpret it that they have done something wrong
- Tell the pupil what will happen next. The pupil may agree to go with you to see the designated person. Otherwise let them know that someone will come to see them before the end of the day
- Report verbally to the Senior Designated Person
- Complete a report on CPOMs or write up your conversation as soon as possible on the Academy Welfare form and hand it to the Senior Designated Person
- Seek support if you feel distressed

The Trust Welfare Concern Form is shown in Appendix A3 and can be obtained from the main reception, staff reprographics area or the trust website, or use CPOMs.

Notifying parents/carers

The Academy will normally seek to discuss any concerns about a pupil with their parents/carers. This must be handled sensitively and the DSP will make contact with the parent/carer in the event of a concern, suspicion or disclosure. ***Staff should not make contact with parents/carers unless this has been agreed with the DSP.***

If the DSP believes that notifying parents/carers could increase the risk to the child or exacerbate the problem, then advice will first be sought from Children's Social Care.

A11. Recording Information

Staff should:

- make some brief notes at the time or immediately afterwards using the Trust pro-forma (Appendix A3) or CPOMs: record the date, time, place and context of the disclosure or concern, recording facts and not assumption and interpretation. Notes must be signed and dated and handed to the Designated Senior Person (DSP) or the Principal.
- observed injuries and bruises are to be recorded on the Body Map (Appendix A6);
- note the non-verbal behaviour and the key words in the language used by the pupil (do not translate into "proper terms")
- keep these original notes sign and date them and pass them to the DSP
- The Academy will follow up all referrals to Social Services within 24 hours in writing

A12. Equal Opportunities

All staff and directors/academy representatives with responsibilities under this policy must take into account the equal opportunities policies when discharging their duties.

A13. Reporting directly to child protection agencies

Staff should follow the reporting procedures outlined in this policy. However, they may also share information directly with Children's Social Care, police or the NSPCC if:

- the situation is an emergency and the Designated Senior Person, their deputy, the Principal and the CEO are all unavailable
- they are convinced that a direct report is the only way to ensure the pupil's safety.

A14. Related safeguarding portfolio of policies and guidance

The Child Protection Policy is reproduced in the staff handbook. In addition, the Trust has a range of policies relating to its commitment and statutory responsibility to safeguard our pupils. Staff are referred to a portfolio of policies that give detail for each area of our work. These policies and further information are provided for staff on the Trust Safeguarding Information Hub.

Appendix A1 - Code of ethical practice for Hatton Academies Trust staff

All Hatton Academies Trust staff are valued members of the Trust community. Everyone is expected to set and maintain the highest standards for their own performance, to work as part of a team and to be an excellent role model for our pupils.

All Trust staff should:

- place the safety and welfare of pupils above all other considerations
- treat all members of the Trust community, including pupils, parents and carers, colleagues and directors with consideration and respect
- adhere to the principles and procedures contained in the policies in our safeguarding portfolio, the behaviour policy and in teaching and learning policies
- treat each pupil as individuals and make adjustments to meet individual needs
- demonstrate a clear understanding of and commitment to non-discriminatory practice
- recognise the power imbalances between pupils and staff, and different levels of seniority of staff and ensure that power and authority are never misused
- understand that Hatton Academies Trust staff are in a position of trust and that sexual relationships with a pupil, even over the age of 16, is not acceptable and may be a criminal offence. Pupils are considered as 'children; under the age of 18.
- be alert to, and report appropriately, any behaviour that may indicate that a pupil is at risk of harm
- encourage all pupils to reach their full potential
- never condone inappropriate behaviour by pupils or staff
- take responsibility for their own continuing professional development
- refrain from any action that would bring the Trust into disrepute
- value themselves and seek appropriate support for any issue that may have an adverse effect on their professional practice.

Appendix A2 - Staff Declaration – Confirmation of Receipt of the Safeguarding Handbook

Name: _____

Academy: _____

Post: _____

- I confirm that I have received, read and understood the Trust's Safeguarding Handbook (Part 4 of the Staff Handbook) containing:-
 - HAT Child Protection Policy January 2020
 - DFE Keeping Children Safe in Education – statutory guidance for schools and colleges (Part 1) September 2019
 - Annex A. Further information in Keeping Children Safe in Education 2019 provided for all staff working directly with children under 18.
 - HAT Employee Code of Conduct September 2019
 - HAT Code of Ethical Practice September 2019
 - HAT Designated Senior Person Job Description September 2019
 - The Behaviour Policy for your academy. Current

- I have been made aware of my duty to safeguard and promote children's welfare
- The procedure for reporting concerns about a pupil has been explained to me
- I have read and will conform with the HAT Code of Ethical Practice and HAT Staff Code of Conduct
- I have read and understood my academy behaviour policy

Signature: _____

Date: _____

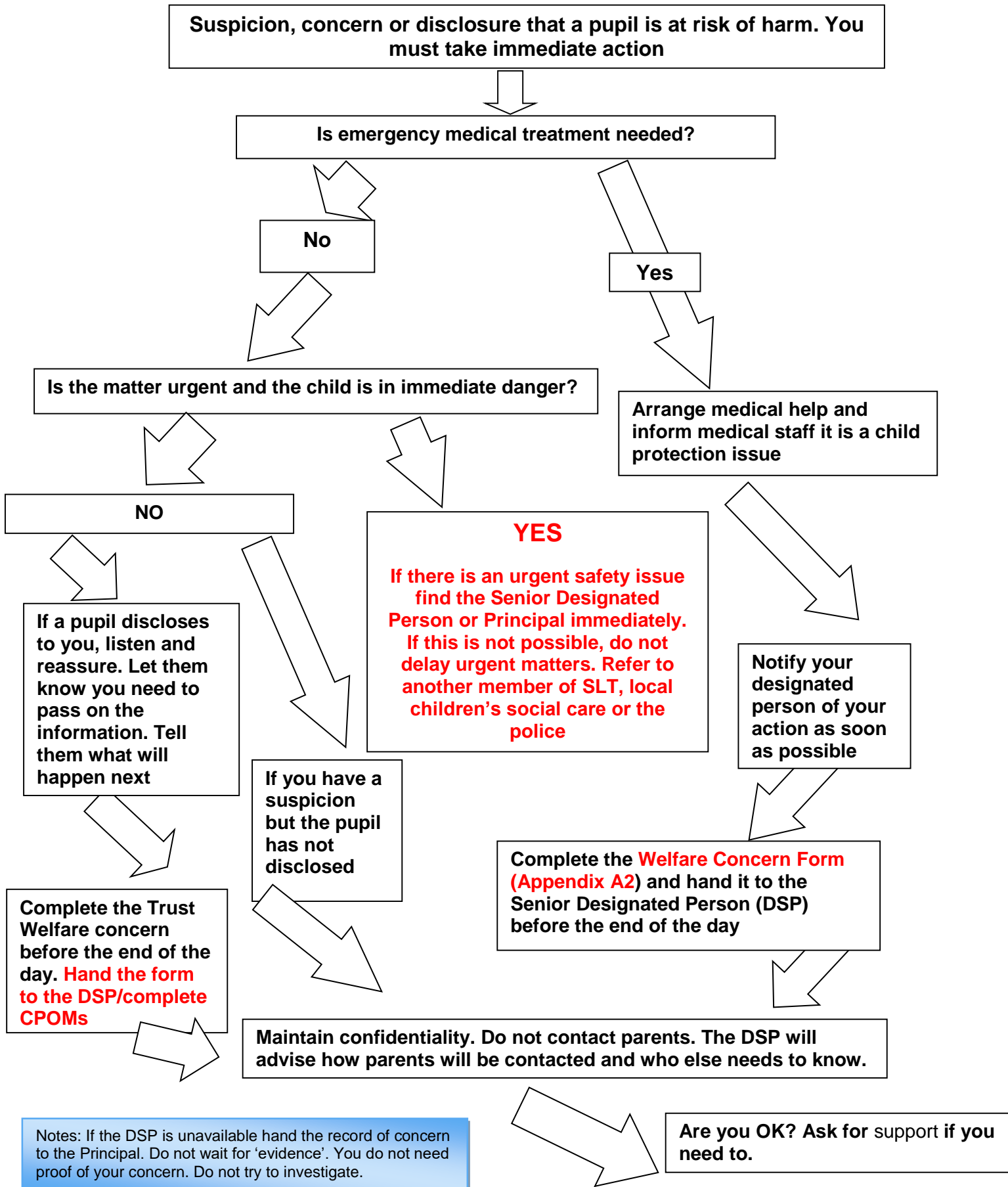
Appendix A3 Hatton Academies Trust Welfare/Child Protection Concern Form

Use this form to record any concern about a pupil's welfare or a possible child protection issue and give it to the Designated Senior Person for child protection or the Principal/Vice Principal as soon as possible.

Pupil's full name	Year group/tutor group
Your name and designation	Date of this record
Why are you concerned about this pupil?	
What have you observed and when? If there is sign of injury, please complete a Body Map	
What have you heard or been told and when?	
Have you spoken to the pupil? Yes No What did they say? Use the pupil's own words	
Date and time you handed this form to the Senior Designated Person	Have you spoken to anyone else about your concern? Yes No Who?
Are the parents/carers aware of your concern Yes No	Is this the first time you have been concerned about this pupil? Yes No

Add further details on the reverse of this form if necessary

Appendix A4. Reporting a concern flowchart



Notes: If the DSP is unavailable hand the record of concern to the Principal. Do not wait for 'evidence'. You do not need proof of your concern. Do not try to investigate.

Appendix A5. Essential Contacts & Definitions

Initial contact is normally with the Academy DSP

Role	Name	Telephone
Sir Christopher Hatton Academy DSP	Luke Shackleton	01933 231224
Victoria Primary Academy DSP	Hayley Scargill	01933 223323
Oakway Academy DSP	Clare Wallace	01933 678714
Ecton Village Primary Academy	Kate Cleaver	01604 409213
Chief Executive Officer	Rob Hardcastle	01933 231263
Nominated Directors	Susan Fitzgerald	01933 231263
NCC Designation Officer	C. Edwards	01604 367677
Children's Social Care referral team/child care	Duty Officer	0300 1261000
Out of hours duty team	As Duty Officer (above)	03001261000 or 101
Health Authority	Academy Nurse	01933 235360
CAMHS	Duty Worker	01536 313850 or 03001111022
Police investigation unit	MASH TEAM	101
NSPCC helpline	Duty Officer	08088005000
Childline	Duty Officer	08001111
LAC- Virtual School	Duty Officer	01604 368528
Youth offending	Duty	01536533800
Strengthening families		www.signsofsafety.net

Definitions

Child protection conference – initially called to make a decision on whether a child should be placed on a plan. Conferences are where all professionals are involved e.g. education, health, social workers, education entitlement service (EES) once a child is on a plan regular conferences are held with all professionals

Child protection plan - an initial conference of professionals is called regarding a young person to make a decision on whether they need to be placed on a child protection plan.

A reason (e.g. emotional abuse) is given and then a plan put into place to support the child and family. A social worker is named and then there are regular follow up meetings to discuss the situation.

