



Community First Academy Trust

Platt Bridge Community School Safeguarding, Child Protection and Early Help Policy

September 2019

Community First Academy Trust

Rivington Avenue, Platt Bridge, Wigan WN2 5NG

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This is a Trust-wide policy adopted and reviewed by either the Trust Board or one of the specific Committees and relates to all schools that are partners within the Trust. Specific Academy policies, e.g. curriculum policies will be found on the individual school websites.

This policy was written in September 2019 and is Statutory and to be reviewed Annually or when necessary.
Planned Review Date: September 2020.

Community First Academy Trust

Platt Bridge Community School

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Community First Academy Trust (CFAT) aims to create and maintain safe learning environments where all children and adults feel safe, secure and valued and know they will be listened to and taken seriously.

The Trust is committed to the principles outlined in 'Working Together to Safeguard Children' and implements policies, practices and procedures that promote safeguarding and the emotional and physical wellbeing of children, young people and staff.

Our safeguarding ethos is built around "its everyone responsibility" and "it could happen here" The Trust will provide access for participation in cross-curricular activities will provide opportunities to develop self-esteem and self-motivation and to help pupils respect the rights of other individuals and potentially vulnerable groups.

The Trust will exercise diligence and prevent any organisation or speaker from using the schools' facilities to disseminate extremist views or radicalise pupils and staff.

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1 INTRODUCTION

- 1.1 This policy has been developed in accordance with the principles established by
 - 1.1.1 The Children Act 1989 (as amended);
 - 1.1.2 The Children and Social Work Act 2017
 - 1.1.3 The safeguarding Vulnerable Groups Act 2006
 - 1.1.4 'Working Together to Safeguard Children' 2018
 - 1.1.5 'Keeping Children Safe in Education' 2018:
 - 1.1.6 'What to do if You are Worried a Child is Being Abused' 2003.

- 1.2 Other key documents are noted, which have prompted changes to safeguarding requirements over time. This policy references these throughout where relevant:
 - 1.2.1 GDPR and the Data Protection Act 2018.
 - 1.2.2 Information Sharing: Advice for Practitioners 2018.
 - 1.2.3 Sexual Violence and Sexual Harassment between Children in Schools and Colleges (guidance document) 2018.
 - 1.2.4 Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018.
 - 1.2.5 Childcare Act 2006 (as amended in 2018).
 - 1.2.6 Safeguarding is defined as:
 - ensuring that children grow up with the provision of safe and effective care
 - taking action to enable all children to have the best life chances
 - preventing impairment of children's health or development and
 - protecting children from maltreatment.

The term 'safeguarding children' covers a range of measures including child protection procedures. It encompasses a preventative approach to keeping children safe that incorporates pupil health and safety; school behaviour and preventing bullying; supporting pupils with medical conditions; personal, health, social economic education; providing first aid and site security. Consequently, this policy is consistent with all other policies adopted by the governors and should be read alongside the following policies relevant to the safety and welfare of our pupils:

- Behaviour policy
 - Staff Behaviour Policy (for safer working practice)
 - Teaching and Learning policy
 - Equality Statement
 - Whistleblowing policy
 - SEND policy
 - Relationships and Sex education
 - Health and Safety
 - Safer Recruitment Policy
 - GDPR Policy and guidance
- 1.3 This policy should also be read in conjunction with the Local Authority's Threshold of Need Document/Procedure and Wigan Council's Escalation Policy, in addition to the Greater Manchester policies for 'Working with adults and children/young people vulnerable to messages of violent extremism' and 'Child Sexual Exploitation'.
 - 1.4 The Trust aims to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our schools' to identify, assess, and support those children who are suffering harm.

- 1.5 We recognise that safeguarding is everybody's responsibility as and that the best interests of the child are paramount, as set out in legislation. EVERYONE who comes into contact with children and their families and guardians has a role to play in safeguarding children.
- 1.6 ALL staff believe that our schools, academies and trust partners should provide a caring, positive safe and stimulating environment; that promotes the social, physical and moral development of the individual child, promoting healthy development. Children and young people are best protected when professionals are clear about what is required of them individually, and how they need to work together.
- 1.7 The aim of this policy is to ensure:
 - 1.7.1 All of our pupil's / students are safe and protected from harm
 - 1.7.2 Safeguarding procedures are in place to help pupils and students to feel safe and learn to stay safe
 - 1.7.3 Adults in the education setting community are aware of the expected behaviours and the legal responsibilities in relation to safeguarding and child protection.
 - 1.7.4 All agencies are providing appropriate support to children and young people through adoption of the early help framework
- 1.8 This will be achieved by:
 - 1.8.1 Supporting the child's / young person's development in ways that will foster security, confidence and independence.
 - 1.8.2 Providing a high quality, safe and stimulating environment in which children and young people feel safe, secure, valued and respected, feel confident, and are able to enjoy, learn and grow in confidence. Have positive relationships with the adults caring for them and know how to approach adults if they are in difficulties, believing they will be effectively listened to.
 - 1.8.3 Raising the awareness of all teaching and non-teaching staff of the need to safeguard children and young people, of their responsibilities in identifying and reporting possible cases of abuse (reference appendices 1 and 2) and preventing and intervening earlier to address support and social needs of young people through the early help framework
 - 1.8.4 Providing a systematic means of monitoring children / young people known or thought to be at risk of harm, and ensure we, Education setting name, contribute to assessments of need and support packages for those pupils/students.
 - 1.8.5 Emphasising the need for good levels of communication between all members of staff.
 - 1.8.6 Developing a structured procedure within the education setting which will be followed by all members of the education setting community in cases of suspected abuse. Also that staff have had access to specific training and awareness raising concerning:
 - Staff Behaviour Policy (for safer working practice)
 - D/DSL training
 - KCSiE Part 1
 - Looked After Children (LAC)
 - Online safety training for staff
 - Preventing Radicalisation
 - Staff training
 - Whistleblowing
 - CME (Children Missing Education) guidance
 - 1.8.7 Developing and promoting effective working relationships with other agencies, especially the Local safeguarding Partners; Police, Health and Local Authority.
 - 1.8.8 Ensuring that all staff working within our education setting who have substantial access to children and young people have been checked as to their suitability, including verification of

their identity, qualifications, and a satisfactory DBS check (according to guidance) and a central record is kept for audit

1.8.9 Curriculum – teaching about safeguarding: Our pupils access a broad and balanced curriculum that promotes their spiritual, moral, cultural, mental and physical

1.8.10 Developing, and preparing children for the opportunities, responsibilities and experiences of life. We provide opportunities for pupils to develop skills, concepts, attitudes and knowledge that promote their safety and well-being. To support the child’s development in ways that will foster security, confidence and independence.

1.9 The Trust is committed to ensuring that the appropriate support is in place for CLA. Each school has an appointed designated teacher who will liaise with the LA’s Social Work team and Virtual School Head to jointly address the needs of these children.

2 SAFE SCHOOL, SAFE STAFF

2.1 We will ensure that:

2.1.1 All Trust Members, Trustees, Directors and members of Local Academy Boards understand and fulfil their responsibilities under section 175 of the Education Act 2002 to safeguard and promote the welfare of children, and to work together with other agencies to ensure adequate arrangements within our school to identify, assess, and support those children who are suffering / at risk of suffering abuse and neglect.

