

Child Protection Policy

Rationale

Children and young people have a fundamental right to be protected from harm. They have a right to expect schools to provide a safe and secure environment. It is a guiding principle of the law and child protection procedures that the protection and welfare of a child must always be the first priority. Failure to provide an effective response can have serious consequences for the child.

Crestwood School recognises its legal duty under s.175/157 Education Act 2002 to work with other agencies in safeguarding and promoting the welfare of children and young people and protecting them from “significant harm”. These duties are defined by:

“Working together to safeguard children” July 2018;

“Keeping children safe in education” September 2019;

Dudley Safeguarding Children Board (DSCB) - Safeguarding Children Procedures.

(to be known as Dudley Safeguarding People Partnership Board (DSPPB) September 2019)

“Guidance for safer working practice for those working with children and young people in education settings” May 2019

Crestwood School is committed to safeguarding and promoting the welfare of all children and young people both within the school environment and outside. Because of our day-to-day contact with children and young people, education staff are particularly well placed to observe outward signs of abuse, changes in children’s behaviour or their failure to develop. We need, therefore to be alert to the possibility of abuse occurring, aware of the procedures to be followed if they have suspicions and have the confidence to follow those procedures. As a school whose safeguarding of its pupils is at the heart of every decision made we will support any historical cases that are disclosed or brought to our attention.

The staff and Governors of the school accept their responsibility to keep children safe while at school and to ensure that we adopt an open and accepting attitude towards children and young people as part of general pastoral care. There exists a support network which enables parents and children to feel free to talk about any concerns or worries which may affect their educational progress or general well-being.

It is hoped that they will see the school as a safe place when there are difficulties at home or within their communities. Children will be taken seriously if they seek help from any member of staff.

Our statement of Commitment

“Crestwood School is committed to safeguarding and promoting the welfare of children and young people by providing a safe and positive environment. We expect all staff and volunteers to share this commitment. All posts are subject to Enhanced CRB Clearance, Qualification and ID Checks.”

Aims

The aim of this policy is to provide information for all staff to carry out this duty of care responsibly.

The six main elements of the policy are:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children;
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe;
- Implementing procedures for identifying and reporting cases, or suspected cases, of abuse;
- Supporting pupils who have been abused in accordance with his/her child protection plan.
- Establishing a safe environment in which children can learn and develop;
- Ensuring there are links with other safeguarding policies, for example, bullying and physical intervention.

We recognise that because of the day-to-day contact with children, our staff are well placed to observe the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to;
- Ensure children know that there are adults in the school whom they can approach if they are worried;
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from harm.

Children in Need and Children in Need of Protection

Parents will normally be consulted and their consent obtained before any referral is made to an agency outside the school under local “children in need” procedures. Many family problems can be handled in this way. However staff cannot guarantee to consult parents first, or to keep children’s concerns confidential if referral must be made to the appropriate agencies in order to safeguard the child’s welfare.

If school staff have significant concerns about any child which may indicate

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

They are required to report them to the DSL (Designated Safeguarding Lead) Mr Boerm in school. All disclosures will be completed using the school disclosure form only. If the concern is outside of school hours or the DSL is unavailable, then any member of staff or the public should immediately call 03005550050, MASH (Multi Agency Safeguarding Hub) or the NSPCC on 08088005000.

Staff who observe injuries which appear to be non-accidental, or who are told anything significant by a child, must report their concerns to the DSL. School staff do not, however, carry out investigations, nor decide whether children have been abused. This is a matter for the specialist agencies.

Peer on peer abuse

All staff are clear as to the schools behavioural policy and procedures with regards to peer on peer abuse. All staff are 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.

Early Help

Early Help has been defined by Dudley Children's Safeguarding Board (DCSB) as the following -

'Early Help is taking action early and as soon as possible in order to provide support where problems are emerging for children, young people and their families, or with a population most at risk of developing problems. Early Help may occur at any point in a child or young person's life.'