Core group meetings – professionals from the conference are named to be part of a core group who meet to support the child and family at regular intervals

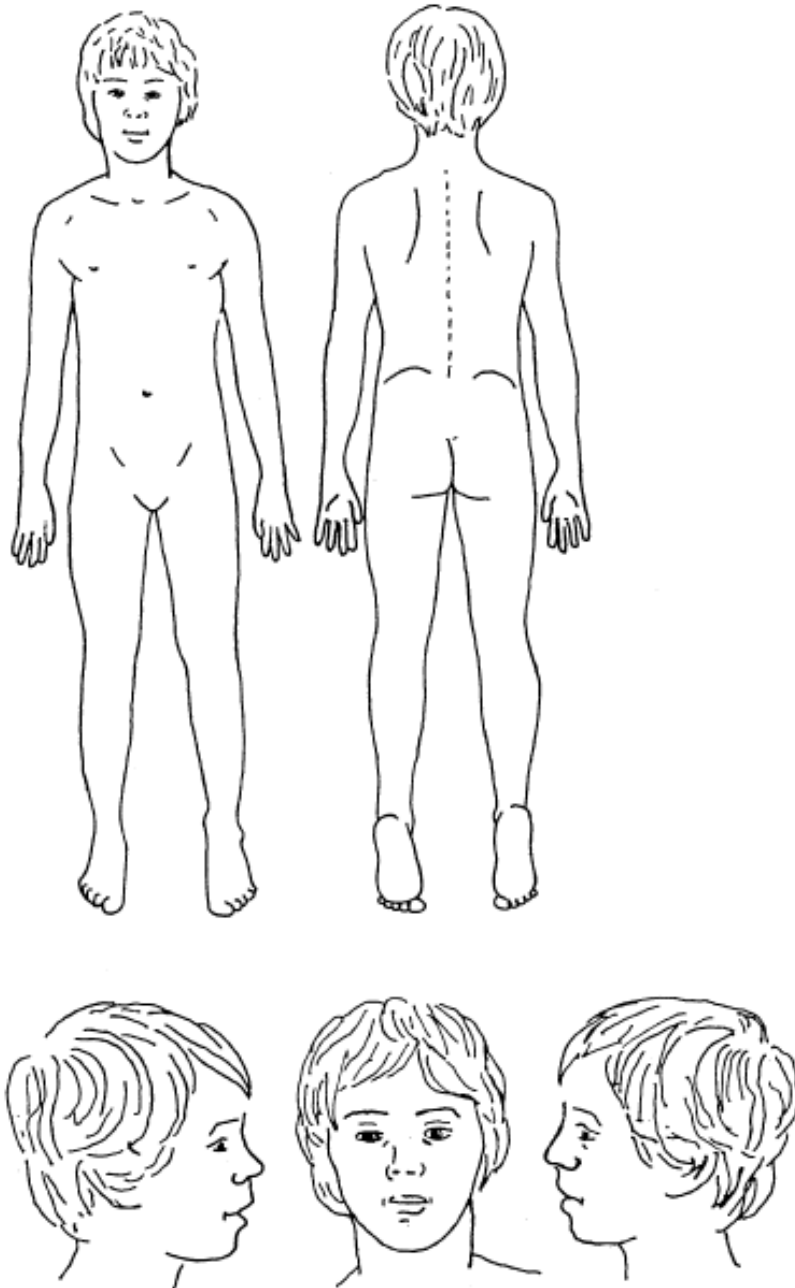
Social Care referral team – Social Services with a duty worker who would be first port of call for initial referral

Strategy discussion – discussion with social worker regarding follow up to the referral made

Appendix A6 Child Protection Procedures Body Map

The body map is included to assist staff in identifying potential non-accidental injury sites. Attach to the report form sent to the Senior Designated Person.

Name of Child
Date



**Appendix A7 Child protection procedures Witness statement
regarding a child protection or child welfare issue**

Name of Child _____ Class/Form _____

Name of staff member completing this form _____

Form handed to _____ Date _____

Please write your account below and continue onto additional sheets if needed:

Appendix A8 Child protection procedures Child Protection File Top Sheet

Name _____

Date of Birth _____

Male/Female

Child protection category

Category Date put in Staff signature
category

Active

RED

Watch

AMBER

Dormant

GREEN

Appendix A9 Child Protection Procedures Record of actions

Name of Child _____

This form is to be completed by the Designated Senior Person

Date	Action	Meeting/Persons present/contact made
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Section B. Types of Abuse & Child Vulnerability

B1. Pupils needs and those who are most vulnerable

Children in need

A child in need is defined under the Children Act 1989 as a child who is unlikely to achieve or maintain a reasonable level of health or development, or whose health and development is likely to be significantly or further impaired, without the provision of services; or a child who is disabled. Local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989.

Children suffering or likely to suffer significant harm

Local authorities, with the help of other organisations as appropriate, have a duty to make enquires under section 47 of the Children Act 1989 if they have reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Such enquiries enable them to decide whether they should take any action to safeguard and promote the child's welfare and must be initiated where there are concerns about maltreatment, including all forms of abuse and neglect, female genital mutilation or other so-called honour based violence, and extra-familial threats like radicalisation and sexual exploitation.

Pupils will be made aware of the Trust's safeguarding and child protection procedures through a range of measures. These will be constantly reviewed to improve our provision but will include: assemblies, PSHE programme; group tutor/class teacher work; the curriculum; and information provision e.g. through the Academy's VLE. The key information for older pupils will be inserted in the pupil planner. The views of pupils will be sought through their group tutors and class teachers; meetings with senior staff; the Academy Councils and questionnaires.

The curriculum will be reviewed in terms of the opportunities for our students to be taught about safeguarding, including online safety. This will include an audit of the curriculum to show such opportunities.

B2. Children who may be particularly vulnerable

Some children may have an increased risk of abuse. It is important to understand that this increase in risk is due more to societal attitudes and assumptions and child protection procedures that fail to acknowledge children's diverse circumstances, rather than the individual child's personality, impairment or circumstances. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and reluctance on the part of some adults to accept that abuse can occur.

To ensure that all of our pupils receive equal protection, we will give special consideration to children who are:

Disabled or have Special Educational Needs (SEND)

Children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group of children. These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- being more prone to peer group isolation than other children;
- the potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs;
- communication barriers and difficulties in overcoming these barriers.

To address these additional challenges, each academy should consider extra pastoral support for children with SEN and disabilities.

Looked after Children (LACs) and Previously Looked After Children

Each academy has a designated senior lead for LACs.

The most common reason for children becoming looked after is as a result of abuse and/or neglect. The Trust will ensure that staff have the skills, knowledge and understanding to keep looked after children safe.

Each academy in the trust should ensure that appropriate staff have the information they need in relation to a child's looked after legal status (whether they are looked after under voluntary arrangements with consent of parents or on an interim or full care order) and contact arrangements with birth parents or those with parental responsibility.

Each academy lead should also have information about the child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her.

The designated safeguarding lead should have details of the child's social worker and the name of the virtual school head in the authority that looks after the child.

A previously looked after child potentially remains vulnerable and all staff should have the skills, knowledge and understanding to keep previously looked after children safe.

When dealing with looked after children and previously looked after children, it is important that all agencies work together and prompt action is taken when necessary to safeguard these children, who are a particularly vulnerable group.

Other vulnerable groups:

- Living in a domestic abuse situation
- Affected by parental substance abuse
- Asylum seekers
- Living away from home
- Vulnerable to being bullied, or engaging in bullying
- Living in temporary accommodation
- Young carers
- Live in transient lifestyles
- Living in chaotic and unsupportive home situations

- Vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion or sexuality
- Involved directly or indirectly in prostitution or child trafficking
- Do not have English as a first language

Separate procedures are in place for pupils who have poor attendance. These are monitored by the Attendance Officer. Pupils who have not attended the Academy for 10 days are investigated further.

Staff are referred to the Trust's "Children Missing from Education Policy and Procedures".

B3. Supporting the Child and Partnership with Parents

- Each academy should hold more than one emergency contact number for each pupil or students where reasonably possible
- Hatton Academies Trust recognises that the child's welfare is paramount, however good child protection practice and outcomes rely on a positive, open and honest working partnership with parents/carers
- Whilst we may, on occasion, need to make referrals without consultation with parents/carers, we will make every effort to maintain a positive working relationship with them whilst fulfilling our duties to protect any child
- We will provide a secure, caring, supportive and protective relationship for the child
- Children will be given a proper explanation (appropriate to age & understanding) of what action is being taken on their behalf and why
- We will endeavour always to preserve the privacy, dignity and right to confidentiality of the child and parents/carers. The DSP will determine which members of staff "need to know" personal information and what they "need to know" for the purpose of supporting and protecting the child.

B4. Recognising and types of abuse

This section is for staff guidance.

It is recognised that high levels of self-esteem and confidence, together with supportive friends and easy access to trusted adults, can help to prevent abuse.

The lists below may indicate that a child is being abused. However, in themselves they are not evidence of abuse, but they may suggest abuse if a child exhibits several of them or if a pattern emerges. Remember that there can be other explanations for a child showing such signs or behaving in such ways.

Abuse is rarely a standalone event. There will often be other signs that matters are not as they should be. For example, drug use, alcohol, truanting, and sexting put children in danger. Peer on peer abuse (see below) can also be a sign or a manifestation of abuse e.g. bullying, violence, sexting, and sexual assaults.

There are five categories of abuse:

- physical abuse
- emotional abuse
- sexual abuse
- neglect
- peer on peer abuse.

Physical Abuse

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

Possible signs of Physical Abuse

- Unexplained injuries or burns – refusal to discuss injuries
- Untreated injuries or lingering illness left unattended
- Admission of punishment which appears to be excessive
- Shrinking from physical contact
- Fear of undressing
- Aggressive behaviour/bullying
- Deterioration in work/behaviour
- Unexplained pattern of absence which may serve to hide physical injuries
- Improbable explanation of injuries
- Bruises and finger marks
- Fear of returning home or of parents being contacted by the Academy
- Fear of medical help
- Over compliant behaviour
- Significant changes in behaviour without explanation

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child, such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only for meeting the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as over-protection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve the hearing or seeing the ill treatment of another. It may involve serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Possible signs of Emotional Abuse

- Fear of new situations
- Self-harm or mutilation
- Drug/solvent abuse
- Air of detachment – “couldn't care less attitude”
- Social isolation – does not join in and has few friends
- Desperate attention seeking behaviour

- Eating problems
- Inappropriate, emotional responses
- Compulsive stealing or “scrounging”
- “Neurotic” behaviour – obsessive rocking, thumb sucking
- Depression or withdrawal

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (for example, rape, buggery, or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Possible signs of Sexual Abuse

- Bruises, scratches or bite marks on the body
- Scratches, abrasions or persistent infections in the anal or genital regions
- Pregnancy
- Sexual awareness inappropriate to the child’s age – possibly shown in drawings, vocabulary, games, etc.
- Frequent public masturbation
- Attempts to teach other children about sexual activity
- Refusing to stay with certain people or go to certain places
- Aggressiveness, anger, anxiety, tearfulness
- Withdrawal from friends

Possible signs in older children

- Promiscuity, prostitution, provocative sexual behaviour
- Self-injury, self-destructive behaviour, suicide attempts
- Eating disorders
- Over-compliant behaviour
- Unexplained gifts of money
- Changes in behaviour
- Tiredness, lethargy, listlessness
- Sleep disturbances
- Depression.

Neglect

Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent/carer failing to provide adequate food or clothing or shelter, including exclusion from home or abandonment; failing to protect a child from physical and emotional harm or danger; failure to ensure adequate supervision, including the use of inadequate carers; or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s emotional needs.

Possible signs of neglect

- Constant hunger
- Inappropriate clothing
- Poor social relationships
- Constant tiredness
- Poor personal hygiene
- Untreated medical problems
- Frequent lateness or non-attendance at school
- Low self-esteem
- Compulsive stealing or “scrounging”

While bullying between children is not a separate category of abuse and neglect it is a very serious issue. All incidences of bullying should be reported to the relevant pastoral lead and be managed through the Academy’s anti-bullying procedures.

Staff are referred to each Academy’s behaviour policy and the Trust’s “E-Safety Policy” which includes e-safety and cyber-bullying.

B5. Sexual Violence and Sexual harassment between children/Peer on peer abuse

Peer on peer abuse is when a child might have been abused by another child. This can be any age and sex and can take many forms. There is no clear boundary between incidents that should be regarded as abusive and incidents that are more properly dealt with as bullying, physical abuse, sexual experimentation, sexting etc. This is a matter for professional judgement. Advice should be sought from the Academy DSP if you are unsure.

If one child or young person causes harm to another, this should not necessarily be dealt with as abuse: bullying, fighting, and harassment between children are not generally seen as child protection issues. However, any concern must be referred to the DSP if:

- There is a large difference in power, for example, age, size, ability, development between the young people; or
- The perpetrator has repeatedly tried to harm one or more other children; or
- There are concerns about the intention of the alleged perpetrator.

If the evidence suggests that there was an intention to cause severe harm to the victim, this should be regarded as abusive whether or not severe harm was actually caused. Staff should seek advice when necessary and should never tolerate abusive behaviour between children or pass matters off as “banter” or “part of growing up”.