2.1.2 As key strategic decision makers and vision setters for the school, the LAB / Directors will make sure that our policies and procedures are in line with national and local safeguarding requirements. Governors will work with the senior leaders to make sure the key actions set out in Safe Setting Safe Staff are in place.

- there is a Safeguarding, child protection and early help policy together with a staff behaviour (code of conduct) policy
- the school operates safer recruitment procedures by ensuring that there is at least one person on every recruitment panel that has completed Safer Recruitment training (to be renewed every 3 years)
- the school has procedures for dealing with allegations of abuse against staff and volunteers and to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned.

2.1.3 School has a senior leader who is the Designated safeguarding lead (DSL), and undertakes inter-agency training, DSL “new to role” training, and an “update” course every 2 years. They are given the opportunity and support to attend relevant networking meetings and local safeguarding briefings as appropriate in addition to time to read and digest policy and practice change in this area.

2.2 School will have at least one deputy DSL, with the same level of training and knowledge.

2.3 The Senior lead DSL will have lead responsibility for matters relating to safeguarding and child protection, this will be supported by and not delegated to the deputies. This person or deputy will be available during term time to discuss any safeguarding concerns and there will be a system in place for staff to seek advice during non-working hours.

2.4 All other staff have Safeguarding training updated as appropriate

2.5 Any weaknesses identified in Child Protection will be remedied immediately

2.6 A trustee and usually the Chair or member of the trust central management team, is nominated to liaise with the LA on Child Protection issues and in the event of an allegation of abuse made against the Head of School

2.7 Information is shared appropriately and in a timely way to prevent delay in support and identification of risk

2.8 Safeguarding & Child Protection policies and procedures are reviewed annually and that the Safeguarding & Child Protection policy is available on the Trust website and by other means i.e. linked school/academy websites.

- 2.9 The Trust Academic Board considers how children may be taught about safeguarding. This may be part of a broad and balanced curriculum covering relevant issues through personal social health and economic education (PSHE) and through appropriate sex and relationship education (SRE).
- 2.9.1 That enhanced DBS checks, including S128 checks, are in place for all Trustees, Local Academy Board members including chairs across the Trust.
- Note: S128 checks that people have not been prohibited from the management of a school.
- 2.10 All appointments will be subject to a Teachers Prohibition Orders Check in addition to a DBS check.
- 2.11 Appropriate safeguarding responses are in place for children who go missing in education, particularly on repeat occasions, to help identify if there is a risk of abuse and neglect.
- 2.12 ALL members of staff and volunteers are provided with child protection awareness information at induction and whenever updates are required.
- 2.12.1 ALL staff and members of the Local Academy Board will have child protection awareness training, updated by the DSL as appropriate, to maintain their understanding of the signs and indicators of abuse. In addition, ALL staff and members of the Local Academy Board will receive at least annual updates via email, bulletins and staff / governors meetings.
- 2.12.2 All parents/guardians are made aware of the responsibilities of staff members with regard to child protection procedures through publication of the school's Safeguarding & Child Protection Policy on the school website and Trust website.
- 2.12.3 All staff are to be made aware of the early help process and understand their role in taking timely action if they are worried about a child, who may need additional help and support to ensure that their needs are appropriately met at all levels of the Threshold of Need.
- 2.12.4 The Trust seeks to ensure the suitability of adults working with children on school sites at any time.
- All visitors sign in / out, wear a school ID badge and are provided with safeguarding information including the contact details of safeguarding personnel.
 - Visitors of a professional role are asked to provide evidence of their role and employment details (usually an identity badge) upon arrival at the education setting. DBS details will also be requested.
 - Our lettings policy, for community use of the premises, will seek to ensure the suitability of adults working with children on school sites at any time.
 - Community users organising activities for children are made aware of the school's child protection guidelines and procedures.
- 2.13 Ensure that child protection type concerns, or allegations against adults working in the schools, are referred to the LADO for advice. Any member of staff found not suitable to work with children will be notified to the Disclosure and Barring Service (DBS) for consideration for barring, following resignation, dismissal, or when we cease to use their service as a result of a substantiated allegation, in the case of a volunteer.
- 2.14 The Trust procedures will be regularly reviewed and up-dated.
- 2.15 The name of the designated members of staff for Child Protection, the Designated Safeguarding Lead and Deputies, will be clearly visible in the schools
- 2.16 A statement explaining the school's role in referring and monitoring cases of suspected abuse will be available.
- 2.17 All Staff will be directed to read and confirm that they have understood Part 1 of the latest version of 'Keeping Children Safe in Education'.

3 RESPONSIBILITIES

- 3.1 The designated DSL is responsible for:
- 3.2 Referring a child, if there are concerns about possible abuse, to the Local Authority, and acting as a focal point for staff to discuss concerns. Referrals will be made using a professional referral form, following a telephone call (if appropriate) to the Single Point of Access for the help and Protection of Children.

- 3.3 Keeping written/electronic records of concerns about a child even if there is no need to make an immediate referral.
- 3.4 Ensuring that an indication of the existence of the additional file outlined above is clearly marked on the pupils records.
- 3.5 Ensuring that all such records are kept confidentially, securely stored and are separate from pupil / students record, are transferred securely when they transition to High school (or held by the setting if no receiving school is known of until their 25th birthday). In the instance of an early help intervention, consideration will be given to the welfare of the child / young person and consult with the family for appropriate transfer of information.
- 3.6 Making sure when a pupil / student leaves, any information regarding safeguarding (current or historic) as well as the child protection file, where applicable, is transferred to the new education setting as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit, and confirmation of receipt should be obtained.
- 3.7 When receiving a new pupil, Safeguarding information will be requested and key staff, such as designated safeguarding lead and SENCO, will be made aware as required.
- 3.8 All staff, volunteers and visitors have a responsibility to report any concerns about the welfare and safety of a child and all such concerns must be taken seriously. If a concern arises all staff, volunteers and visitors must:
 - Speak to a member of the safeguarding team.
 - Agree with this person what action should be taken, by whom and when it will be reviewed
 - Record the concern using the school's safeguarding recording system
- 3.9 Ensuring that a record is kept, and witnessed, of the disposal of individual's records.
- 3.10 Liaising with other agencies and professionals and sharing information appropriately and without delay.
- 3.11 Ensuring that either they or a delegated staff member attend case conferences, core groups, or other multi- agency planning meetings, contribute to assessments, and/or provide a report if appropriate.
- 3.12 Ensuring that any pupil currently with a child protection plan who is absent in the educational setting without explanation for two days is referred to their lead professional.
- 3.13 Organising child protection induction, and update regularly (and within 3 years) for all school staff.
- 3.14 Providing, with the Head of School, an annual report for the LAB/Directors, detailing any changes to the policy and procedures; training undertaken by the DSL, and by all staff and governors; number and type of incidents/cases, and number of children on the child protection register (anonomised)
- 3.15 It is the responsibility of all staff to follow the School's Mobile Phone Policy, which states that
 - mobile phones are turned off or on silent at all times while on school premises. They should be kept in a locker or bag and not be left on display
 - In the event that an employee has a particular reason to leave their phone on during working hours for a specified period of time, they may request this via the Head of School/ SLT.
 - Staff are not at any time permitted to use recording equipment on their mobile phones, for example, to take photographs or videos of children, unless permission has been granted.
 - Mobile phones should not be used in a space where children are present (e.g. Classroom, playground).