As set out in Working together to safeguard children 2018, effective early help relies upon local agencies working together 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 assessed the needs of a child and their family which focuses on activity to significantly improve the outcomes for the child.

The offer is from all agencies including universal services such as schools, health partners, police, housing, voluntary organisations and the council working together to identify children and families that need help.

Crestwood School will work within the guidelines set out in the Early Help Strategy (referenced in appendix two).

Children Missing Education (CME)

All children, regardless of their circumstances, are entitled to an efficient, full time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Children missing education are children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school.

Children missing education are at significant risk of underachieving, being victims of harm, exploitation or radicalisation, and becoming NEET (not in education, employment or training) later in life.

Parents have a duty to ensure that their children of compulsory school age are receiving suitable full-time education. Some parents may elect to educate their children at home and may withdraw them from school at any time to do so, unless they are subject to a School Attendance Order.

Schools must monitor pupils' attendance through their daily register. Schools should agree with their local authority the intervals at which they will inform local authorities of the details of pupils who fail to attend regularly, or have missed ten school days or more without permission. Schools should monitor attendance closely and address poor or irregular attendance. It is important that pupils' poor attendance is referred to the local authority. Further information regarding CME is referenced in Appendix two.

Procedures

Crestwood School will ensure that all staff follow the procedures set out by the Dudley Safeguarding Children Board and take account of guidance issued by the Department for Children, Schools & Families (DCSF) to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role. Mr D. Boerm
- Ensure we have a nominated governor responsible for child protection. The designated Governor for Child Protection who is elected at the first full governors' meeting of the academic year. Mr R. Dimmock
- Ensure every member of staff (including temporary and supply staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus. Parents should be made aware of the policies and procedures.
- Ensure that parents are aware that this policy is available on request, and make the policy available on the school website.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at child protection meetings.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely, separate from the main pupil file, and in locked locations.
- Ensure that all staff are aware of what to do if there are concerns around a child.

All staff will be aware that Mr D. Boerm, Deputy Headteacher, is the designated safeguarding lead (DSL) for child protection and concerns will be discussed with him in every case in the first instance. In the absence of the Deputy Headteacher, Mrs Goodman (Student Support Centre) will take this responsibility. (All staff have signed to acknowledge they have read this policy and know who the designated officers are.) The designated teacher will make an initial judgement and consult with appropriate agencies.

The designated teacher will make contact where appropriate with parents and carers. This will not always be the case immediately and may depend on the advice given by external agencies or the wishes of the student dependant upon the nature of the disclosure.

Any concern about the welfare of a student must be reported to the designated teacher on the same day, immediately as the concern was raised by the child.

The guidelines are clear to all staff about the disclosure referral process and staff are aware that following a disclosure they can refer directly to MASH (Multi Agency Safeguarding Hub) on 0300 5550050.

Further guidance and support is referenced under the government paper What to do if you are worried a child is being abused March 2015 and is referenced in the Appendix of this policy.

Safer Recruitment and Employment Practices

Crestwood School will follow the 'Safer Recruitment' and 'Managing Allegations Against People who work with Children' (Sections 13 & 11 of the DSCB Children Procedures respectively). When a parent makes an allegation against a member of staff this should be brought immediately to the Headteacher, Mrs Sutton, or the Deputy Headteacher, Mr Boerm, and any parental discussion must take place with them present in the first instance. Staff should not take part in any conversation regarding an allegation without them being present.

When the allegation concerns the Headteacher, the Education Lead Officer will consult the lead Governor for child protection, and they will be informed of any further action to be taken. Any member of staff can seek free advice and support for professionals concerned about how child protection issues are being handled in their organisation through the NSPCC and or through Invictus and the LEA.

All staff within Crestwood School will adhere to the Guidance for Safer Working Practice for Adults who work with Children and Young People (May 2019).

Any use of physical force or reasonable restraint will be carried out and documented in accordance with the relevant guidance and policy. Use of reasonable force in Schools, July 2013. If it is necessary to use physical action to protect a child from injury, to prevent a child from harming others, or if any child is injured accidentally, parents will be informed immediately.