There are many forms of abuse between children. This section will identify the majority of abusive behaviours but is not exhaustive.

Physical Abuse

Physical abuse may involve hitting, kicking, nipping, shaking, biting, hair pulling or otherwise causing physical harm to another person. There may be underlying reasons why a child harms another and it is important to understand why a young person has engaged in such behaviour, including the possibility of the harm being accidental, before considering the next action or sanction to be taken.

Sexually Harmful Behaviour / Sexual Abuse

Sexually harmful behaviour includes incidents of inappropriate sexual language, touching, sexual assault, sexual violence and sexual harassment and inappropriate role play. This form of behaviour is not always contrived or with the intent to harm others. There may be many reasons why a young person engages in sexually harmful behaviour and it may be just as distressing to the perpetrator as it is for the victim.

Sexual harassment can include sexual comments (e.g. telling sexual stories, making lewd comments, making sexual remarks about clothes or appearance or calling someone sexualised names), sexual jokes or taunting, physical behaviour (e.g. brushing up against someone, displaying pictures photos or drawings of a sexual nature), online sexual harassment (Sexting).

Children with SEND and deaf children are 3 times more likely to be abused than their peers and their vulnerability should be protected and supported to the fullest extent.

Bullying

Bullying is unwarranted, aggressive and inappropriate behaviour among children that involves either a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated over time. Both young people who are bullied and who bully others may have serious, lasting problems. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally or based on their appearance or other characteristics, e.g. size, hair colour, gender, sexual orientation, religion, appearance and deliberately excluding someone from a group.

Staff are referred to each Academy's behaviour policy and the Trust's "E-Safety Policy" which includes e-safety and cyber-bullying.

Cyber-bullying

Cyberbullying is the use of phones, instant messaging, e-mail, chat-rooms or social networking sites such as Facebook and Twitter to harass, threaten or intimidate.

Staff should understand that cyber-bullying is a criminal act under the Malicious Communications Act 1988 which states that electronic communications that are indecent or grossly offensive, convey a threat or false information or demonstrate that there is an intention to cause distress or anxiety to a victim would be a criminal offence. This is also supported by the Communications Act 2003, section 127, which states that electronic communications which are grossly offensive or indecent, obscene or menacing, or false, used for the purpose of causing annoyance, inconvenience, or needless anxiety to another could be deemed to be criminal behaviour.

If the behaviour involves the use of, taking or distributing indecent images of young people under the age of 18, this is also a criminal offence under the Sexual offences Act 2003. Over and above the immediate support that young people may require in these instances, the Academy must involve the Police to investigate these situations.

Sexting

Sexting occurs when someone sends or receives a sexually explicit text, image or video. This includes sending nude pictures, rude pictures or nude selfies. Pressuring someone into sending a nude picture can happen in any relationship and to anyone, whatever their age, gender or sexual preference. Once the image is taken and sent, the sender loses all control of the image and these images could end up anywhere. By having in their possession or distributing indecent images of a person under 18, young people may be committing offences under the Sexual Offences Act 2003.

Initiation / Hazing

Hazing is a form of initiation ceremony which may be used to induct newcomers into a sports team, group or gang. Forms of initiation/hazing can vary from relatively mild rituals to severe and violent ceremonies. This practice is intended to create a bond between the newcomer and the existing members and is often deemed a rite of passage. Rituals often involve some form of humiliation, embarrassment, abuse or harassment.

Prejudiced Behaviour

The term prejudice-related bullying refers to a range of hurtful behaviour, both physically and emotionally, which causes the victim to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society. Specifically, prejudices surrounding disability, special educational needs, ethnic, cultural or religious backgrounds, gender, home life (e.g. in relation to issues of care, parental occupation, poverty and social class) and sexual identity (homosexual, bisexual, transsexual).

Teenage Relationship Abuse

Teenage relationship abuse is defined as a pattern of actual or threatened acts of physical, sexual and/or emotional abuse, perpetrated by an adolescent (between the ages of 13 and 18) against a current or former partner. Abuse may include insults, coercion, social sabotage, sexual harassment, threats and/or acts of physical or sexual abuse. The abusive teen uses this pattern of violent and coercive behaviour, in a heterosexual or same gender relationship, in order to gain power and maintain control over a partner.

Upskirting

Upskirting general involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is now a criminal offence.

Where allegations of peer abuse occur within their academy, the Principal should:

- Work closely with the DSP and pastoral team
- Keep the involved children separate throughout the school day to avoid collusion or intimidation;
- Not talk to the children about the incident to avoid distorting the evidence, other than initially establishing what is alleged to have taken place;
- Keep a log of actions, discussions and decisions
- Contact parents/carers of involved children in light of the information sharing protocol and request that, pending the interview with Children's social care, they should not discuss the allegation in depth with the child
- If the situation warrants it (for example possible press coverage), sending a letter to all parents/carers of children in the Academy, giving appropriate information about the situation. Seek advice from CYPS on the letter content.

If the assessment concludes that the allegations made can be substantiated, the children should not necessarily be expected to continue their education in contact with each other. The children responsible for the abuse should be moved if necessary. The views and wishes of the children who have been abused and their parents should be appropriately considered in the decision-making.

Victims of peer on peer abuse will be supported by the Academy pastoral system and external agencies as required.

In order to minimise the risk of peer on peer abuse each academy should:

- Provide a developmentally appropriate PSHE curriculum which develops students understanding of acceptable behaviour and keeping themselves safe
- Have systems in place for any student to raise concerns with staff, knowing that they will be listened to, believed and valued
- Develop robust risk assessments where appropriate
- Have relevant policies in place (e.g. Behaviour Policy)

B6. Bullying

While bullying between children is not a separate category of abuse and neglect it is a very serious issue. All incidences of bullying should be reported to the relevant pastoral lead and be managed through the Academy's anti-bullying procedures.

Staff are referred to each Academy's behaviour policy and the Trust's "E-Safety Policy" which includes e-safety and cyber-bullying.

B7. Female Genital Mutilation (FGM)

FGM is a collective term for all procedures involving partial or total removal of external female genitalia for cultural or other non-therapeutic reasons. Typically, it is performed on girls aged between 4 – 15 years of age or on older girls before marriage or pregnancy. It is illegal in the UK and it is also illegal to take a child abroad to undertake FGM. There is a maximum prison sentence of 14 years for anyone found to have aided this procedure in any way. It is considered to be child abuse as it causes physical, psychological and sexual harm.

FGM is more common than many people realise, both across the world and in the UK. It is practised in 28 African countries and in parts of the Middle and Far East and increasingly in developed countries amongst the immigrant and refugee communities. In the UK it has been estimate that 24,000 girls under the age of 15 are at risk of FGM.

Signs and Indicators to be aware of

- The family comes from a community that is known to practice FGM, especially if there are elderly women present in the extended family
- A girl/young woman may spend time out of the classroom or from other activities, with bladder or menstrual problems
- A long absence from school or in the school holidays could be an indication that a girl/young woman has recently undergone an FGM procedure, particularly if there are behavioural changes on her return – this may also be due to a forced marriage
- A girl/young woman requiring to be excused from physical exercise lessons without the support of her GP
- A girl/young woman may ask for help, either directly or indirectly
- A girl/young woman who is suffering emotional/psychological effects of undergoing FGM, for example withdrawal or depression
- Midwives and obstetricians may become aware that FGM has taken place when treating a pregnant woman/young woman.

Some indications that FGM may be about to take place include:

- A conversation with a girl/young woman where they may refer to FGM, either in relation to themselves or another female family member or friend
- A girl/young woman requesting help to prevent it happening
- A girl/young woman expressing anxiety about a 'special procedure' or a 'special occasion' which may include discussion of a holiday to their country of origin
- A boy may also indicate some concern about his sister or other female relative.

All staff should refer concerns re FGM to the DSP.

Teaching staff should be aware that it is a *statutory requirement* for teachers to report any FGM concerns to the DSP.

Staff are referred to the Hatton Academies Trust FGM Policy

B8. Child sexual exploitation (CSE)

Children may be harmed by other children or young people. Staff will be aware of the harm caused by bullying and will use the Academy's anti-bullying procedures where necessary. However, there will be occasions when a pupil's behaviour warrants a response under child protection rather than anti-bullying procedures. In particular, research suggests that up to 30 per cent of child sexual abuse is committed by someone under the age of 18.

The management of children and young people with sexually harmful behaviour is complex and the Trust will work with other relevant agencies to maintain the safety of the whole Trust community. Young people who display such behaviour may be victims of abuse themselves and the child protection procedures will be followed for both victim and perpetrator.

CSE is a form of abuse whereby children are deliberately persuaded to enter into situations where they receive something (for example, gifts, money, food, accommodation) in exchange for sexual activity.

Grooming is the process of preparing a boy or girl for a sexual purpose. Grooming is often slow and subtle, continuing for several weeks or months and lulling the child into a false sense of security. It always involves manipulation and deceit.

Staff are referred to Hatton Academies Trust Child Sexual Exploitation Policy

B9. Impact of abuse

The impact of child abuse should not be underestimated. Many children do recover and go on to lead healthy, happy and productive lives, although most adult survivors agree that the emotional scars remain.

B10. The Prevent Duty

All schools and academies have a duty to protect pupils from Radicalisation and Extremism. This duty is therefore applicable to all staff and falls within the Trust and individual Academy

safeguarding procedures. Concerns regarding radicalisation should be treated in the same way initially as any other safeguarding issues and referred to the DSP.

Staff should be aware that this covers all aspects of extreme views and behaviours e.g. extreme right wing; misogyny; anti-Semitism; Islamist issues.

The Trust “Preventing Extremism and Radicalisation” Safeguarding Policy gives further information and advice.

B11. Good Practice Guidelines

To meet and maintain our responsibilities towards pupils we need to agree standards of good practice.

Good practice includes:

- Treating all pupils with respect
- Setting a good example by conducting ourselves appropriately
- Involving pupils in decisions that affect them
- Encouraging positive and safe behaviour among pupils
- Being a good listener
- Being alert to changes in pupils’ behaviour
- Recognising that challenging behaviour may be an indicator of abuse
- Reading and understanding the Trust’s child protection policy and guidance documents on wider safeguarding issues, for example bullying, physical contact and information-sharing
- Asking pupil’s permission before doing anything for them of a physical nature, such as assisting with dressing, physical support during PE or administering first aid
- Maintaining appropriate standards of conversation and interaction with and between pupils and avoiding the use of sexualised or derogatory language
- Being aware that the personal and family circumstances and lifestyles of some pupils lead to an increased risk of abuse.

B12. Abuse of Trust

All Trust staff are aware that inappropriate behaviour towards pupils is unacceptable and that their conduct towards pupils must be beyond reproach.

In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person aged over 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of staff and a pupil under 18 may be a criminal offence, even if that pupil is over the age of consent.

The Hatton Academies Trust’s Code of Ethical Practice sets out our expectations of all staff (see Appendix A1).

Section C: Information & Further Guidance

C1. Roles and Responsibilities

The Designated Senior Person (DSP)

The Academy DSP is the **main point of contact for all staff** if there are any concerns about the safety and welfare of a child. If they are not available, each academy has additional trained staff or contact the Academy Principal.

The DSP in each academy is a member of their Senior Leadership Team.

The main responsibilities of the designated senior person are:

- Managing referrals
- Training of staff
- Raising awareness.

The job description for the DSP giving detail of the role and responsibilities is provided in Appendix C1

The Board of Directors and Chief Executive Officer (CEO)

The Trust and the Board of Directors are the proprietors and have responsibility for ensuring the implementation of this policy.

The CEO has overall leadership of child protection and safeguarding on behalf of the Board of Directors. The CEO will act on behalf of the Directors for procedures against staff. The Chair of the Board of Directors will act on behalf of the Board of Directors in the event of allegations against the CEO.