4 EXPECTATIONS

- 4.1 All staff are:
 - i Familiar with this safeguarding policy and have an opportunity to contribute to its review.
 - ii Alert to signs and indicators of possible abuse.
 - iii Able to record and report concerns as set out in this policy.
 - iv Able to deal with a disclosure of abuse from a pupil.

- v Involved in the implementation of individual education programmes, integrated support plans, child in need plans and interagency child protection plans as required.
- 4.2 All staff have read and understood Part 1 of the latest version of Keeping Children Safe in Education. All staff working directly with children have also read Annex A.
- 4.3 We recognise that all adults, including temporary staff, volunteers and governors, have a full and active part to play in protecting our pupils / students from harm, and that the child's / young person's welfare is our paramount concern.
- 4.4 All staff believe that our education setting should provide a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual child or young person.
- 4.5 We recognise that the early help framework provides opportunities to intervene early and prevent safeguarding issues developing, as well providing a framework for appropriate support to be wrapped around the child / young person and their family.
- 4.6 **Responding to concerns / disclosures of abuse**
- i Staff adhere to the following Dos and Don'ts when concerned about abuse or when responding to a disclosure of abuse.
- 4.7 Do:
- **Create a safe environment by offering** the child a private and safe place if possible.
 - **Stay calm** and reassure the child and stress that he/she is not to blame.
 - **Tell** the child that you know how difficult it must have been to confide in you.
 - **Listen carefully** and **tell** the child what you are going to do next.
 - Use the **'tell me', 'explain', 'describe'** and/or mirroring strategy.
 - Tell only the Designated or Deputy Safeguarding Lead.
 - **Record** in detail using the school's concern record, immediately, using the child's own words where possible.
- 4.8 Don't:
- Take photographs of any injuries.
 - Postpone or delay the opportunity for the pupil to talk.
 - Take notes while the pupil is speaking or ask the pupil to write an account.
 - Try to investigate the allegation yourself.
 - Promise confidentiality, e.g. Say you will keep 'the secret'.
 - Approach or inform the alleged abuser.
 - All staff record any concern about, or disclosure by, a pupil of abuse or neglect and report this to the D/DSL using the available electronic recording form or paper form. It is the responsibility of each adult in school to ensure that the D/DSL receives the record of concern without delay. In the absence of the D/DSL, staff will seek advice direct from Children's Social Care.
- 4.9 In some circumstances, the D/DSL or member of staff seeks advice by ringing Children's Social Care.
- 4.10 During term time, the DSL and / or a DDSL is always available during school hours for staff to discuss any safeguarding concerns.
- 4.11 The voice of the child is central to our safeguarding practice and pupils are encouraged to express and have their views given due weight in all matters affecting them.
- 4.12 We are committed to work in partnership with parents and carers. In most situations, we will discuss initial concerns with them. However, the D/DSL will not share information where there are concerns that if so doing would:
- place a child at increased risk of significant harm
 - place an adult at increased risk of serious harm
 - prejudice the prevention, detection or prosecution of a serious crime
 - lead to unjustified delay in making enquiries about allegations of significant harm to a child, or serious harm to an adult.

- 4.13 When we become aware that a pupil is being privately fostered, we remind the carer/parent of their legal duty to notify Wigan Children's Social Care. We follow this up by contacting Children's Social Care directly.

5 SUPPORTING CHILDREN

- 5.1 We recognise that a child who is abused or witnesses violence may feel helpless and humiliated, may blame themselves, and find it difficult to develop and maintain a sense of self-worth.
- 5.2 We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.
- 5.3 We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.
- i For Children with SEN in particular, changes to children's behaviour or demeanour, or children looking distressed could be displaying signs of abuse, and staff should consider these changes as cause for concern and not assume this is due to their SEN or Disability.
- 5.4 We recognise that children are capable of abusing their peers and will ensure that procedures are in place to minimise this so that those children or another peer feel confident to report this in the knowledge that it will be appropriately responded to and investigated. This abuse is taken as seriously as all other forms of abuse and will not be tolerated in our school/setting/establishment. Victims will be offered appropriate support in all cases.
- 5.5 Our Trust will support all children by:
- i Encouraging self-esteem and self-assertiveness, through the curriculum as well as our relationships, whilst not condoning aggression or bullying.
 - ii Promoting a caring, safe and positive environment within the school.
 - iii Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
 - iv The School will consider the need for an Early Help Assessment (EHA) when it is identified that there are low level concerns or emerging needs. If at any point during the EHA process risk increases and the school becomes concerned that the child is or is likely to suffer significant harm, then a referral will be made to Children's Social Care.
 - v Notifying Social Care as soon as there is a significant concern.
 - vi Providing continuing support to a child about whom there have been concerns who leaves the school, by ensuring that appropriate information is transferred to the child's new setting and ensuring the school medical records are forwarded as a matter of priority.
 - vii Dealing with incidents sensitively and appropriately and promptly.
 - viii Ensuring that in school incidents of peer on peer abuse including sexting, inappropriate touching and bullying are promptly and appropriately dealt with and supported.
 - ix Endeavouring to ensure that all children have at least two contact numbers for family members in case of emergencies or a requirement to contact a family member urgently.

6 EARLY HELP

- 6.1 The DSL /DDSL will consider the need for an Early Help assessment when it is identified that there are low level concerns or emerging needs.) Detailed information on Early Help can be found in Chapter 1 of Working Together to Safeguard Children.)
- 6.2 It is the school's responsibility, if felt appropriate, to initiate Early Help to identify what the family's strengths and needs are. This will inform whether the setting can support the family or whether a referral to another agency is needed. This process provides a way of recording support and interventions that have been provided by the school to the child / young person and also supports a referral for additional support that may be needed from more targeted services where a single agency has been unable to meet that need. A team around the child meeting (TAC) can be arranged to ensure that a multi-agency action plan can be developed. It is important that the child and parents voice is

captured as part of this assessment and that they take ownership of the plan. This plan should be regularly reviewed up to 4 to 6 weeks until outcomes are achieved.

- 6.3 If at any point during the EH process, the risk increases and the education setting becomes concerned that the child or young person is, or is likely to suffer significant harm, then a referral will be made to children's social care.
- 6.4 In all cases we will consider the statutory guidance for schools and colleges, Keeping Children Safe in Education with particular reference to Part 1: Information for all schools and colleges.
- 6.5 If at any point the education setting becomes concerned that a child or young person is at serious risk of harm we will respond appropriately. If the school is concerned that a child is at immediate or imminent risk then we will contact Greater Manchester Police on either 111 or 999.
- 6.6 If however we are concerned that a child is, or is likely to suffer serious harm but it is not imminent we will call Wigan Single Point of Access for Help and Protection of Children: 01942 828300

7 SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND)

- 7.1 The school will use the same considerations for children and young people with SEND, as detailed above. However, the setting will also take into consideration that additional barriers can exist when recognising abuse and neglect in this group of children and young people. These can include:
 - i Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's SEN or disability without further exploration (the setting must consider the child first and foremost, rather than the child's SEND);
 - ii A higher risk of vulnerability due to factors such as; a learning disability, lack of awareness, social isolation, which may contribute to risks such as online vulnerability;
 - iii Being more prone to peer group isolation than other children;
 - iv The potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
 - v Communication barriers and difficulties in overcoming these barriers.
- 7.2 Children and young people with SEN and disabilities can face a number of challenges to disclosure, which must be recognised and taken into account, including; prejudice, negative responses and low expectations.

