

Keeping Children Safe
Child Protection Induction 2018

Taking care of yourself

- Child abuse is a very sensitive and emotive subject.
- We may have had difficult or abusive personal experiences as a child or have problems as parents.
- **IF THIS TRAINING RAISES ANY PERSONAL ISSUES OR UNRESOLVED MEMORIES, PLEASE TAKE CARE OF YOURSELF AND SEEK HELP AND ADVICE AFTERWARDS**

Some scary questions!

- Is abuse happening more than it used to?
- Is it true that children sometimes make it up?
- Why do so many cases go wrong?
- What do I have to do if I am suspicious or concerned?
- What if I refer something that turns out to be a false alarm?
- Can I trust social workers and other agencies?
- Am I allowed to touch children?
- What if a child makes an allegation against me?
- Is child abuse really my problem?

Attitudes and feelings

- ‘The child protection system works pretty well in keeping children safe’
 - What do you think?
 - Why do you think it?
 - What difference might your opinion make?

A sad reality

- Child abuse is real and it happens here
- It can happen in any family, race or community
- Or to children of any age, male or female
- Or in places like churches, schools and clubs
- Children often don't tell
- Abusers can be very clever and deceitful

- BUT, together we can do something about it

Key Documents

- Bichard Inquiry (2003) following the Soham murders
- Local Safeguarding Children Board procedures
- “Working Together to Safeguard Children”
- DfE statutory Guidance “Keeping Children Safe in Education”
- Ofsted framework
- Serious Case Reviews

Education Act 2002

- s.175 (s.157 Independent schools and Academies etc.)
- “The governing body of a maintained school (and LA and FE) shall make arrangements for ensuring that their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of children who are pupils at the school”
- Schools ‘must have regard’ to current DfE Guidance and there is an expectation that they should not depart from it. This effectively makes following child protection procedures a legal requirement on each individual member of staff.

- Keeping Children Safe in Education Part 1 has to be read by all members of the staff; and for everyone working directly with children, they also need to read Annex A.
- Annex A now includes four key topics that were not included previously:
 - Children and the court system, when children are appearing as witnesses;
 - Children with family members in prison;
 - Criminal Exploitation of children (County Lines); and
 - Homelessness.

DfE Statutory Guidance

‘Keeping Children Safe in Education’- KCSiE

- 1. Safeguarding information for all staff
- 2. The management of safeguarding
- 3. Safer recruitment
- 4. Allegations against staff
- 5. Child-on-child sexual violence and sexual harassment
 - Part 5 is new and provides guidance on how you should respond to reports of child-on-child sexual violence and sexual harassment.
- **‘Governing bodies should ensure that all staff read at least Part 1’.**

Inspection expectations

- There is no longer any separate rating for safeguarding...but

Common Inspection Framework August 2015

- **Helping to protect children and learners**
- 11. Inspectors will always have regard for how well children and learners are helped and protected so that they are kept safe. Although inspectors will not provide a separate numerical grade for this key aspect of a provider's work, inspectors will always make a written judgement under leadership and management about whether or not the arrangements for safeguarding children and learners are effective.

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Categories of abuse: s.47 “Significant harm”

- Physical abuse
 - Emotional abuse
 - Sexual abuse
 - Neglect
- HOW WOULD I KNOW?
 - WHO MUST I TELL?
 - WHAT MUST I DO?
- Research suggests that as many as 1 in 6 children experience what we would now define as abuse. Children with disabilities are at greater risk because of their increased vulnerability and may not be able to communicate what is happening to them.

What else do we need to know?

- Dealing with Sexual Exploitation of teenagers, (Rotherham etc).
- Domestic abuse/violence as a key indicator
- Child on child abuse
- E-safety, on-line grooming, sexting and cyber-bullying
- Female Genital Mutilation
- Forced marriage
- Combating extremism / P.V.E. / Channel

CSE – what is it?

- Child sexual exploitation is not a new phenomenon
- It is a form of child abuse – affecting boys and girls under the age of 18 – where the vulnerable young victim is given something (e.g. food, money or drugs) in return for sexual activity with the abuser or others. It is an insidious crime that can be hard to detect and there is clear evidence that child sexual exploitation is currently under-reported.
- Involvement in exploitative relationships is characterised by the child or young person's limited availability of choice as a result of their social, economic or emotional vulnerability. Often the young person does not even recognise the coercive nature of the relationship and does not see themselves as a victim of exploitation. This means they are unlikely to report the abuse.