On behalf of the Board of Directors, Susan Fitzgerald will act as Trust Lead Director for child protection matter and monitor the effectiveness of this policy in conjunction with the full Board of Directors. The CEO will ensure that Hatton Academies Trust meets the following responsibilities:

- Has appointed a Designated Senior Person (DSP) in each Academy for safeguarding pupils and ensure that he/she is trained in child protection and inter-agency working and receives further updating at least every two years.
- Has a training strategy that ensures all staff, directors and Academy representatives receive child protection training and that this is appropriate to their role regarding child protection.
- Has made arrangements to ensure that all temporary staff and volunteers, and staff and academy representatives new to the Trust, are made aware of the Trust and individual Academy arrangements for child protection.
- Has a child protection policy and procedures that are consistent with statutory and best practice requirements, reviewed annually, and made available to parents on request.
- Has procedures for dealing with allegations of abuse made against members of staff including allegations made against the CEO.

- Has safer recruitment procedures that include appropriate checks.
- Ensures that the Trust Academies contribute to inter-agency working in line with statutory guidance “Working together to Safeguard Children 2018” and “Keeping Children Safe in Education 2019.
- Has a system for reviewing and amending policies and procedures.
- Academies performance and compliance are audited.

The Principal

In this policy the Principal refers to the member of staff with overall responsibility for the academy.

- Ensures that the child protection policy and procedures are implemented and followed by all staff
- Allocates sufficient time and resources to enable the DSP and other staff to carry out their roles
- Ensures that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively and in accordance with the whistle-blowing procedures
- Ensures that pupil safety and welfare is addressed through the curriculum
- Is responsible for the implementation of the policy and ensuring that the outcomes are monitored.

Other Key Personnel

Each Trust Academy has more than one trained person so that procedures continue and children are supported in the absence of the DSP. These are named on the front of this policy document.

The Staff

Everyone who comes into contact with children and their families has a role to play in safeguarding children.

The Teacher Standards state that teachers should safeguard children’s wellbeing and maintain public trust in the teaching profession as part of their professional duties.

All staff, including supply teachers and other visiting staff (e.g. school nurses) and those supporting Academy trips, will be informed of the DSP and other trained staff and the Academy’s policy for the protection of children:

- during their first induction to the Trust
- through receiving a copy of this policy and ensuring it has been understood
- through the staff/personnel handbook/Academy/Trust staff website and intranet
- whole staff training or briefing meetings.

All staff are expected to be committed to promoting an ethos where pupils can talk freely and where staff can share their concerns, in the belief that they will be listened to and their concerns taken seriously, and appropriate action taken. All staff need to be alert to the signs of harm and abuse. Form tutors and class teachers have a key role in overseeing the care of pupils in their groups as they have daily contact with them. Physical Education and Performing Arts teachers are in roles that may provide increased opportunity to be alert to changes in pupil’s behaviour or physical signs of abuse. They should report any concerns if not

immediately, as soon as possible, that day to the Designated Senior Person. If in any doubt they should consult with the DSP.

C2. Communications and Accountability

Actions by the DSP or other responsible person

The DSL will be given the time, funding, training, resources and support to:

- Provide advice and support to other staff on child welfare and child protection matters
- Take part in strategy discussions and inter-agency meetings and/or support other staff to do so
- Contribute to the assessment of children
- Refer suspected cases, as appropriate, to the relevant body (local authority children's social care, Channel programme, Disclosure and Barring Service, and/or police), and support staff who make such referrals directly
- The DSL will also keep the head teacher informed of any issues, and liaise with Local Authority case managers and Designated Officers for child protection concerns as appropriate.

Following any information raising concern, the Senior Designated Person will consider:

- any urgent medical needs of the child
- discussing the matter with other agencies involved with the family and gathering all information from other members of staff etc.
- consulting with appropriate persons e.g. Social Care
- the child's wishes

Then decide

- wherever possible, to talk to parents/carers, unless to do so may place a child at risk of significant harm, impede any police investigation and/or place the member of staff or others at risk
- whether to make a child protection referral to Social Care because a child is suffering or is likely to suffer significant harm and if this needs to be undertaken immediately using the online Multi-Agency Referral Form (action by DSP)
<https://northamptonshire.firmstep.com/default.aspx/RenderForm/?F.Name=a4NtwT46Fcm>
By e-mail: mash@northamptonshire.gcsx.gov.uk, using the multi agency referral form

OR

- not to make a referral at this stage
- if further monitoring is necessary
- if it would be appropriate to undertake an assessment (e.g. CAF) and/or make a referral for other services

All information and actions taken, including the reasons for any decisions made, will be fully documented. All referrals to Social Care will be accompanied by the Inter-Agency Referral Form.

The DSP should

- ensure that all staff involved have completed the appropriate documentation/electronic record
- start a Child Protection file with the **top sheet (Appendix A8)**

- complete a **Child Protection Record of Concern form (Appendix A3)**.
- actions taken, referrals made and further actions should be recorded on the **Record of Action (Appendix A9 or CPOMs)**.
- **Ensure that once a referral has been made it is actioned by the appropriate team.**

Further notes and guidance on record keeping can be found on the website.

C3. Action following a Child Protection Referral

The Designated Senior Person or other appropriate member of staff will:

- make regular contact with Social Care Referral Team
- wherever possible, contribute to the Strategy Discussion
- provide a report for, attend and contribute to any subsequent Child Protection Conference
- if the child or children become subject to a Child Protection Plan contribute to the Plan and attend Core Group Meetings and Review Child Protection Conferences
- where possible, share all reports with parents/carers prior to meetings
- where in disagreement with a decision made e.g. not to apply Child Protection Procedures or not to convene a Child Protection Conference, attempts should be made to address issues via line management. Advice can also be sought from Strategic Managers at NCC Social Care or by following the escalation policy set of on the NCSP website
- where a child on the child protection register moves from the Academy or goes missing, immediately inform the key worker in Social Care

Accurate records using the Trust's pro-formas will be made as soon as practicable and will clearly distinguish between observation, fact, opinion and hypothesis. All records will be signed and dated, any information given will be recorded verbatim where possible and a note made of the location and description of any injuries seen.

All Child Protection documents will be retained in a 'Child Protection' file, separate from the child's main file. This will be locked away and only accessible to the CEO, Principal, and Designated Senior Person. These records will be copied and transferred to any academy/school or setting the child moves to, clearly marked 'Child Protection, Confidential, for attention of Designated Person Child Protection.'

Information sharing

Information sharing is vital in identifying and tackling all forms of abuse. As part of meeting a child's needs, it is important we recognise the importance of information sharing between professionals and local agencies. This should include ensuring arrangements are in place that set out clearly the process and principles for sharing information. See Appendix C2 Flow Chart.

Further details on information sharing can be found in Chapter 1 of *Working together to safeguard children* and at *Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers*.

The seven golden rules for sharing information are:

1. Remember that data protection legislation and human rights law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.
5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
6. Information shared must be necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely (see principles).
7. Keep a signed and dated record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

If you are in any doubt about whether to disclose information then seek advice from the DSP or the Trust's Data Protection Officer.

Whilst, among other obligations, the Data Protection Act 1998 places duties on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure, this is not a barrier to sharing information where the failure to do so would result in a child being placed at risk of harm.

Fears about sharing information cannot be allowed to stand in the way of the need to promote the welfare and protect the safety of children.

Where children leave the academy, the designated safeguarding lead should ensure their child protection file is transferred to the new school or college as soon as possible, ensuring secure transit, and confirmation of receipt should be obtained.

For schools, this should be transferred separately from the main pupil file. Receiving schools and colleges should ensure key staff such as designated safeguarding leads and SENCOs or the named person with oversight for SEN in a college, are aware as required. In addition to the child protection file, the designated safeguarding lead should also consider if, in cases where concerns are significant and complex, it would be appropriate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse and have that support in place for when the child arrives.

Children suffering or likely to suffer significant harm

Local authorities, with the help of other organisations as appropriate, have a duty to make enquires under section 47 of the Children Act 1989 if they have reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. Such enquiries enable them to decide whether they should take any action to safeguard and promote the child's welfare and must be initiated where there are concerns about maltreatment, including all forms of abuse and neglect, female genital mutilation or other so-called honour based violence, and extra-familial threats like radicalisation and sexual exploitation.

The online tool Report child abuse to local council directs to the relevant local children's social care contact number.

What will the local authority do?

The local authority should make a decision, within one working day of a referral being made, about the type of response that is required and should let the referrer know the outcome. This will include determining whether:

- the child requires immediate protection and urgent action is required;
- whether the child is in need, and should be assessed under section 17;
- there is reasonable cause to suspect the child is suffering, or likely to suffer, significant harm, and whether enquiries must be made and the child assessed under section 47;
- any services are required by the child and family and what type of services; and
- further specialist assessments are required in order to help the local authority to decide what further action to take.

The referrer should follow up if this information is not forthcoming. If social workers decide to carry out a statutory assessment, staff should do everything they can to support that assessment (supported by the designated safeguarding lead (or deputy) as required).

If, after a referral, the child's situation does not appear to be improving, the referrer should consider following local escalation procedures to ensure their concerns have been addressed and, most importantly, that the child's situation improves.

Children staying with host families (homestay)

Schools and academies quite often make arrangements for their children to have learning experiences where, for short periods, the children may be provided with care and accommodation by a host family to whom they are not related. This might happen, for example, as part of a foreign exchange visit or sports tour, often described as 'homestay' arrangements (see Annex E for further details). In some circumstances the arrangement where children stay with UK families could amount to "private fostering" under the Children Act 1989 see paragraph 181 for further information about action that should be taken to alert the local authority in those circumstances.

Private fostering- LA notification when identified

Private fostering occurs 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 a relative in their own home. A child is not privately fostered if the person caring for and accommodating them has done so for less than 28 days and does not intend to do so for longer. Such arrangements may come to the attention of school staff through the normal course of their interaction, and promotion of learning activities, with

children. The academy should then notify the local authority to allow the local authority to check the arrangement is suitable and safe for the child. A link to comprehensive guidance on the circumstances in which private fostering may arise can be found at Annex A of KCSIE.

Contextual safeguarding

Safeguarding incidents and/or behaviours can be associated with factors outside the academy and/or can occur between children outside the academy. All staff, but especially the designated safeguarding lead (or deputy) should be considering the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare.

Children's social care assessments should consider such factors so it is important that schools and colleges provide as much information as possible as part of the referral process. This will allow any assessment to consider all the available evidence and the full context of any abuse.

Additional information regarding **contextual safeguarding** is available in the trust safeguarding hub.

Record keeping

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

It is important for children to receive the right help at the right time to address risks and prevent issues escalating. Research and serious case reviews have repeatedly shown the dangers of failing to take effective action. Examples of this poor practice include:

- failing to act on and refer the early signs of abuse and neglect;
- poor record keeping;
- failing to listen to the views of the child;
- failing to re-assess concerns when situations do not improve;
- not sharing information;
- sharing information too slowly; and
- a lack of challenge to those who appear not to be taking action.

The Principal and DSP will meet regularly to exchange information and for the DSPs to keep the CEO informed of Child Protection issues within the Trust academies. Other staff will be informed of issues on a 'need to know' basis but usual practice is that information will be kept confidential between the CEO, Principal, and DSP.

The Principal will use the regular meeting time to check procedures with the DSP and their performance in role. The Principal is accountable to the CEO. The CEO is accountable to the Board of Directors.

The DSP in each Trust Academy has a senior post in the Academy and the designated time and authority to carry out the duties required of the post.

C4. Virtual school heads

Virtual school heads manage pupil premium plus for looked after children; they receive this funding based on the latest published number of children looked after by the local authority. In maintained schools and academies, the DSP should work with the virtual school head to

discuss how funding can be best used to support the progress of looked after children in the school and meet the needs identified in the child's personal education plan.

The designated teacher should also work with the virtual school head to promote the educational achievement of previously looked after children.

As with designated teachers, on commencement of sections 4 to 6 of the Children and Social Work Act 2017 virtual school heads will have responsibilities towards children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England or Wales. Their primary role for this group will be the provision of information and advice to relevant parties.

Statutory guidance on "Promoting the education of looked after children" contains further information on the roles and responsibilities of virtual school heads

C5. Actions by the DSP or other senior person following a report of sexual violence or harassment between children

Steps to take

The following steps must be undertaken by the DSP / Senior Leader in your Academy or a designated representative who has undertaken designated person safeguarding training.