8 CONFIDENTIALITY

- 8.1 We recognise that all matters relating to child protection are confidential.
- 8.2 The Head of School or DSLs will disclose any information about a child to other members of staff on a need to know basis only and in line with relevant Data Protection / GDPR laws.
- 8.3 All staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- 8.4 All staff are aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.
- 8.5 We will always undertake to share our intention to refer a child to Social Care with their parents /carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation.

9 INFORMATION SHARING AND GDPR

- 9.1 We recognise that all matters relating to child protection are confidential and information is handled in line with the education settings Information sharing / management policy.
- 9.2 The Government guidance (described by the NSPCC, 2018) is:
 - i Remember that the General Data Protection Regulation (GDPR) Data Protection Act 2018 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.

- ii 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.
 - iii 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.
 - iv 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.
 - v 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.
 - vi 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.
 - vii Keep a 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
- 9.3 All staff are aware that they have a professional responsibility to share information in order to safeguard children and cannot assume that someone else will pass on the information.
- 9.4 Sharing of information will be necessary for the purpose for which it's being shared, shared only with those individuals who need to have it, is accurate and up-to-date, shared in a timely fashion, and is shared securely
- 9.5 Key organisations who have a duty under section 11 of the Children Act 2004 to have arrangements in place to safeguard and promote the welfare of children are:
- i The local authority;
 - ii NHS England;
 - iii Clinical commissioning groups;
 - iv NHS Trusts, NHS Foundation Trusts;
 - v The local policing body;
 - vi British Transport Police Authority;
 - vii Prisons;
 - viii National Probation Service and Community Rehabilitation Companies;4
 - ix Youth offending teams; and
 - x Bodies within the education and /or voluntary sectors, and any individual to the extent that they are providing services in pursuance of section 74 of the Education and Skills Act 2008.

10 SUPPORTING STAFF

- 10.1 We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.
- 10.2 We will support such staff by providing an opportunity to talk through their anxieties with the DSLs and to seek further support as appropriate, such as accessing the school counsellor or 'Simply Health' support.
- 10.3 Designated Safeguarding Leads will make use of support available by the Academy Trust, Local Authority and the partnerships Safeguarding Team.
- 10.4 DSLs will have oversight of Early Help and Child Protection plans with appropriate structure in place to monitor progress and outcomes in partnership with Children's Social Care and other stakeholders

- 10.5 The counsellor employed by the school has professional supervision and is made aware of this policy and the processes described within.

11 ALLEGATIONS AGAINST STAFF

- 11.1 All staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults.
- 11.2 All Staff should be aware of Guidance on Behaviour Issues, and the school's own Behaviour Management policy and are informed of this during induction.
- 11.3 Guidance about conduct and safe practice, including safe use of mobile phones by staff and volunteers will be given at induction⁵
- 11.4 We understand that a pupil may make an allegation against a member of staff. If such an allegation is made, or information is received which suggests that a person may be unsuitable to work with children, the member of staff receiving the allegation or aware of the information, will immediately inform the DSL/Head of School.
- 11.5 The DSL/Head of School on all such occasions will discuss the content of the allegation with the relevant Local Authority Designated Officer (LADO).
- 11.6 If the allegation made to a member of staff concerns the Head of School, the person receiving the allegation will immediately inform a trustee (who will usually be the Chair or a member of the trust central management team) who will consult as above, without notifying the Head of School first.
- 11.7 The school/academy will follow the procedures for managing allegations against staff. Under no circumstances will we send a child home, pending such an investigation, unless this advice is given exceptionally as a result of a consultation with the LADO.
- 11.8 Suspension of the member of staff, excluding the Head of School, against whom an allegation has been made, needs careful consideration, and the Head of School will seek the advice of Human Resources / Legal in order to make that decision and will inform the LADO at the earliest opportunity.
- 11.9 In the event of an allegation against the Head of School, the decision to suspend will be made by the Chair of Governors / Trustees with advice as outlined above.
- 11.10 We have a procedure for managing the suspension of a contract for a community user in the event of an allegation arising in that context.

12 WHISTLE-BLOWING

- 12.1 All staff can raise concerns about poor or unsafe practice and potential failures in the education settings safeguarding regime. Our whistleblowing procedures, which are reflected in staff training and our Code of Conduct, are in place for such concerns to be raised with a member of the SLT or Executive Head.
- 12.2 If a staff member feels unable to raise an issue with Senior leadership role in school as above or feels that their genuine concerns are not being addressed, other whistleblowing channels are open to them:
- i The NSPCC whistleblowing helpline - Staff can call: 0800 028 0285 from 08:00 to 20:00, Monday to Friday, or email help@nspcc.org.uk.
 - ii Any member of the governing body.
 - iii Chief operating Officer.
- 12.3 We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so and so all staff should be aware of their duty to raise concerns, where they exist, about the management of child protection, which may include the attitude or actions of colleagues. If it becomes necessary to consult outside the school, they should speak in the first instance, to the Area Education Officer/LADO following the Whistleblowing Policy.
- 12.4 Whistle-blowing regarding the Head of School should be made to the Chair of the Governing Body whose contact details are readily available to staff (as pertinent to setting).

- 12.5 It's acknowledged that Whistleblowers have the right to remain anonymous, however identifying yourself may assist with any further investigations.

13 DISAGREEMENTS, ESCALATION AND RESOLUTION

- 13.1 Effective working together depends on an open approach and honest relationships between colleagues and between agencies.
- 13.2 Staff must be confident and able to professionally disagree and challenge decision-making as an entirely legitimate activity; a part of our professional responsibility to promote the best safeguarding practice. Staff are encouraged to press for re-consideration if they believe a decision to act / not act in response to a concern raised about a child is wrong. In such cases the WSCB Case Resolution Protocol (formerly escalation policy) is used if necessary. If we are on the receiving end of a professional challenge, we see this as an opportunity to reflect on our decision making.

14 PHYSICAL INTERVENTION

- 14.1 We acknowledge that staff must only ever use physical intervention as a last resort, when a child is endangering him/herself or others, and that at all times it must be the minimal force necessary to prevent injury to themselves or another person.
- 14.2 Such events should be recorded and signed by a witness using the agreed school systems.
- 14.3 Staff who are likely to need to use physical intervention as part of their role will be appropriately trained using Team Teach based information.
- 14.4 We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- 14.5 We recognise that touch is appropriate in the context of working with children, and all staff have been given 'Safe Practice' guidance to ensure they are clear about their professional boundaries.

15 ANTI-BULLYING

- 15.1 Our school policy on anti-bullying is set out in a separate document and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. This includes all forms e.g. cyber, racist, homophobic and gender related bullying. We keep a record of known bullying incidents. All staff are aware that children with SEND and / or differences/perceived differences are more susceptible to being bullied / victims of child abuse. We keep a record of bullying incidents.

16 RACIST INCIDENTS

- 16.1 Our policy on racist incidents is set out separately, and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We will keep a record of racist incidents.