Domestic Abuse

- Wigan amongst highest for number of incidents in the country
- Coordinated approach involving police, Social Care, Schools and all other agencies
- “Encompass” notifications
- Plans in Wigan to offer support to all levels of risk (not just highest) to break the cycle

Signs of possible abuse (NSPCC)

- Age 5-11
 - Becomes secretive and reluctant to share information.
 - Reluctant to go home after school.
 - Unable to bring friends home or reluctant for professionals to visit the family home.
 - Poor school attendance and punctuality, or late being picked up.
 - Parents show little interest in child's performance and behaviour at school.
 - Parents are dismissive and non-responsive to professional concerns.
 - Is reluctant to get changed for sports etc.
 - Wets or soils the bed.

What should I do if a child discloses??

- Be observant but not intrusive: a watchdog not a bloodhound! It is NOT your job to 'investigate'
- Don't promise confidentiality
- Keep an open mind – don't judge what the child says
- Listen to the child rather than speaking yourself
- Reassure them that they have done nothing wrong
- Accept their language, even if it is unconventional
- Make notes straightaway (afterwards) but do not ask the child to write down or sign anything
- Then tell whoever needs to know - immediately.
Who is that? How? What is the school's procedure?

https://www.wigan.gov.uk/Resident/Health-Social-Care/Children-and-young-people/Child-protection/WorriedAboutAChild.aspx

The screenshot shows a web browser window with the URL <https://www.wigan.gov.uk/Resident/Health-Social-Care/Childrer> and a tab titled 'Worried about a child?'. The browser's address bar and navigation icons are visible at the top.

The page content includes a breadcrumb trail: [Home](#) / [Health and social care](#) / [Children and young people](#) / [Child protection](#) /

Worried about a child?

There are many possible signs of abuse, ranging from physical injury to changes in behaviour. Alternatively you may witness an incident or the child may tell you that he/she is being harmed.

We take child protection very seriously and will always respond to concerns raised about a child who may be at risk of suffering harm.

Contact us

If you are worried about the welfare or safety of a child it is very important that you contact us.

- Monday to Sunday (24 hours): 01942 828300

Professionals can report concerns using:

- [Professional referral for children form.](#)

What to say

Explain exactly what you have seen or been told. If you can, keep a note of dates, injuries and the exact words used.

Other contacts

As well as speaking to us, you can also contact:

- Police: 0161 872 5050 or 999 in an emergency
- Parentline Plus: 0808 8002 222
- NSPCC: 0808 8005 000

The right-hand sidebar contains several sections:

- REPORT IT** (with a warning icon):
 - [Professional referrals for children](#) (with a right arrow)
- Contact us** (with an envelope icon):
 - [Telephone Number](#) (with a telephone icon)
- In this section** (with a list icon):
 - [Child protection](#) (with a right arrow)
 - Worried about a child?** (highlighted)
- Related Pages** (with a book icon):
 - [Missing persons](#) (with a right arrow)
- External links** (with a link icon):
 - [Missing from Home or Care](#) (with a right arrow and external link icon)

Why don't more children disclose?

- They may not realise that they are being abused
 - Threats and coercion by the abuser or love for them
 - Fear of the consequences, for themselves and for the abuser/wider family
 - Issues of power and authority
 - A fear that they will not be believed
 - Communication or learning difficulties
 - Embarrassment and a sense of shame or guilt
 - Lack of opportunity or knowledge of where to go
 - Nobody listened/noticed
- It is everyone's job to at least try to overcome these obstacles

An even sadder reality

Some of those who have been involved in serious cases of sexual abuse of children and young people when in a 'position of trust', in nurseries, state schools and private schools.



Wider welfare issues

- Not all concerns about children should be classed as “child protection” issues. A referral may not be appropriate. You also need to be aware of:
 - Arrangements for Children “in need” under s.17
 - Potential risk and current reality
 - Agreed local thresholds for intervention
 - Use of the Common Assessment Framework or equivalent
- **BUT:** If a concern relates to actual or possible abuse, local inter-agency child protection procedures **MUST** be followed. **DO NOT** deal with these concerns yourself.