Step 1: Investigate the Facts

Speak to all young people involved separately, gain a statement of the facts from them individually and use consistent language and open questions for each account (e.g. ask the young person to tell you what happened). Do not interrupt the young person unless to gain clarity with open questions e.g. when, why where, who.

Step 2: Consider the intent (begin to risk assess)

Consider whether the evidence suggests that this has been a deliberate or contrived situation for one young person to harm another.

Step 3: Deciding on a course of action (Designated Safeguarding Person only)

If from the information gathered the Designated Safeguarding Person believes that any young person is at risk of significant harm, a safeguarding referral to social services must be made immediately. Furthermore, where you believe that a crime has been committed, the Police must be contacted. It is essential to retain and preserve all evidence gathered in a secure place.

Social Services and the Police will then advise on next steps, which may include the interviewing of young people in school or they may wish to meet with parents.

In circumstances where social services feel that it does not meet their threshold criteria, then the DSP should consider whether that decision should be challenged with that individual or their line manager. If you agree with their view, then it will be left to the Academy to inform the parents.

Step 4: Informing parents

If, once appropriate advice has been sought from Police/Social services, there is agreement to inform parents then the DSP / Senior Leader must inform the parents as soon as possible, if the Police and Social Services have not already done so. If other agencies or services are

not going to be involved, then you should share this information with the parents. Advice should be sought from relevant Trust or LA professionals as necessary.

In all circumstances where the risk of harm to the child is evident, then the academy should encourage the young person to share the information. Where the child still does not wish to share this information with parents, and where the academy can evidence that it is acting in the best interests of the young person, then parents should be informed.

It is advised that parents are informed face to face. Whilst more time consuming, the nature of abusive incidents can cause fear and anxiety for parents and a face to face meeting will provide more reassurance.

Step 5: Recording the Whole Incident

The DSP or Senior Leader should record all details of the incident on the Academy's monitoring system for safeguarding incidents (e.g. CPOMs or equivalent system) and **the pro-forms in Appendix C3 and C4.**

Other points to consider

a) What is the age of children involved

Consider how old the children are and any age difference between them. In relation to sexual exploitation children under the age of five (who may be learning toileting skills may show a particular interest in exploration). This should not be overlooked if other issues arise.

b) Where did the incident(s) take place?

Was the incident in an open, visible space to others? Were there witnesses or CCTV cameras in the vicinity? If not, is this an area where more supervision is required on the Academy premises.

c) What was the explanation by all children involved of what occurred?

Did all children involved give the same explanation? Do their stories corroborate? What is the effect on the young people involved? Is/are the incident(s) considered to be bullying (regular and repetitive). If their stories differ, what might the reasons for this be?

d) What is each of the children's understanding of what occurred?

Consider whether the young people know and understand what they are doing e.g. do they have knowledge of body parts, of privacy and that it is inappropriate to touch? Is the young person's explanation in relation to something they may have seen or heard that has prompted this behaviour? Is the behaviour deliberate and contrived? If there is an age difference, is one child's understanding more mature than the other? Does the young person understand the impact of their behaviour on the other person?

Answers to the above questions are rarely clear cut. It is advised to seek support and advice from Children's Service Social Care if you are concerned or unsure as to whether or not there is any risk involved.

e) Repetition

Has the school had previous reports of similar/repeated behaviours for the young person. It must also be monitored whether the behaviour persists after the issue has been discussed and resolved.

Risk Assessment

When there has been a report of sexual violence, the designated safeguarding lead (or a deputy) should make an immediate risk and needs assessment. Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis. The risk and needs assessment should consider:

- the victim, especially their protection and support;
- the alleged perpetrator; and
- all the other children (and, if appropriate, adult students and staff) at the academy, especially any actions that are appropriate to protect them;

Risk assessments should be recorded (written or electronic) and should be kept under review. At all times, the academy should be actively considering the risks posed to all their pupils and students and putting adequate measures in place to protect them and keep them safe.

The DSP (or a deputy) should ensure they are engaging with children's social care and specialist services as required. Where there has been a report of sexual violence, it is likely that professional risk assessments by social workers and or sexual violence specialists will be required. The risk assessment is not intended to replace the detailed assessments of expert professionals. Any such professional assessments should be used to inform the schools or college's approach to supporting and protecting their pupils and students and updating their own risk assessment.

Options for the DSP to manage a peer on peer abuse report

It is important that you consider every report on a case-by-case basis. When to inform the alleged perpetrator will be a decision that should be carefully considered. Where a report is going to be made to children's social care and/or the police, then, as a general rule, the academy should speak to the relevant agency and discuss next steps and how the alleged perpetrator will be informed of the allegations. However, as per general safeguarding principles, this does not and should not stop the academy taking immediate action to safeguard their children, where required.

There are four likely scenarios for schools and colleges to consider when managing any reports of sexual violence and/or sexual harassment. ***Whatever the response, it should be under-pinned by the principle that sexual violence and sexual harassment is never acceptable and will not be tolerated.***

• ***All concerns, discussions, decisions and reasons for decisions should be recorded (written or electronic).***

1. Manage internally

- In some cases of sexual harassment, for example, one-off incidents, the academy may take the view that the children concerned are not in need of early help or statutory intervention and that it would be appropriate to handle the incident internally, perhaps through utilising their behaviour and bullying policies and by providing pastoral support.

2. Early help

- The academy may decide that the children involved do not require statutory interventions, but may benefit from early help. Early help means providing support as soon as a problem emerges, at any point in a child's life. Providing early help is more effective in promoting the welfare of children than reacting later. Early help can be

particularly useful to address non-violent harmful sexual behaviour and may prevent escalation of sexual violence.

- Multi-agency early help will work best when placed alongside strong policies, preventative education and engagement with parents and carers.

3. Referrals to children's social care

- Where a child has been harmed, is at risk of harm, or is in immediate risk of harm, academies should make a referral to local children's social care.
- At the referral to children's social care stage, the academy will generally inform parents or carers, unless there are compelling reasons not to (if informing a parent or carer is going to put the child at additional risk). Any such decision should be made with the support of children's social care.
- If a referral is made, children's social care will then make enquiries to determine whether any of the children involved are in need of protection or other services.
- Where statutory assessments are appropriate, the academy should be working alongside, and cooperating with, the relevant lead social worker. Collaborative working will help ensure the best possible package of coordinated support is implemented for the victim and, where appropriate, the alleged perpetrator and any other children that require support.
- Do not wait for the outcome (or even the start) of a children's social care investigation before protecting the victim and other children in the academy. It will be important for the DSP (or a deputy) to work closely with children's social care (and other agencies as required) to ensure any actions the academy takes do not jeopardise a statutory investigation. The risk assessment will help inform any decision. Consideration of safeguarding the victim, alleged perpetrator, any other children directly involved in the safeguarding report and all children at the academy should be immediate.
- In some cases, children's social care will review the evidence and decide a statutory intervention is not appropriate. The academy (generally led by the designated safeguarding lead or a deputy) should be prepared to refer again if they believe the child remains in immediate danger or at risk of harm. If a statutory assessment is not appropriate, the DSP (or a deputy) should consider other support mechanisms such as early help, specialist support and pastoral support.

4. Reporting to the Police

- Any report to the police will generally be in parallel with a referral to children's social care (as above).
- It is important that the DSP (and their deputies) is clear about the local process for referrals and follow that process.
- Where a report of rape, assault by penetration or sexual assault is made, the starting point is that this must be passed on to the police. Whilst the age of criminal responsibility is ten, if the alleged perpetrator is under ten, the starting principle of reporting to the police remains. The police will take a welfare, rather than a criminal justice, approach.
- At this stage, the academy will generally inform parents or carers unless there are compelling reasons not to, for example, if informing a parent or carer is likely to put a child at additional risk. In circumstances where parents or carers have not been informed, it will be especially important that the school supporting the child in any decision they take. This should be with the support of children's social care and any appropriate specialist agencies.
- Where a report has been made to the police, the school or college should consult the police and agree what information can be disclosed to staff and others, in particular, the

alleged perpetrator and their parents or carers. They should also discuss the best way to protect the victim and their anonymity.

- All police forces in England have specialist units that investigate child abuse. The names and structures of these units are matters for local forces. It will be important that the DSP (and their deputies) is aware of their local arrangements.
- In some cases, it may become clear very quickly, that the police (for whatever reason) will not take further action. In such circumstances, it is important that the academy continues to engage with specialist support for the victim as required.

Considering bail conditions

- From April 2017, the use of police bail has been dramatically reduced and will only be used when deemed necessary and proportionate in exceptional circumstances. Consideration will be given to less invasive options to safeguard victims and witnesses and the administration of justice. Therefore, it is less likely that a child attending school will be on police bail with conditions attached if there are alternative measures to mitigate any risk.
- In the absence of bail conditions, when there is a criminal investigation, early engagement and joined up working between the school or college, children's social care and the police will be critical to support the victim, alleged perpetrator and other children involved (especially potential witnesses). Where required, advice from the police should be sought in order to help the academy manage their safeguarding responsibilities.
- The term 'Released Under Investigation' or 'RUI' will replace those previously on bail for offences in circumstances that do not warrant the application of bail to either re-attend on a particular date or to include conditions preventing activity or in some cases ensuring compliance with an administrative process.
- Where bail is deemed proportionate and necessary, the school or college should work with children's social care and the police to manage any implications and safeguard their children. An important consideration will be to ensure that the victim can continue in their normal routine, including continuing to receive a suitable education.

Managing any delays in the criminal process

- There may be delays in any case that is being progressed through the criminal justice system. Do not wait for the outcome (or even the start) of a police investigation before protecting the victim, alleged perpetrator and other children in the academy. The risk assessment will help.
- Whilst protecting children and/or taking any disciplinary measures against the alleged perpetrator, it will be important for the DSP (or a deputy) to work closely with the police (and other agencies as required), to ensure any actions the academy takes do not jeopardise the police investigation.
- If academies have questions about the investigation, they should ask the police. The police will help and support the academy as much as they can (within the constraints of any legal restrictions).

The end of the criminal process

- If a child is convicted or receives a caution for a sexual offence, the academy should update its risk assessment, ensure relevant protections are in place for all the children at the academy and, if it has not already, consider any suitable action in light of their behaviour policy. If the perpetrator remains in the academy as the victim, the academy should be very clear as to their expectations regarding the perpetrator now they have been convicted or cautioned. This could include expectations regarding their behaviour

and any restrictions the academy thinks are reasonable and proportionate with regard to the perpetrator's timetable.

- Any conviction (even with legal anonymity reporting restrictions) is potentially going to generate interest among other pupils. It will be important that the academy ensures both the victim and alleged perpetrator remain protected, especially from any bullying or harassment (including online).
- Where cases are classified as "no further action" (NFA'd) by the police or Crown Prosecution Service, or where there is a not guilty verdict, the academy should continue to offer support to the victim and the alleged perpetrator for as long as is necessary. A not guilty verdict or a decision not to progress with their case will likely be traumatic for the victim. The fact that an allegation cannot be substantiated does not necessarily mean that it was unfounded. The academy should discuss any decisions with the victim in this light and continue to offer support. The alleged perpetrator is also likely to require ongoing support for what will have likely been a difficult experience.

5. Ongoing response

Safeguarding and supporting the victim

The following principles are based on effective safeguarding practice and should help shape any decisions regarding safeguarding and supporting the victim.

- Consider the age and the developmental stage of the victim, the nature of the allegations and the potential risk of further abuse. Be aware that, by the very nature of sexual violence and sexual harassment, a power imbalance is likely to have been created between the victim and alleged perpetrator.
- The needs and wishes of the victim should be paramount (along with protecting the child) in any response. It is important they feel in as much control of the process as is reasonably possible. Wherever possible, the victim, if they wish, should be able to continue in their normal routine. Overall, the priority should be to make the victim's daily experience as normal as possible, so that the academy is a safe space for them.
- The victim should never be made to feel they are the problem for making a report or made to feel ashamed for making a report.
- Consider the proportionality of the response. Support should be tailored on a case-by-case basis. The support required regarding a one-off incident of sexualised name-calling is likely to be vastly different from that for a report of rape.