17 PREVENTION

- 17.1 We recognise that the school plays a significant part in the prevention of harm to our children by providing children with good lines of communication with trusted adults, supportive friends and an ethos of protection.
- 17.2 The school community will therefore:
- i Work to establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
 - ii Include regular consultation with children e.g. through safety questionnaires, participation in anti-bullying week, asking children to report whether they have had happy/sad lunchtimes/playtimes.

- iii Ensure that all children know there are adults in the school whom they can approach if they are worried or in difficulty.
 - iv Include safeguarding across the curriculum, including PSHE opportunities, which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help. For example, this may include anti-bullying work, e-safety, road safety, pedestrian and cycle training. Also focused work in Year 6 to prepare for transition and more personal safety/independent travel.
- 17.3 We will ensure that appropriate ICT filters and monitoring are in place to ensure safety online. The school will ensure that online safety is included in the curriculum.

18 HEALTH & SAFETY

- 18.1 Our Health & Safety policy, set out in a separate document, reflects the consideration we give to the protection of our children both physically within the school environment, and when away from the school and undertaking school trips and visits.

19 SOCIAL MEDIA POLICY

- 19.1 The relevant e-safety / staff code of conduct policy reflects the consideration given to safe use of social media for staff. The Trust will ensure all staff are aware of school guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks.

20 SAFEGUARDING CHILDREN AND YOUNG PEOPLE VULNERABLE TO VIOLENT EXTREMISM (PREVENT DUTY)

- 20.1 Protecting children from the risk of radicalisation is seen as part of our schools' wider safeguarding duties. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. As with managing other safeguarding risks, school will be alert to changes in children's behaviour that could indicate that they are in need of protection. School staff should use their professional judgement in identifying children who might be at risk of radicalisation and act proportionately. This may include making a referral to the "Channel programme" (Keeping Children Safe in Education, Department for Education, July 2015)
- 20.2 Our school safeguarding policy therefore complies with the school's duty under Section 26 of the Counter Terrorism and Security Act 2015 in accordance with the Department of Education school's specific guidance:
- 20.3 Our safeguarding policy and actions are aligned to also reflect the processes described in the Greater Manchester Safeguarding Partnership Procedures:
http://greatermanchesterscb.proceduresonline.com/chapters/p_sg_vio_ext.html
- 20.4 All our Trust led by the Designated Safeguarding Lead will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school's Religious Education curriculum, SEND policy, e-safety policy, and the use of school premises by external agencies, integration of children by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy.

21 CHILDREN AT RISK OF SEXUAL EXPLOITATION (CSE):

- 21.1 Statutory definition of Child Sexual Exploitation

'Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity'

- i in exchange for something the victim needs or wants, and/or
 - ii for the financial advantage or increased status of the perpetrator or facilitator.
- 21.2 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.
- 21.3 Our school will ensure that the Designated Safeguarding Lead and other key staff are trained in spotting the possible signs of child sexual exploitation outlined in Appendices (this is not an exhaustive or definitive list).
- 21.4 Our school safeguarding policy aligns with the Greater Manchester Safeguarding Partnership Guidance on Child Sexual Exploitation

22 FEMALE GENITAL MUTILATION

- 22.1 With effect from 3 May 2015, the Female Genital Mutilation Act 2003 was amended by the Serious Crime Act 2015. The law is extended so that.
 - i A non-UK national who is 'habitually resident' in the UK and commits such an offence abroad can now face a maximum penalty of 14 years' imprisonment. It is also an offence to assist a non-UK resident to carry out FGM overseas on a girl who is habitually, rather than only permanently, resident in the UK. This follows a number of cases where victims were unable to get justice as FGM was committed by those not permanently residing in the UK;
 - ii A new offence is created of failing to protect a girl from the risk of FGM. Anyone convicted can face imprisonment for up to seven years and/or an unlimited fine;
 - iii Anonymity for victims of FGM. Anyone identifying a victim can be subject to an unlimited fine.
- 22.2 Our school Designated Safeguarding Lead will maintain up to date knowledge of and work in line with the Greater Manchester Safeguarding Partnership Protocol to Female Genital Mutilation.

23 SEXUAL VIOLENCE AND SEXUAL HARRASSMENT

- 23.1 The 'Sexual violence and sexual harassment between children in schools and colleges' guidance, which was published by the government in December 2017, has now been republished with a May 2018 date. A summary of the document is included in Keeping Children Safe in Education (2018) as Part 5, which gives it statutory status.
- 23.2 As a school we will make sure that all our systems and policies, procedures, and training includes sexual violence and sexual harassment.
- 23.3 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.
- 23.4 Definitions to be aware of:
 - i Rape: A person (A) commits an offence of rape if: he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.
 - ii Assault by Penetration: A person (A) commits an offence if: s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.

- iii Sexual Assault: A person (A) commits an offence of sexual assault if: s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.
- 23.5 Staff should also be aware that
 - i a child under the age of 13 can never consent to any sexual activity;
 - ii the age of consent is 16;
 - iii sexual intercourse without consent is rape.
- 23.6 School will
 - i make clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
 - ii not tolerate or dismiss sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”;
 - iii challenge behaviour (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia and flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them; and
 - iv understanding that all of the above can be driven by wider societal factors beyond the school and college, such as everyday sexist stereotypes and everyday sexist language. This is why a whole school approach (especially preventative education) is important.
- 23.7 Staff will follow agreed safeguarding procedures when there is a suspicion of sexual violence or assault and all information should be shared with the DSL as soon as reasonably practicable.

24 DOMESTIC ABUSE / ENCOMPASS

- 24.1 The encompass protocol sets out a joint-agency procedure to provide support for children and young people who have experienced domestic abuse in their household.
- 24.2 Police officers who attend a domestic incident will collate a summary with respect to the child or young person. This will lead to the relevant information being shared with the Key Adult in school.
- 24.3 It is each school’s responsibility to ensure the details of their Key Adult and Deputy is up to date and recorded in MASH Key Adult Database. They must also ensure that there is a sufficiently trained deputy to receive the information in their absence.
- 24.4 Schools must record the information they receive from the police on an incident form, which must be retained and stored using the same processes used to store child protection records within the school.

25 CHILD ABSENCE FOLLOWING AN INCIDENT

- 25.1 Where a notification is made and a child is not in school, the following should be considered: -
 - i School should review the information within the police notification in the context of what they know about the child prior to receiving the police information.
 - ii A member of the safeguarding team in school should ring home to ask why the pupil is not in today as per standard policy. Inform the parent they are aware there was an incident at the home and offer support. If the pupil is not coming into school that day, ask parents when they are expected to return and a reason for absence?
 - iii A member of the safeguarding team from the school cannot make contact with the parents or carer and have not received notification why the child is not in, the key adult (member of the safe guarding team) needs to consider the next steps carefully actions could include:-
 - iv Home Visit – A member of the safeguarding team may consider, at the discretion of the DSL to carry-out a home visit to see the child; if concerns or risks to the child’s safety are identified during the home visit referrals to Children’s Social Care and the Police may need to be made
 - v Telephone call to the Children’s Safeguarding hub for advice and information