Curriculum

Child protection and wider child safety issues will be addressed through the curriculum as appropriate, especially in Personal, Social and Health Education (PSHE) and Computing.

All parents will have been consulted at pre-admission meetings to seek permission about the use of photographs within school and for publicity purposes beyond the school. All parents are asked to sign a consent form on admission.

All staff will closely supervise internet usage and report any breaches of the school code of usage to Mr Boerm.

Where appropriate the school will block access to certain web sites and will inform the LEA and Invictus when new sites are identified. Students will be challenged over misused web sites and parents will be informed.

Training and Development

The designated safeguarding lead (and any deputies) should undergo training to provide them with the knowledge and skills required to carry out the role. This training should be updated at least every two years.

According to 'Keeping children safe in education' (2019), the Head Teacher and all other staff who work with children will undertake training to equip them to carry out their responsibilities for Child Protection effectively. This will be kept up to date by refresher training over the academic year to all staff delivered by the DSL Mr Boerm.

The Prevent Duty

From the 1 July 2015 all schools are subject to a duty under section 26 of the Counter- Terrorism and Security Act 2015, in the exercise of their functions, to have 'due regard to the need to prevent people from being drawn into terrorism'. WRAP training as well as the general Channel awareness module will be completed by all members of staff to safeguard all members of our community. Where there is a concern it will be reported directly to LEA Prevent coordinator. (prevent_inbox@west-midlands.pnn.police.uk)

General safeguarding principles to keeping children safe from radicalisation as set out in this policy as well as the statutory guidance, Working together to safeguard children and Keeping children safe in education. Any pupil missing from education for a period of ten school days will be reported to Education Investigation Service immediately as well LEA Prevent coordinator depending on the nature of the concern.

Crestwood School is committed to working closely and in harmony with its community, this is reflected in the school's British values statement (See appendix)

Child Sexual Exploitation (CSE)

Safeguarding Children is everyone's business. This is particularly the case when combating child sexual exploitation. Individuals, agencies and partnerships can all play their part in many ways. It is vitally important therefore that people know what to look for and what to do. All our efforts need to be coordinated in order to maximise our effectiveness.

Definition of Child Sexual Exploitation:

Child Sexual Exploitation is child abuse and children and young people who become involved face huge risks to their physical, emotional and psychological health and wellbeing.

Crestwood has adopted the following definition of sexual exploitation taken from Child sexual exploitation, February 2017:-

Child sexual exploitation is a form of child sexual abuse.

It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

County lines

Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs.

Like other forms of abuse and exploitation, county lines exploitation:

- can affect any child or young person (male or female) under the age of 18 years
- can affect any vulnerable adult over the age of 18 year
- can still be exploitation even if the activity appears consensual
- can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence
- can be perpetrated by individuals or groups, males or females, and young people or adults; and is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources.

All staff at Crestwood will receive regular safeguarding updates and are aware of possible indicators as well the referral process. Key information can be found in the Child Sexual Exploitation Strategy 2015 – 2018, which we as a school will refer to and follow the advice given as well as the specific contacts referenced in the appendix.

Female Genital Mutilation (FGM)

FGM is defined by the World Health Organisation as:

“All procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons”

FGM is based in ancient beliefs surrounding the need to control women’s fertility and sexuality. It is a cultural practice based on custom and tradition. It is also based on the incorrect belief that it protects a girl’s virginity, protects family honour, is more hygienic, desirable, and attractive and increases sexual pleasure for men. It is practiced to enhance a girl’s prospects of marriage. It is carried out in the name of culture and religion. FGM is not a requirement of any religion. It is practiced by Christians, Muslims, Jews and non-believers in a wide range of communities and cultures. FGM is most frequently carried out on young girls between infancy and the age of 15.