Support can include:

- Children and Young People's Independent Sexual Violence Advisors (ChISVAs) provide emotional and practical support for victims of sexual violence. They are based within the specialist sexual violence sector and will help the victim understand what their options are and how the criminal justice process works if they have reported or are considering reporting to the police. ChISVAs will work in partnership with academies to ensure the best possible outcomes for the victim.
- Police and social care agencies can signpost to ChISVA services (where available) or referrals can be made directly to the ChISVA service by the young person or academy. Contact details for ChISVAs can be found at Rape Crisis and The Survivors Trust.
- Child and adolescent mental health services (CAMHS)
- Rape Crisis Centre's can provide therapeutic support for children who have experienced sexual violence.
- Internet Watch Foundation (to potentially remove illegal images).

Victims may not disclose the whole picture immediately. They may be more comfortable providing information on a piecemeal basis. It is essential that dialogue is kept open and encouraged. When it is clear that ongoing support will be required, academies should ask the

victim if they would find it helpful to have a designated trusted adult (for example, their form tutor or designated safeguarding lead) to talk to about their needs. The choice of any such adult should be the victim's. You should respect and support this choice.

A victim of sexual violence is likely to be traumatised and, in some cases, may struggle in a normal classroom environment. While schools and colleges should avoid any action that would have the effect of isolating the victim, in particular from supportive peer groups, there may be times when the victim finds it difficult to maintain a full-time timetable and may express a wish to withdraw from lessons and activities. This should be because the victim wants to, not because it makes it easier to manage the situation. If required, provide a physical space for victims to withdraw.

It may be necessary to maintain arrangements to protect and support the victim for a long time. Academies should be prepared for this and should work with children's social care and other agencies as required.

It is important that the academy do everything they reasonably can to protect the victim from bullying and harassment as a result of any report they have made.

Whilst they should be given all the necessary support to remain in their academy, if the trauma results in the victim being unable to do this, alternative provision or a move to another school should be considered to enable them to continue to receive suitable education. This should only be at the request of the victim (and following discussion with their parents or carers). Appendix C3 provides a framework for consideration of how to manage the situation within the academy.

It is important that if the victim does move to another educational institution (for any reason), that the new educational institution is made aware of any ongoing support needs. The DSP should take responsibility to ensure this happens (and should discuss with the victim and, where appropriate their parents or carers as to the most suitable way of doing this) as well as transferring the child protection file. Information sharing advice will help support this process.

Once the DSP (or a deputy) has decided what the next steps will be in terms of progressing the report, they should consider again the question of the victim and alleged perpetrator sharing classes and sharing space at the academy. This will inevitably involve complex and difficult professional decisions, including considering their duty to safeguard children and their duty to educate them. It is important each report is considered on a case-by-case basis and risk assessments are updated as appropriate. As always when concerned about the welfare of a child, the best interests of the child should come first. In all cases, academies should follow general safeguarding principles as per this policy.

Where there is a criminal investigation into a rape, assault by penetration or sexual assault, the alleged perpetrator should be removed from any classes they share with the victim. The academy should also consider how best to keep the victim and alleged perpetrator a reasonable distance apart on school or college premises and on transport to and from school where appropriate. This is in the best interests of both children and should not be perceived to be a judgement on the guilt of the alleged perpetrator. Close liaison with the police is essential.

Where a criminal investigation into a rape or assault by penetration leads to a conviction or caution, the academy should take suitable action, if they have not already done so. In all but the most exceptional of circumstances, the rape or assault is likely to constitute a serious breach of discipline and lead to the view that allowing the perpetrator to remain in the same academy would seriously harm the education or welfare of the victim (and potentially other pupils or students).

Where a criminal investigation into sexual assault leads to a conviction or caution, the academy should, if it has not already, consider any suitable sanctions in light of their behaviour policy, including consideration of permanent exclusion.

Where the perpetrator is going to remain at the academy, the principle would be to continue keeping the victim and perpetrator in separate classes and continue to consider the most appropriate way to manage potential contact on academy premises and transport. The nature of the conviction or caution and wishes of the victim will be especially important in determining how to proceed in such cases. In all cases, schools and colleges should record and be able to justify their decision making.

Reports of sexual assault and sexual harassment will, in some cases, not lead to a report to the police (for a variety of reasons). In some cases, rape, assault by penetration, sexual assault or sexual harassment are reported to the police and the case is not progressed or are reported to the police and ultimately result in a not guilty verdict. None of this means the offence did not happen or that the victim lied. The process will have affected both victim and alleged perpetrator. Appropriate support should be provided to both as required and consideration given to sharing classes and potential contact as required on a case-by-case basis. In all cases, the academy should record and be able to justify their decision-making.

All of the above should be considered with the needs and wishes of the victim at the heart of the process (supported by parents and carers as required). Any arrangements should be kept under review.

Safeguarding and supporting the alleged perpetrator

The following principles are based on effective safeguarding practice and should help shape any decisions regarding safeguarding and supporting the alleged perpetrator:

- The academy will have a difficult balancing act to consider. On one hand they need to safeguard the victim (and the wider pupil/student body) and on the other hand provide the alleged perpetrator with an education, safeguarding support as appropriate and implement any disciplinary sanctions.
- Consider the age and the developmental stage of the alleged perpetrator and nature of the allegations. Any child will likely experience stress as a result of being the subject of allegations and/or negative reactions by their peers to the allegations against them.
- Consider the proportionality of the response. Support (and sanctions) should be considered on a case-by-case basis. An alleged perpetrator may potentially have unmet needs (in some cases these may be considerable) as well as potentially posing a risk of harm to other children. Harmful sexual behaviours in young children may be (and often are) a symptom of either their own abuse or exposure to abusive practices and or materials. Advice should be taken, as appropriate, from children's social care, specialist sexual violence services and the police.
- It is important that if the alleged perpetrator does move to another educational institution (for any reason), that the new educational institution is made aware of any ongoing support needs and where appropriate, potential risks to other children and staff. The DSP should take responsibility to ensure this happens as well as transferring the child protection file.

C6. Action by the DSP or CEO on receiving allegations against staff

Where an allegation is made against any person working in or on behalf of Hatton Academies Trust, that he or she has

- a. behaved in a way that has harmed a child or may have harmed a child
- b. possibly committed a criminal offence against or related to a child or
- c. has behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

We will apply the same principles as in the rest of this document and we will always follow our “Managing Allegations Against Staff” policy which is based upon the DfE “Keeping Children Safe in Education” 2019. Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely by the CEO.

It is essential that all allegations are taken seriously and investigated properly and in line with agreed procedures.

Initial Action

- The person who has received an allegation or witnessed an event will immediately inform the Principal and make a record
- In the event that an allegation is made against the CEO the matter will be reported to the Chair of the Board of Directors
- The Principal and CEO will take steps, where necessary, to secure the immediate safety of children and any urgent medical needs
- The member of staff will not be approached at this stage unless it is necessary to address the **immediate** safety of children
- The Principal/ CEO may need to clarify any information regarding the allegation, however no person will be interviewed at this stage
- The DSP or Principal will consult with the Local Authority Designated Officer (see Contacts List) in order to determine if it is appropriate for the allegation to be dealt with by the academy or if there needs to be a referral to Social Care and/or the police for investigation
- Consideration will be given throughout to the support and information needs of students, parents/carers and staff
- The CEO will inform the Chair of Board of Directors of any allegation.

Staff are referred for further detail to the separate “Allegations of Abuse” policy

C7. Confidentiality and Sharing Information

Staff are referred to the Trust’s separate documents ‘Confidentiality Policy’ and ‘Information Sharing guidance’

All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the pupil and staff involved but also to ensure that being released into the public domain does not compromise evidence.

Staff should only discuss concerns with the DSP, the CEO, Principal, or the Chair of the Board of Directors (depending on who is the subject of the concern). That person will then decide who else needs to have the information and they will disseminate it on a ‘need-to-know’ basis.

Child protection information will be stored and handled in line with the General Data Protection Regulation (GDPR) and Data Protection Act 2018 principles. Information is:

- processed for limited purposes
- adequate, relevant and not excessive
- accurate

- kept no longer than necessary
- processed in accordance with the data subject's rights
- secure.

Record of concern forms and other written information will be stored in a locked facility and any electronic information will be password protected and only made available to relevant individuals.

Every effort should be made to prevent unauthorised access and sensitive information should not be stored on laptop computers, which, by the nature of their portability, could be lost or stolen. If it is necessary to store child protection information on portable media, such as a CD or an encrypted flash drive, these items should also be kept in locked storage. Child protection information will be stored separately from the pupil's academy file and the academy file will be 'tagged' to indicate that separate information is held.

Child protection records are normally exempt from the disclosure provisions of the GDPR and Data Protection Act 2018, which means that children and parents do not have an automatic right to see them. If any member of staff receives a request from a pupil or parent/carer to see child protection records, they should refer the request to the DSP.

The Data Protection Act 2018 does not prevent Academy staff from sharing information with relevant agencies, where that information may help to protect a child.

When a pupil transfers to another Academy/School

If the pupil is on the child protection register, their Social Worker will be contacted by the DSP and informed of the transfer.

When the child changes schools within the authority, child protection records will be passed on to the designated teacher at the receiving school.

When the child is moving to another authority, information will be passed onto the next school's designated teacher. Case conference minutes are not transferred but the date, name of Chair, LA and outcome will be included on the records transferred.

Case conferences and core group meetings

In each case the Academy will assign the appropriate member of staff to attend a Child Protection Case Conference. This member of staff will normally be the DSP.

The DSP should prepare a report presenting the case to the Case Conference Chair at the start of the meeting.

The Chair will gather all information and assess the risks. The DSP will be asked for their view in respect of registration.

If a child's name is placed on the local Child Protection Register a Core Group will be agreed. All Core Group members meet regularly. Attendance at these meetings will be given priority.

Where no registration has taken place schools may be asked to monitor, it is the school's responsibility to ask for clarity about information required, timescales, and reporting methods.

C8. Support for those involved in a Child Protection issue

Child abuse is devastating for the child and can also result in distress and anxiety for staff who become involved.

Overall support

This is provided by:

- Taking all suspicions and disclosures seriously
- Nominating a link person who will keep all parties informed and be the central point of contact. This will usually be the DSP.
- Where a member of staff is the subject of an allegation made by a pupil, separate link people will be nominated to avoid any conflict of interest
- Responding sympathetically to any request from pupils or staff for time out to deal with distress or anxiety
- Maintaining confidentiality and sharing information on a need to know basis only with relevant individuals and agencies (see the Safeguarding Information Hub) for further guidance)
- Storing records securely
- Offering details of help-lines, counselling or other external support
- Following the procedures laid down in our whistle-blowing, complaints and disciplinary procedures
- Cooperating fully with relevant statutory agencies

Support for Pupils and families

The Trust recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. The Academy may be the only stable, secure and predictable element in the lives of children at risk.

Therefore, this Trust will endeavour to support pupils through:

- the curriculum to encourage self-esteem and self-motivation
- the Trust and Academy ethos, which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued
- the implementation of each academy's behaviour management policies
- a consistent approach, which recognises and separates the cause of the behaviour from that which the pupil displays
- regular liaison with other professionals and agencies who support pupils and their families
- a commitment to develop productive, supportive relationships with parents/carers, whenever it is in the pupil's interests to do so
- the development and support of a responsive and knowledgeable staff group trained to respond appropriately in child protection situations.

C9. Preventative Strategies and curriculum provision

It is important that each trust academy undertakes a curriculum review regarding safeguarding and health and safety matters. A key focus for effective safeguarding is to ensure that our

pupils are aware of our procedures but also are prepared for events that may cause harm as much as possible.

Trust academies must focus on the development of appropriate strategies to prevent peer on peer abuse rather than relying on managing incidents in a reactive way as they occur. These will be shared and evaluated at trust safeguarding meetings.

Academy staff must recognise that all types of abuse and peer on peer abuse can and will occur in their school regardless of the most stringent policy and support mechanisms. Staff must recognise and manage the risks, implement strategies and talk about issues through training and information sharing sessions with other staff.