26 CHILDREN MISSING EDUCATION

- 26.1 The definition of Children Missing Education refers to all children of compulsory school age who are not on a school roll, nor being educated otherwise (e.g. privately or in alternative provision) and who have been out of any educational provision for a substantial period of time (usually agreed as four weeks or more).
- 26.2 For the purpose of this policy, Children Missing Education will be considered as the following:
- i Children persistently absent from school
 - ii Those children that have been permanently excluded or on a supported transfer
 - iii Those children who have particular social and behavioural difficulties and have personalised plan which means that they do not attend school full time
 - iv Have medical or mental health needs
 - v Have complex needs and no suitable school place is available
 - vi Those children that are new to the area and require a school place. Specifically:
 - vii Those that are new to the country
 - viii Those that have not taken up a school place within 20 school days of it being offered
 - ix Those new to area and not secured a school place within 20 school days
- 26.3 School will follow the procedures as laid out in the Wigan Council Children Missing Education Policy and school Attendance policy.
- 26.4 The term 'reasonable enquiries' grants education settings and local authorities a degree of flexibility in decision-making, particularly as the steps that need to be taken in a given case will vary. The term 'reasonable' also makes clear that there is a limit to what the school and local authority is expected to do.
- 26.5 In line with the duty under section 10 of the Children Act 2004, the expectation is that the education setting and the local authority will have in place procedures designed to carry out reasonable enquiries. The type of procedures may include the appropriate person checking with relatives, neighbours, landlords – private or social housing providers – and other local stakeholders who are involved. They should also record that they have completed these procedures. If there is reason to believe a child is in immediate danger or at risk of harm, a referral should be made to children's social care (and the police if appropriate).

27 PEER ON PEER ABUSE

- 27.1 All children have a right to attend school and learn in a safe environment. All peer on peer abuse is unacceptable and will be taken seriously. Staff recognise that while both boys and girls can abuse their peers, it is more likely that girls will be victims and boys perpetrators of such abuse. Peer on peer abuse is not tolerated, passed off as "banter" or seen as "part of growing up". It is likely to include, but not limited to:
- i bullying (including cyber bullying)
 - ii gender based violence / sexual assaults
 - iii sexting or
 - iv Initiation / hazing type violence and rituals.
- 27.2 Consequently, peer on peer abuse is dealt with as a safeguarding concern, recorded as such and not usually managed through the systems set out in the school behaviour policy.
- 27.3 Victims, perpetrators and any other child affected by peer on peer abuse will be supported through the school's pastoral system and the support will be regularly reviewed.
- 27.4 We minimise the risk of peer on peer abuse by providing:
- i A relevant curriculum, that helps children to develop their understanding of acceptable behaviours, healthy relationships and keeping themselves safe.

- ii Established / publicised systems for children to raise concerns with staff, knowing they will be listened to, supported and valued, and that the issues they raise will be taken seriously.
- 27.5 The DSL liaises with other professionals to develop robust risk assessments and appropriate specialist targeted work for children that are identified as posing a potential risk to other children.
- 27.6 Our school policy on anti-bullying (respect policy) is set out in a separate document and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. This includes all forms, e.g. Cyber, racist, homophobic and gender related bullying.
- 27.7 All staff are aware that children with SEND and / or differences / perceived differences are more susceptible to being bullied / victims of child abuse.
- 27.8 Our policy on racist incidents is set out separately and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.
- 27.9 We keep a record of known bullying incidents, and will keep a record of racist incidents.

28 YOUNG CARERS

- 28.1 A young carer is someone under 18 who helps look after someone in their family, or a friend, who is ill, disabled or misuses drugs or alcohol.
- 28.2 Our school recognises the impact that being a Young Carer can have on pupils, and the importance of identifying those young people so that appropriate support can be provided.
- 28.3 Wigan Safeguarding Partnership coordinates our local Young Carers Strategy.
- 28.4 Where a pupil / student at our school is identified as having additional support needs due to being a young carer, or where a multi-agency approach may be required, our school uses the Early Help Framework and routes into the Local Authority Start Well Service.

29 CHILD CRIMINAL EXPLOITATION /COUNTY LINES

- 29.1 Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity:
- 29.2 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.
- 29.3 Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs and a referral to the National Referral Mechanism should be considered.
- 29.4 Like other forms of abuse and exploitation, county lines exploitation:
 - i can affect any child or young person (male or female) under the age of 18 years;
 - ii can affect any vulnerable adult over the age of 18 years;
 - iii can still be exploitation even if the activity appears consensual;
 - iv can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence;
 - v can be perpetrated by individuals or groups, males or females, and young people or adults;
 - vi is typified by some form of power imbalance in favour of those perpetrating the exploitation.
- 29.5 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.

30 MONITORING AND EVALUATION

- 30.1 This Child Protection Policy and Procedures will be monitored and evaluated by:
- i Local Academy Board (LAB) and Trustee visits to our schools/academies
 - ii SLT 'drop ins' and discussions with children and staff
 - iii Pupil surveys and questionnaires
 - iv Scrutiny of exclusion and attendance data
 - v Scrutiny of a range of risk assessments
 - vi Scrutiny of Governing Body minutes
 - vii Logs of bullying/racist/behaviour incidents for Senior Leadership Team and LAB to monitor
 - viii Review of parental concerns and parent questionnaires
 - ix Review of the use of intervention strategies such as nurture room and isolation room
- 30.2 This policy also links to other policies and procedures, including:

Behaviour,

Staff Behaviour Policy / Code of Conduct whistleblowing,

Anti-bullying, Health & Safety

Allegations against staff, Parental concerns, Attendance,

Curriculum PSHE

Teaching and Learning Administration of medicines Drug Education

Sex and Relationships Education Physical intervention

ESafety, including staff use of mobile phones Risk Assessment

Recruitment and Selection Child Sexual Exploitation Intimate Care

Radicalisation and Extremism Sexting

Safer Recruitment

Children Missing Education Acceptable use of ICT Policy (staff and students)

Drugs policy relating to students

APPENDIX ONE

RECOGNISING SIGNS OF CHILD ABUSE

CATEGORIES OF ABUSE:

- Physical Abuse
 - Emotional Abuse (including Domestic Abuse)
 - Sexual Abuse
 - Neglect
-

SIGNS OF ABUSE IN CHILDREN:

The following non-specific signs may indicate something is wrong:

- Significant change in behaviour
 - Extreme anger or sadness
 - Aggressive and attention-seeking behaviour
 - Suspicious bruises with unsatisfactory explanations
 - Lack of self-esteem
 - Self-injury
 - Depression
 - Age inappropriate sexual behaviour
 - Child Sexual Exploitation.
-

RISK INDICATORS

The factors described in this section are frequently found in cases of child abuse. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of the possibility of significant harm
- Justifies the need for careful assessment and discussion with designated / named / lead person, manager, (or in the absence of all those individuals, an experienced colleague)
- May require consultation with and / or referral to Children's Services

The absence of such indicators does not mean that abuse or neglect has not occurred.

It is important to note that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another. In an abusive relationship the child may:

- Appear frightened of the parent/s
- Act in a way that is inappropriate to her/his age and development (though full account needs to be taken of different patterns of development and different ethnic groups)

The parent or carer may:

- Persistently avoid child health promotion services and treatment of the child's episodic illnesses
- Have unrealistic expectations of the child
- Frequently complain about/to the child and may fail to provide attention or praise (high criticism/low warmth environment)
- Be absent or misusing substances
- Persistently refuse to allow access on home visits

- Be involved in domestic abuse

Staff should be aware of the potential risk to children when individuals, previously known or suspected to have abused children, move into the household.