The Law and FGM:

The Female Genital Mutilation Act (2003) made it illegal for UK residents (in England and Wales) and permanent residents to practice FGM within or outside in the UK (there is different legislation for Scotland). The act also made it illegal for someone to take a British Citizen abroad to perform the operation whether or not it is against the law in that country. It is also illegal to assist in carrying out FGM abroad and whilst the practice of FGM has been a criminal offence for over a decade, there have been no convictions to date.

From 31 October 2015 a professional duty to report known cases of FGM in girls under the age of 18 to the police was commenced for all regulated health and social care professionals and teachers in England and Wales.

'Known' cases are those where either a girl informs the person that an act of FGM – however described – has been carried out on her, or where the person observes physical signs on a girl appearing to show that an act of FGM has been carried out and the person has no reason to believe that the act was, or was part of, a surgical operation within section 1(2)(a) or (b) of the FGM Act 2003. It must be emphasised that this Duty to inform the police cannot be delegated to another professional or another person.

Crestwood staff are aware of this form of abuse and through the DSL will follow the advice presented in the DSB Strategy to prevent Female Genital Mutilation 2015 – 2017 referenced in the appendices.

Sexting

Sharing photos and videos online is part of daily life for many people, enabling them to share their experiences, connect with friends and record their lives. Photos and videos can be shared as text messages, email, posted on social media or increasingly via mobile messaging apps, such as Snapchat, WhatsApp or Facebook Messenger.

90% of 16-24 year olds and 69% of 12-15 year olds own a smartphone, giving them the ability to quickly and easily create and share photos and videos. This increase in the speed and ease of sharing imagery has brought concerns about young people producing and sharing sexual imagery of themselves. This can expose them to risks, particularly if the imagery is shared further, including embarrassment, bullying and increased vulnerability to sexual exploitation. Producing and sharing sexual images of under 18s is also illegal.

Although the production of such imagery will likely take place outside of school and college, these issues often manifest in schools, colleges and organisations working with children and young people. Schools, colleges and other organisations need to be able to respond swiftly and confidently to ensure that children are safeguarded, supported and educated.

All incidents involving youth produced sexual imagery will be responded to in line with the school's child protection policy.

When an incident involving youth produced sexual imagery comes to a school or college's attention:

- The incident will be referred to the DSL via the school's disclosure form
- The DSL will hold an initial review meeting with appropriate school staff
- There will be subsequent interviews with the young people involved (if appropriate)
- Parents will be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm
- At any point in the process, if there is a concern a young person has been harmed or is at risk of harm a referral will be made to children's social care and/or the police immediately.

- Keeping Children Safe in Education 2018 and Sexting in Schools and colleges: Responding to incidents and safeguarding young people. Will be used as guidance and reference for both staff and parents, referenced in the appendices.

Sexual violence and sexual harassment between children in schools colleges

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physically and verbally) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support.

Reports of sexual violence and sexual harassment are extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure their education is not disrupted. It is also important that other children, adult students and school and college staff are supported and protected as appropriate.

Schools and colleges have a statutory duty to safeguard and promote the welfare of the children at their school/college. As part of this duty, schools and colleges are required to have regard to guidance issued by the Secretary of State. All schools and colleges must have regard to Keeping Children Safe in Education and Working Together to Safeguard Children. (Appendix two)

E-safety

ICT is provided to support and improve the teaching and learning in our school as well as ensuring the smooth operation of our school systems. The policy also provides advice and guidance to our employees on the safe use of social media. The acceptable use of ICT will be covered during induction and ongoing training will be provided, as appropriate.

Monitoring. The contents of our ICT resources and communications systems are our property. Therefore, employees and students should have no expectation of privacy in any message, files, data, document, facsimile, social media post, blog, conversation or message, or any other kind of information or communication transmitted to, received or printed from, or stored or recorded on our electronic information and communications systems.

We reserve the right to monitor, intercept and review, without notice, employee or student activities using our ICT resources and communications systems, including, but not limited to, social media postings and activities, to ensure that our rules are being complied with and are being used for legitimate purposes.