Academy staff should foster a culture of openness where young people feel confident to share information about anything that is worrying them. This can be strengthened with a strong and positive age appropriate PHSE / SMSC curriculum (including relationships education in primary academies and Sex and Relationships Education in secondary academies) where children openly discuss issues with peers.

The curriculum might include the following issues regarding peer and peer abuse:

- healthy and respectful relationships
- what respectful behaviour looks like
- gender roles, stereo-typing and equality
- body confidence and self-esteem
- prejudiced behaviour
- that sexual violence and sexual harassment is always wrong
- addressing cultures of sexual harassment

Academy leaders must foster a culture of openness and honesty among their staff to ensure the whole workforce feels confident and enabled to talk about issues and challenge perceptions of young people e.g. inappropriate language, prejudiced behaviour etc.

Academy leaders must put in place programmes for whole staff training and CPD around abusive behaviours and talking to young people to ensure that peer to peer abuse has a consistently high focus in staff minds and to ensure that concerns raised by young people are dealt with consistently.

Academy leaders should ensure that school councils are encouraged to actively participate in the development and review of 'rules of acceptable behaviour' which will aid the creation of a positive and consistent ethos in the school and one where all young people understand the boundaries of behaviour before it becomes abusive.

C10. Staff

Receiving a disclosure or observing signs of abuse can be very distressing. All staff should discuss their feelings with the DSP or a senior member of staff.

Incidents of a child protection nature can affect staff not directly involved. Meetings should be used to support staff in this situation.

Members of staff may be asked to attend a Strategy Meeting. You will need to take any information the Academy may hold.

You may be required to attend a child protection case conference for which you should provide a report.

The DSP will be available to support and advise you.

Any member of staff who is concerned about involvement in child protection issues can discuss the matter with the Designated Senior Person, Principal, or the CEO.

C11. Confidentiality

Staff have a professional responsibility to share relevant information about the protection of children with other professionals, particularly investigating agencies.

If a pupil confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the child sensitively that he/she has a responsibility to refer the matter to the Designated Senior Person for the child's own sake. At the same time, the child should be reassured that the matter will only be disclosed to the DSP, who will then decide on appropriate action. However, this course of action may involve discussion with other relevant professionals.

Staff who receive information about children and families in the course of their work should have the information only within a professional context. Child protection records should be kept securely locked or stored.

Personal information about all pupils and their families is regarded by those who work in this Trust as confidential. All staff will aim to maintain this confidentiality. All records relating to child protection incidents will be maintained by the DSP and only shared in accordance with the protection of children guidelines.

C12. Parents and Carers

Hatton Academies Trust shares a purpose with parents/carers to keep children safe from harm and to have their welfare promoted. We are committed to working with parents/carers positively, openly, and honestly. We ensure that all parents/carers are treated with respect and courtesy. We encourage parents/carers to discuss any concerns about their child with the relevant Class Teacher, Form Tutor, Director of Year or another member of the Academy support or pastoral team.

Parents/carers play an important role in protecting their children from abuse. The Trust is required to consider the safety of the pupil and should a concern arise professional advice will be sought prior to contacting parents/carers. The priority is the needs of the child and effective liaison is crucial for this.

The Trust will work with parents/carers to support the needs of their child and ensure that parents/carers are aware of the Trust's child protection and safeguarding work. There is a range of ways we communicate with parents/carers: information leaflets; Academy website; and consultation via "Parents Voice" and questionnaires.

It should be recognised that families from different backgrounds and cultures will have different approaches to raising their children these differences should be acknowledged and respected provided they do not place the child at risk.

The Trust aims to help parents/carers understand that the Trust has a responsibility for the welfare of all its pupils and has a duty to refer cases to the Social Services in the interests of the child.

This policy, together with all safeguarding policies, is available to parents/carers on the Trusts website and individual Academy websites and in hard copy on request.

C13. Multi-agency working and partnership with others

The Trust recognises that it is essential to establish positive and effective working relationships with other agencies in line with the statutory guidance in “Working together to safeguard children” 2018. We aim to work closely and collaboratively with local and national agencies such as: Local Authority; Social Care; Police; Education Welfare Service, Health, Prevent Team and local community groups.

C14. Complaints Procedure

Our complaints procedure will be followed where a pupil or parent/carer raises a concern about poor practice toward a pupil that initially does not reach the threshold for child protection action. Complaints are managed by senior staff, the CEO and Directors. Details of the Hatton Academies Trust complaints procedures are in the Trust’s Complaints Policy.

C15. Staff Training

It is important that all staff have training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern. New staff and Academy representatives will receive training during their induction. All staff will receive training that is updated at least every three years and the DSP will receive training updated at least every two years. Supply staff and other visiting staff will be given the individual Academy’s Visiting Staff leaflet.

The Trust is committed to the DSP undertaking training in inter-agency working and attendance at inter-agency child protection meetings. Time will be given to enable this commitment to be met. However, it is the responsibility of the individual to notify the appropriate senior member of staff to ensure cover.

The DSP will be expected to ensure that staff training is fully appropriate and up to date and to cascade learning to the wider staff group via meetings etc. A record of training will be kept and a copy provided for the CEO. **(Appendix C5)**

The Hatton Academies Trust’s strategy for child protection training is that it will train all staff in the basic child protection training and not just teaching staff since all staff come into contact with children and thus their roles are equally important. This training will be delivered at least every three years and will be part of induction procedures for **all** staff. Attendance at the training will be monitored and extra ‘catch-up’ sessions given for those absent. In addition to the basic training extra sessions on safeguarding topics will be offered to staff through the training workshop programme.

Staff and Academy Representatives/Directors with additional responsibilities for safeguarding topics e.g. recruitment will attend additional training.

The training for all staff should:

- Emphasis the right of **every** child to protection
- Enable and empower staff to reflect on their practice
- Be based on up to date knowledge and best practice
- Present challenging subject matter sensitively
- Leave staff feeling positive about their role in protecting children and young people

The basic course for all staff should include:

- Aim, objectives/learning outcomes and 'ground rules'
- Definitions of the four types of abuse
- Recognising physical/behavioural indicators of abuse
- Why children often do not disclose abuse
- Dealing with a disclosure or a suspicion
- Reporting and recording procedures
- Confidentiality and information sharing
- The statutory safeguarding framework
- What to do if staff have concerns about the conduct of a colleague
- The Academy's role in multi-agency working
- How the Academy supports staff and associated training/guidance?

Evaluation of the training provision will be through the Academy's training evaluation processes as for all courses and INSET.

Opportunities are provided for trust staff to contribute to and shape safeguarding arrangements and child protection policy via the Trust Safeguarding Committee.

C16. Safer Recruitment

Our Trust endeavours to ensure that we do our utmost to employ 'safe' staff by following the guidance in "Keeping Children Safe in Education" 2019 .

Safer recruitment means that all applicants will:

- complete an application form
- provide two referees, including at least one who can comment on the applicant's suitability to work with children. One referee must be the current employer if applicable
- provide evidence of identity, right to work in the UK and qualifications
- be checked by the Disclosure Barring Service (DBS)
- have a Barred List check
- be interviewed, the interview panel will include at least one staff member that has undergone safer recruitment training
- undergo an occupational health assessment

In addition

- appropriate checks are carried out to ensure that individuals are not disqualified under the Childcare (Disqualification) Regulations 2009
- for teaching staff, a prohibition check will be undertaken using the Teacher Services' system provided by the National College of Teaching and Learning
- for persons taking up a management position, a section 128 direction check will be carried out
- where a person has lived or worked outside the UK, further checks will be undertaken as considered appropriate by the Trust

All new members of staff will undergo an induction that includes familiarisation with the Trust's child protection policy and identifies any training needs.

Full details of the Trust's recruitment can be found in the Recruitment Policy and Recruitment handbook.

C17. Existing Staff

If a trust academy has concerns about an existing staff member's suitability to work with children, the academy should carry out all relevant checks as if the person were a new member of staff. Similarly, if a person working at the academy moves from a post that was not regulated activity into work which is considered to be regulated activity, the relevant checks for that regulated activity must be carried out.

Academies have a legal duty to refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- the **harm test (Appendix C6)** is satisfied in respect of that individual;
- the individual has received a caution or conviction for a relevant offence, or if there is reason to believe that the individual has committed a listed relevant offence; and
- the individual has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left.

The legal duty to refer applies equally in circumstances where an individual is deployed to another area of work that is not regulated activity, or they are suspended.

The DBS will consider whether to bar the person. Referrals should be made as soon as possible after the resignation, removal or redeployment of the individual.

Details of the Harm Test are found in the trust Allegations of abuse against staff policy and on the safeguarding hub.

C18. The use of 'reasonable force'

There are circumstances when it is appropriate for academy staff to use reasonable force to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury. 'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical contact, such as standing between pupils or

blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom.

When using reasonable force in response to risks presented by incidents involving children with SEN or disabilities or with medical conditions, schools and colleges should in considering the risks carefully recognise the additional vulnerability of these groups. They should also consider their duties under the Equality Act 2010³⁶ in relation to making reasonable adjustments, non-discrimination and their Public Sector Equality Duty.

By planning positive and proactive behaviour support, for instance through drawing up individual behaviour plans for more vulnerable children, and agreeing them with parents and carers, trust academies can reduce the occurrence of challenging behaviour and the need to use reasonable force.

Staff are referred to the trust's use of reasonable force policy.

C19. Extended Services: trips and visits and after school activities

The Trust's child protection arrangements apply to all out of school activities, and extended services provided by each Academy. If other organisations provide services or activities on our sites we will check that they have appropriate procedures in place. When our pupils attend off-site activities, we will check that effective child protection arrangements are in place.

The Trust's 'Trips and Visits' Policy details these procedures.

Appendix C1 - Job description for the Designated Senior Person (DSP) for Child Protection

Job title: Designated Senior Person (DSP) for Child Protection
Accountable to: Academy Principal on behalf of the CEO

Role Purpose

- To take lead responsibility in the academy for safeguarding and child protection
- Act as a source of support, advice, and expertise for all staff
- To lead and manage the deputy DSPs where these are in place
- To be the Designated Teacher (DT) for Looked After Children and be the lead for the care and achievement of previously Looked After Children
- To ensure that the academy and trust meet statutory requirements regarding children's safety and welfare according to "Keeping Children Safe in Education" 2019.

The responsibilities of the Designated Senior Person are:

i. General

- The DSP is responsible for ensuring that all cases of suspected or actual problems associated with child protection, peer on peer abuse, and radicalisation & extremism are investigated and dealt with
- Be able to keep detailed accurate secure electronic or written records of referrals/concerns, ensuring that such records are stored securely and flagged on, but kept separate from, the pupil's general file
- The DSP will ensure that he/she is aware of the latest national and local guidance and requirements and will keep the Principal, CEO and staff informed as appropriate
- The DSP will act as a source of support for the Academy community
- The DSP will liaise with the Trust CEO to ensure the trust has high levels of safeguarding practice and procedure
- Develop effective links with relevant statutory and voluntary agencies
- Ensure that pupils are informed of the Academy's procedures as appropriate
- Ensure that the Academy's curriculum includes child protection awareness for all pupils
- Produce an annual report for the CEO/Board of Directors on the effectiveness of the Trust's policy and procedures for Child Protection and Safeguarding.

ii. Manage Referrals

The DSP is expected to:

- Refer cases of suspected abuse to the local authority children's social care as required;
- Support staff who make referrals to local authority children's social care;
- Refer cases to the Channel programme where there is radicalisation concern as required;
- Support staff who make referrals to the Channel programme
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required; and
- Refer cases where a crime may be committed to the Police as required.

iii. Work with others

- Liaise with the Principal and CEO to inform him/her of issues especially ongoing enquiries under section 47 of the Childrens' Act 1989, and police investigations
- Contribute to inter-agency working e.g. provide a co-ordinated offer of early help when additional needs of children are identified and contribute to inter-agency plans
- Allow access for Childrens Social Care from the host Local Authority and where appropriate, from a placing Local Authority, for that Authority to conduct, or to consider whether to conduct, a section 17 or a section 47 assessment
- Act as support, advice and expertise within the Academy when deciding whether to make a referral by liaising with relevant agencies
- Liaise with the Principal to inform them of any issues and ongoing investigations and ensure that there is always cover for this role
- to ensure that all staff have training to recognise and identify signs of abuse, and when it is appropriate to make a referral, and to understand how child protection procedures operate
- notifies Childrens Social Care if a child with a child protection plan is absent from the academy for more than two days
- to raise awareness of child safety issues in the Academy
- to ensure that relevant policies and procedures are kept up-to-date; and
- to ensure that the CEO, Principal, and parents/carers are kept informed as required; liaise with the 'case manager' and designated LA officer(s) re child protection concerns in cases which concern a staff member.