RECOGNISING PHYSICAL ABUSE

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury
- Several different explanations provided for an injury
- Unexplained delay in seeking treatment
- The parents/carers are uninterested or undisturbed by an accident or injury
- Parents are absent without good reason when their child is presented for treatment
- Repeated presentation of minor injuries (which may represent a “cry for help” and if ignored could lead to a more serious injury)
- Family use of different doctors and A&E departments
- Reluctance to give information or mention previous injuries

Bruising

Children can have accidental bruising, but the following must be considered as non accidental unless there is evidence or an adequate explanation provided:

- Any bruising to a pre-crawling or pre-walking baby
- Bruising in or around the mouth, particularly in small babies which may indicate force feeding
- Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive)
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally
- Variation in colour possibly indicating injuries caused at different times
- The outline of an object used e.g. belt marks, hand prints or a hair brush
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting
- Bruising around the face
- Grasp marks on small children
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse

Bite Marks

Bite marks can leave clear impressions of the teeth. Human bite marks are oval or crescent shaped. Those over 3 cm in diameter are more likely to have been caused by an adult or older child.

A medical opinion should be sought where there is any doubt over the origin of the bite.

Burns and Scalds

It can be difficult to distinguish between accidental and non-accidental burns and scalds, and will always require experienced medical opinion. Any burn with a clear outline may be suspicious e.g.:

- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine)
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water is his/her own accord will struggle to get out and cause splash marks)

- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation

Scalds to the buttocks of a small child, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

Fractures

Fractures may cause pain, swelling and discolouration over a bone or joint. Non-mobile children rarely sustain fractures.

There are grounds for concern if:

- The history provided is vague, non-existent or inconsistent with the fracture type
- There are associated old fractures
- Medical attention is sought after a period of delay when the fracture has caused symptoms such as swelling, pain or loss of movement
- There is an unexplained fracture in the first year of life

Scars

A large number of scars or scars of different sizes or ages, or on different parts of the body, may suggest abuse.

RECOGNISING EMOTIONAL ABUSE

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse.

The indicators of emotional abuse are often also associated with other forms of abuse. The following may be indicators of emotional abuse:

- Developmental delay
- Abnormal attachment between a child and parent/carer e.g. anxious, indiscriminate or not attachment
- Indiscriminate attachment or failure to attach
- Aggressive behaviour towards others
- Scapegoated within the family
- Frozen watchfulness, particularly in pre-school children
- Low self esteem and lack of confidence
- Withdrawn or seen as a “loner” – difficulty relating to others

RECOGNISING NEGLECT

Evidence of neglect is built up over a period of time and can cover different aspects of parenting. Indicators include:

- Failure by parents or carers to meet the basic essential needs e.g. adequate food, clothes, warmth, hygiene and medical care
- A child seen to be listless, apathetic and irresponsive with no apparent medical cause
- Failure of child to grow within normal expected pattern, with accompanying weight loss
- Child thrives away from home environment
- Child frequently absent from school
- Child left with adults who are intoxicated or violent
- Child abandoned or left alone for excessive periods

RECOGNISING SIGNS OF SEXUAL ABUSE

Boys and girls of all ages may be sexually abused and are frequently scared to say anything due to guilt and/or fear. This is particularly difficult for a child to talk about and full account should be taken of the cultural sensitivities of any individual child/family.

Recognition can be difficult, unless the child discloses and is believed. There may be no physical signs and indications are likely to be emotional/behavioural.

Some behavioural indicators associated with this form of abuse are:

- Inappropriate sexualised conduct
- Sexually explicit behaviour, play or conversation, inappropriate to the child's age
- Continual and inappropriate or excessive masturbation
- Self-harm (including eating disorder), self-mutilation and suicide attempts
- Involvement in prostitution or indiscriminate choice of sexual partners
- An anxious unwillingness to remove clothes e.g. for sports events (but this may be related to cultural norms or physical difficulties)

Some physical indicators associated with this form of abuse are:

- Pain or itching of genital area
- Blood on underclothes
- Pregnancy in a younger girl where the identity of the father is not disclosed
- Physical symptoms such as injuries to the genital or anal area, bruising to buttocks, abdomen and thighs, sexually transmitted disease, presence of semen on vagina, anus, external genitalia or clothing

SEXUAL ABUSE BY YOUNG PEOPLE

The boundary between what is abusive and what is part of normal childhood or youthful experimentation can be blurred. The determination of whether behaviour is developmental, inappropriate or abusive will hinge around the related concepts of true consent, power imbalance and exploitation. This may include children and young people who exhibit a range of sexually problematic behaviour such as indecent exposure, obscene telephone calls, fetishism, bestiality and sexual abuse against adults, peers or children.

DEVELOPMENTAL SEXUAL ACTIVITY encompasses those actions that are to be expected from children and young people as they move from infancy through to an adult understanding of their physical, emotional and behavioural relationships with each other. Such sexual activity is essentially information gathering and experience testing. It is characterised by mutuality and of the seeking of consent.

INAPPROPRIATE SEXUAL BEHAVIOUR can be inappropriate socially, inappropriate to development, or both. In considering whether behaviour fits into this category, it is important to consider what negative effects it has on any of the parties involved and what concerns it raises about a child or young person. It should be recognised that some actions may be motivated by information seeking, but still cause significant upset, confusion, worry, physical damage, etc. It may also be that the behaviour is "acting out" which may derive from other sexual situations to which the child or young person has been exposed.

If an act appears to have been inappropriate, there may still be a need for some form of behaviour management or intervention. For some children, educative inputs may be enough to address the behaviour.

Abusive sexual activity included any behaviour involving coercion, threats, aggression together with secrecy, or where one participant relies on an unequal power base.

ASSESSMENT

In order to more fully determine the nature of the incident the following factors should be given consideration. The presence of exploitation in terms of:

- **Equality** – consider differentials of physical, cognitive and emotional development, power and control and authority, passive and assertive tendencies
- **Consent** – agreement including all the following:
 - Understanding that is proposed based on age, maturity, development level, functioning and experience
 - Knowledge of society's standards for what is being proposed
 - Awareness of potential consequences and alternatives
 - Assumption that agreements or disagreements will be respected equally
 - Voluntary decision
 - Mental competence
- **Coercion** – the young perpetrator who abuses may use techniques like bribing, manipulation and emotional threats of secondary gains and losses that is loss of love, friendship, etc. Some may use physical force, brutality or the threat of these regardless of victim resistance.

In evaluating sexual behaviour of children and young people, the above information should be used only as a guide.

CHILD SEXUAL EXPLOITATION

The following list of indicators is not exhaustive or definitive but it does highlight common signs which can assist professionals in identifying children or young people who may be victims of sexual exploitation.