Any pupil found misusing the schools ICT equipment or personal internet equipment outside of school hours will be investigated by the appropriate agency with reference to both school, LEA and national guidance. Pupils through the curriculum are educated on the use of internet and how to stay safe when online.

Reviewed: 06.09.2019 by Mr D. Boerm

To be reviewed: September 2020

Appendix A

Useful contacts

School Contacts:	Mrs C. Sutton	Headteacher	01384 686850
	Mr D. Boerm	DSL	01384 686850
	dboerm@crestwood-s.dudley.sch.uk		
	Mrs L. Goodman	Deputy DSL	01384 686850
Virtual School			
Looked after children:	Mrs J. Smith	Headteacher	01384 813493
Dudley Safeguarding Children's board:	Liz Murphy, Independent Chair lizmurphyconsultancy@yahoo.co.uk		
	Yvonne Nelson Brown, LADO		01384 813110
Prevent:	Sue Haywood - Head of Community Safety Sue.haywood@dudley.gov.uk <u>CTU_GATEWAY@west-midlands.pnn.police.uk</u>		
CSE Team:			01384 817777
	CSE.team@dudley.gcsx.gov.uk		
NSPCC:	Telephone Number:		0808 800 5000
	Text:		88858
	Email:		help@nspcc.org.uk
	Whistleblowing Advice line:		0800 028 0285

Appendix B

Supporting documents –

Working together to safeguard children. July 2018

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working Together to Safeguard Children-2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf)

Keeping children safe in education. September 2019

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/828312/Keeping children safe in education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/828312/Keeping_children_safe_in_education.pdf)

Guidance for safer working practice for those working with children and young people in education settings. May 2019

<https://www.saferrecruitmentconsortium.org/GSWP%20Sept%202019.pdf>

What to do if you are worried a child is being abused. March 2015

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What to do if you re worried a child is being abused.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

Use of reasonable force in schools. July 2013

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use of reasonable force advice Reviewed July 2015.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf)

The Prevent Duty. June 2015

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799 Revised Prevent Duty Guidance England Wales V2-Interactive.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/445977/3799_Revised_Prevent_Duty_Guidance_England_Wales_V2-Interactive.pdf)

Female Genital Mutilation Act 2003

https://www.legislation.gov.uk/ukpga/2003/31/pdfs/ukpga_20030031_en.pdf

FGM Dudley LEA Strategy

Search – Dudley Strategy to prevent Female Genital Mutilation 2014-2017 (FGM)

Child Sexual Exploitation – Definition and Guide for Practitioners. February 2017

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/591903/CSE_Guidance Core Document 13.02.2017.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/591903/CSE_Guidance_Core_Document_13.02.2017.pdf)

DSCB CSE strategy 2015-2018

[http://www.proceduresonline.com/dudley/childcare/user controlled lcms area/uploaded files/DSCB CSE Strategy refereshed May 2016 V1.pdf](http://www.proceduresonline.com/dudley/childcare/user%20controlled%20lcms%20area/uploaded%20files/DSCB%20CSE%20Strategy%20refereshed%20May%202016%20V1.pdf)

<http://safeguarding.dudley.gov.uk/child/work-with-children-young-people/child-sexual-exploitation-cse/>

Sexting in schools and colleges: Responding to incidents and safeguarding young people.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/609874/6_2939_SP_NCA_Sexting_In_Schools_FINAL_Update_Jan17.pdf

Dudley Early Help Strategy

<http://safeguarding.dudley.gov.uk/child/work-with-children-young-people/dudley-early-help-strategy/>

Children Missing Education

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550416/Children Missing Education - statutory guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550416/Children_Missing_Education_-_statutory_guidance.pdf)

Sexual violence and sexual harassment between children in schools colleges

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/719902/Sexual violence and sexual harassment between children in schools and colleges.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/719902/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf)

E-Safety

<http://www.crestwoodschool.co.uk/wp-content/uploads/2017/01/E-Safety-Policy-december-2016.pdf>