iv. Training

- Receive training, at least every two years, in order to ensure they have the knowledge and skills required to carry out their role to a high standard
- Undertake Prevent awareness training
- Ensure that knowledge and skills are refreshed at regular intervals, and at least annually, to ensure they understand and keep up with any developments relevant to their role
- Understand the assessment process for providing early help and statutory intervention including local criteria for action and NCC childrens social care referrals
- Recognise how to identify signs of abuse and when it is appropriate to make a referral;
- Have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- Ensure all staff have read and understood the Trust's Child Protection Policy and associated policies and signed the Trust statement to indicate this
- Ensure **all staff** have induction training covering child protection and are able to recognise and report any concerns immediately they arise;
- Keep a record of all child protection training and staff attendance;
- Advise the Principal, CEO and Directors on their training needs to enable them to fulfil their role;
- Are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at the academy;
- Can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online;
- Keep detailed, accurate, secure written records of concerns and referrals;

- Understand and support the academy with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- Obtain access to resources and attend any relevant refresher training courses;
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the academy may put in place to protect them.
- Ensure that own training and development is fully up to date and includes the following elements (not an exhaustive list):
 - identification of the signs and symptoms of abuse
 - relevant legislation and guidance
 - national and locally agreed procedures
 - managing disclosures
 - confidentiality
 - recording and keeping safe records – transfer of information
 - how local statutory services are configured and referral processes
 - thresholds for referral
 - making referrals
 - contact with parents
 - Common Assessment Framework, initial and core assessments, child protection conference and review conferences, child protection plans
 - training and supporting staff
 - writing a policy, procedures and guidance for staff.

v. Raising awareness

- Ensure the trust's child protection policies are known, understood and used appropriately;
- Advise the CEO on the review of the Trust's Child Protection Policy and associated policies when it is updated and reviewed annually;
- Ensure the public and parents/carers have access to the Child Protection Policy and are aware that referrals may be made and the role of the academy and trust in this to avoid conflict later.
- Link with the Northamptonshire Safeguarding Children Partnership (NSCP) to make sure staff are aware of training opportunities and the latest local policies on safeguarding.

vi. Child Protection File

- Ensure that where children leave the Academy, their child protection file is transferred to the new school or college as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit and confirmation of receipt should be obtained and filed.

vii. Availability

- Ensure that during term time the DSP (or a deputy) are always available (during school hours) for staff in the academy to discuss any safeguarding concerns. Whilst generally speaking the DSP (or deputy) would be expected to be available in person, it is matter for the academy, working with the DSP to define 'available'. As a minimum the trust expects the DSP to leave a deputy in charge or be available by mobile phone when off site.
- Organise adequate and appropriate cover arrangements for any out of hours and out of term activities and ensure that the Principal and staff are aware of these.

viii. Meeting statutory and other requirements

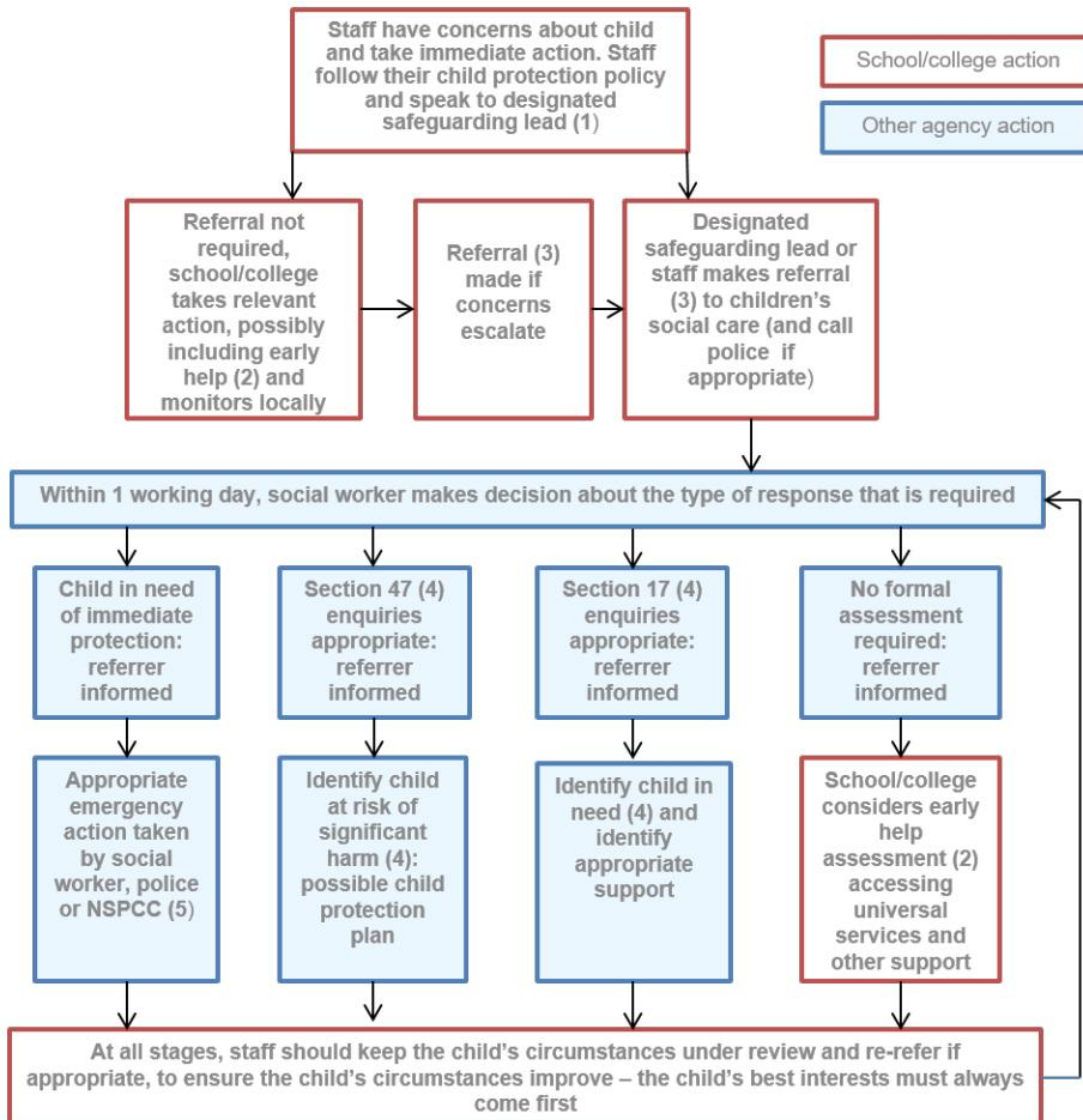
- Ensure that as DSP they are kept up to date with national and local developments in child protection and inform the CEO and Principal as appropriate
- Ensure the safeguarding of any pupils in alternative provision as the academy retains responsibility
- Meet with the CEO and keep them informed of developments.
- Evaluate the effectiveness of the Trust's child protection policy and procedures and advise the CEO/Principal on any changes and developments needed
- Keep up to date records that:
 - Are up to date, detailed and complete
 - Show compliance with the Trust's agreed procedures
 - Demonstrate effective identification and management of the risk of harm
 - Demonstrate decision-making and appropriate, timely responses to concerns and relevant referrals that have been made
 - Provide evidence of effective partnership working and sharing information
 - Provide evidence of attendance at or contribution to inter-agency meeting and conferences
 - Are kept securely in a locked cabinet or a secure online system, with accessibility only for the DSP, Principal, and CEO.

Name _____

Signature _____

Date _____

Appendix C2: Actions where there are concerns about a child



(1) In cases which also involve an allegation of abuse against a staff member, see Part Four of this guidance.

(2) Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, an early help inter-agency assessment should be arranged. Chapter one of [Working together to safeguard children](#) provides detailed guidance on the early help process.

(3) Referrals should follow the local authority's referral process. Chapter one of [Working together to safeguard children](#).

(4) Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. This can include section 17 assessments of children in need and section 47 assessments of children at risk of significant harm. Full details are in Chapter One of [Working together to safeguard children](#).

(5) This could include applying for an Emergency Protection Order (EPO).

Appendix C3: Risk & Needs Assessment. Child-on-Child Sexual Violence & Sexual Harassment Report

The Victim:

Name:		Age:	
Issue:			
Date of incident:		Where recorded:	

The alleged perpetrator:

Name:		Age:	
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Other children involved:

Names:	
--------	--

Reported to:

Parents:		Date:	
Social Care:		Date:	
Other Parties:		Date:	

Outcome & support for Victim:

--

In School Training for the Child: (e.g. what lifeskills sessions attended (i.e. Yr7 school nurse)

Needs of the Child: (e.g. SEN)

Voice of the Child: (i.e. what they wish)

Support Mechanisms in Place:

Outcome for Perpetrator:

DSL Signature: _____

Date: _____

Appendix C4. Preventative supervision plan

You can use this to identify measures put in place following an allegation of peer-on-peer abuse, where the academy considers that there is a safeguarding risk but the complaint has not been accepted by police or social services.

Please note that the headings are suggestions only, and may need to be adapted to meet your specific circumstances. You should also seek advice from your local authority designated officer (LADO) when creating this kind of plan.

In the classroom
Outside the classroom
Coming to and going from school

Communication with staff

Communication with parents

Monitoring and review arrangements

Appendix C5 - Safeguarding & Child Protection Training Record

Designated person	Training received	Date	Disseminated through...

Teaching staff (individual training)	Training received	Date	Disseminated through...

Support staff (individual training)	Training received	Date	Disseminated through...

Teaching staff (group training)	Training received	Date	Members of staff attending

Support staff (group training)	Training received	Date	Members of staff attending

Whole academy or trust training	Training received	Date	Members of staff attending

Appendix C6. What is the harm test?

In simple terms, a person satisfies the harm test if they **may** harm a child or vulnerable adult or put them at risk of harm. In other words, it is something a person may do to cause harm or pose a risk of harm to a child or vulnerable adult. Further details are outlined below:

Child - a person aged under 18 years.

Vulnerable Adult - a person aged 18 years or over who is being provided with or receiving a service or activity that is a regulated activity.

Relevant conduct in relation to children

Conduct which:

Endangers a child or is likely to endanger a child;

If repeated against or in relation to a child would endanger the child or be likely to endanger the child;

Involves sexual material relating to children (including possession of such material);

Involves sexually explicit images depicting violence against human beings (including possession of such images);

Is of a sexual nature involving a child.

A person's conduct endangers a child if they:

harm a child

cause a child to be harmed

put a child at risk of harm

attempt to harm a child

incite another to harm a child.

The harm test in relation to children

A person satisfies the Harm Test if they **may**:

harm a child

cause a child to be harmed

put a child at risk of harm

attempt to harm a child

incite another to harm a child.

Examples of harm in relation to children

Type of Harm to Children	Meaning	Example
Emotional/ Psychological	Action or inaction by others that causes mental anguish	Emotional harm is the emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. It may

		involve children witnessing aggressive, violent or harmful behaviour such as domestic violence. Some level of emotional harm is involved in all types of ill-treatment of a child (grooming, harassment, inappropriate emotional involvement), though it may occur alone.
Physical	Any physical contact that results in discomfort, pain or injury	Physical harm may involve assaults including 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 feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. This situation is commonly described using terms such as factitious illness by proxy or Munchausen syndrome by proxy. Supply drugs to children. Inappropriate / unauthorised methods of restraint
Sexual	Any form of sexual activity with a child under the age of consent	Sexual harm involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways. Downloading child pornography. Taking indecent photographs of children. Sexualised texting.
Neglect	Failure to identify and/or meet care needs	Neglect is the 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 involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.