Signs include:

- underage sexual activity
- inappropriate sexual or sexualised behaviour
- sexually risky behaviour, 'swapping' sex
- repeat sexually transmitted infections
- in girls, repeat pregnancy, abortions, miscarriage
- receiving unexplained gifts or gifts from unknown sources
- having multiple mobile phones and worrying about losing contact via mobile
- having unaffordable new things (clothes, mobile) or expensive habits (alcohol, drugs)
- changes in the way they dress
- going to hotels or other unusual locations to meet friends
- seen at known places of concern
- moving around the country, appearing in new towns or cities, not knowing where they are
- getting in/out of different cars driven by unknown adults
- having older boyfriends or girlfriends
- contact with known perpetrators
- involved in abusive relationships, intimidated and fearful of certain people or situations
- hanging out with groups of older people, or anti-social groups, or with other vulnerable peers
- associating with other young people involved in sexual exploitation
- recruiting other young people to exploitative situations

- truancy, exclusion, disengagement with school, opting out of education altogether
- unexplained changes in behaviour or personality (chaotic, aggressive, sexual)
- mood swings, volatile behaviour, emotional distress
- self-harming, suicidal thoughts, suicide attempts, overdosing, eating disorders
- drug or alcohol misuse
- getting involved in crime
- police involvement, police records
- involved in gangs, gang fights, gang membership
- injuries from physical assault, physical restraint, sexual assault.

APPENDIX TWO

FORCED MARRIAGE (FM)

This is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Whistle-blowing may come from younger siblings. Other indicators may be detected by changes in adolescent behaviours. Never attempt to intervene directly as a school or through a third party.

FEMALE GENITAL MUTILATION (FGM)

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms and other indicators of FGM.

What is FGM?

It involves procedures that intentionally alter/injure the female genital organs for non-medical reasons.

4 TYPES OF PROCEDURE:

Type 1 Clitoridectomy – partial/total removal of clitoris

Type 2 Excision – partial/total removal of clitoris and labia minora

Type 3 Infibulation entrance to vagina is narrowed by repositioning the inner/outer labia

Type 4 all other procedures that may include: pricking, piercing, incising, cauterising and scraping the genital area.

WHY IS IT CARRIED OUT?

Belief that:

- FGM brings status/respect to the girl – social acceptance for marriage
- Preserves a girl's virginity
- Part of being a woman / rite of passage
- Upholds family honour
- Cleanses and purifies the girl
- Gives a sense of belonging to the community
- Fulfils a religious requirement
- Perpetuates a custom/tradition
- Helps girls be clean / hygienic
- Is cosmetically desirable
- Mistakenly believed to make childbirth easier

IS FGM LEGAL?

FGM is internationally recognised as a violation of human rights of girls and women. It is **illegal** in most countries including the UK.

Circumstances and occurrences that may point to FGM happening

- Child talking about getting ready for a special ceremony
- Family taking a long trip abroad

- Child's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan)
- Knowledge that the child's sibling has undergone FGM
- Child talks about going abroad to be 'cut' or to prepare for marriage

SIGNS THAT MAY INDICATE A CHILD HAS UNDERGONE FGM:

- Prolonged absence from school and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable
- Complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group
- Reluctance to take part in physical activity
- Repeated urinal tract infection
- Disclosure

THE 'ONE CHANCE' RULE

As with Forced Marriage there is the 'One Chance' rule. It is essential that settings /schools/colleges take action **without delay**.

GLOSSARY

A Child	A person who has not yet reached their 18 th birthday.
Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those who know them or, more rarely by others (e.g. via the internet). They may be abused by an adult or adults or another child or children.
Bullying & Cyberbullying	Behaviour that is: <ul style="list-style-type: none"> • repeated • intended to hurt someone either physically or emotionally • often aimed at certain groups, for example because of race, religion, gender or sexual orientation
Child Protection	Activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.
Child sexual exploitation (CSE)	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.
Children with Special Educational Needs and/or disabilities	SEN - a child or young person has SEN if they have a learning difficulty or disability which calls for special educational provision to be made for him or her. Disability - a physical or mental impairment which has a long-term and substantial adverse effect on their ability to carry out normal day-to-day activities.
County Lines	Criminal exploitation is also known as 'county lines' and is when gangs and organised crime networks exploit children to sell drugs. Often these children are made to travel across counties, and they use dedicated mobile phone 'lines' to supply drugs
Contextual Safeguarding	Contextual Safeguarding is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse.
Criminal Exploitation	Involves young people under the age of 18 in exploitative situations, relationships or contexts, where they may be manipulated or coerced into committing crime on behalf of an individual or gang in return for gifts, these may include: friendship or peer acceptance, but also cigarettes, drugs, alcohol or even food and accommodation.

Domestic Abuse	<p>any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:</p> <ul style="list-style-type: none"> • psychological • physical • sexual • financial • emotional
Early Help	<p>Intervening early and as soon as possible to tackle problems emerging for children, young people and families with a population most at risk of developing problems. Effective intervention may occur at any point in a child or young person's life.</p>
Emotional Abuse	<p>The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.</p> <p>It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), 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.</p>
Female Genital Mutilation (FGM)	<p>Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but where there's no medical reason for this to be done.</p>
Gangs & Youth Violence	<p>Defining a gang is difficult. They tend to fall into three categories; peer groups, street gangs and organised crime groups. It can be common for groups of children and young people to gather together in public places to socialise, and although some peer group gatherings can lead to increased antisocial behaviour and low level youth offending, these activities should not be confused with the serious violence of a Street Gang.</p> <p>A Street Gang can be described as a relatively durable, predominantly street-based group of children who see themselves</p>

	<p>(and are seen by others) as a discernible group for whom crime and violence is integral to the group's identity.</p> <p>An organised criminal group is a group of individuals normally led by adults for whom involvement in crime is for personal gain (financial or otherwise).</p>
Hate	<p>Hostility or prejudice based on one of the following things:</p> <ul style="list-style-type: none"> • disability • race • religion • transgender identity • sexual orientation.
Honour-based violence	<p>Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community.</p>
Neglect	<p>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 or carer failing to:</p> <ul style="list-style-type: none"> • Protect a child from physical and emotional harm or danger. • Ensure adequate supervision (including the use of inadequate care-givers). • Ensure access to appropriate medical care or treatment. • It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.
Peer on Peer Abuse	<p>Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18.</p>
Physical Abuse	<p>A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.</p>
Private Fostering	<p>A private fostering arrangement is one that is made privately (without the involvement of a local authority) for the care of a child under the age of 16 years (under 18, if disabled) by someone other than a parent or close relative, in their own home, with the intention that it should last for 28 days or more. (Close family relative is defined as a 'grandparent, brother, sister, uncle or aunt' and includes half-siblings and step-parents; it does not include great-aunts or uncles, great grandparents or cousins.)</p>
Radicalisation & Extremism	<p>Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.</p>

	<p>Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.</p>
Relationship Abuse	<p>Teen relationship abuse consists of the same patterns of coercive and controlling behaviour as domestic abuse. These patterns might include some or all of the following: sexual abuse, physical abuse, financial abuse, emotional abuse and psychological abuse.</p>
Safeguarding and promoting the welfare of children	<ul style="list-style-type: none"> • protecting children from maltreatment; • preventing impairment of children’s health or development; • ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and • taking action to enable all children to have the best outcomes.
Sexting	<p>Sexting is when someone shares sexual, naked or semi-naked images or videos of themselves or others, or sends sexually explicit messages.</p> <p>They can be sent using mobiles, tablets, smartphones, and laptops - any device that allows you to share media and messages.</p>
Sexual Abuse	<p>Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children</p>
Trafficking	<p>Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control of another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or removal of organs.</p>