Local Safeguarding Children Boards

- Safeguarding and promoting the welfare of children requires effective coordination in every local area. The Children Act 2004 requires each local authority to establish a Local Safeguarding Children Board (LSCB)
- This is the key statutory mechanism for agreeing procedures about how the relevant organisations in each area will cooperate to safeguard and promote the welfare of children, and for ensuring the effectiveness of what they do
- Duty to carry out Serious Case Reviews if things go wrong.
- Education representatives should disseminate information and support schools. What support is available?

Wigan LSCB

- <http://www.wigan.gov.uk/WSCB>
- What does the board do?
 - Ensuring effective communication and co-operation between the many agencies responsible for Safeguarding in Wigan
 - Supporting those who work with children and young people so they are aware of and follow child safeguarding procedures, providing safeguarding training, and investigating reports of safeguarding breaches and concerns
 - Supporting parents and carers where they may have problems and investigating reports of safeguarding concerns.

Web site

http://www.wigan.gov.uk/WSCB/Professionals/index.aspx

BehaviourWatch Wigan Council - Residents Platt Bridge Community Scho... Information for professionals x

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About us Report concerns GM safeguarding procedures

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Home /

Information for professionals

- Schools**
Policies and guidance for safeguarding in schools
- Latest guidance and policies**
Up to date information on safeguarding
- Thresholds of need**
Identification of the level of need in a child's welfare
- Child sexual exploitation**
Children at risk and SEAM meetings
- Private fostering**
Responsibilities for looking after a child in a private arrangement
- Bruising in children**
Injuries in non-mobile children, making a referral
- Escalation policy**
What to do if you need to escalate a referral
- Serious case reviews**
Learning and improvement framework for serious cases
- Cultural issues**
Forced marriage, female genital mutilation and child trafficking

http://www.wigan.gov.uk/WSCB/Professionals/Schools/policies-guidance.aspx

11:30 12/08/2015

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Local Area Designated Officer (LADO)

- The role of the LADO is set out in the HM Government guidance [Working Together to Safeguard Children \(2013\)](#) ([external link](#)).
- Their role is to give advice and guidance to employers and voluntary organisations; liaise with the Police and other agencies, and monitor the progress of cases to ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process. Every agency that works with children and young people should have a Designated Officer whose job it is to liaise with and refer to LADO.
- The LADO should be alerted to all cases in which it is alleged that a person who works with children has:
 - Behaved in a way that has harmed, or may have harmed, a child
 - Possibly committed a criminal offence against or related to a child
 - Behaved towards a child in a way that indicates that s/he is unsuitable to work with children

Video resources for further training

- E-safety

- <http://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/share-aware/> Young children
- http://www.youtube.com/watch?v=_o8auwnJtqE Primary

- Sexual exploitation

- http://www.youtube.com/watch?v=nh7A_odTAR0
Whitney's story
- <http://www.youtube.com/watch?v=w6vYbZSUL5U> Jay

Prevent...

- required to "have due regard to the need to prevent people being drawn into terrorism", under the Counter-Terrorism and Security Act 2015.
- To do this, we should:
 - Staff training and awareness of procedures (online training)
 - have appropriate internet filtering systems in place
 - assess risk of pupils being drawn into terrorism
 - Make school a safe space for pupils to discuss sensitive topics, including terrorism and extremism
 - Teach pupils how to recognise and manage risk, think critically, and make reasoned arguments

...and Channel

- The process by which potential radicalisation is addressed
 - Local Authority multi-disciplinary teams who work with those identified as potentially being radicalised
 - Referrals follow similar pattern as Social Care processes
 - Staff should bring concerns to DSL to discuss

DBS – staff and visitors

- Staff

- Confirms suitability to work
- Completed for all staff and volunteers.
- any changes in circumstances or convictions should be notified

- Visitors

- Cannot be unaccompanied unless proof of DBS obtained.
- Coloured lanyards notify of who is DBS cleared
- If non-cleared person is unsupervised challenge and take to the office.

Statutory training

- Induction training, must now include;
 - the school's behaviour policy
 - the school's procedures for managing children who are missing education
 - the staff code of conduct
 - the safeguarding and child protection policy.

Safeguarding pointers for all staff

- Logging in to computers – do not allow pupils to use your login profile – “Impero” monitors and logs improper use and searches...these will be assigned to you! (log out if you leave).
- Sensitive data – (Safeguarding and GDPR!) – be careful what you send and to whom...if in doubt...ask.
- Social media – be aware of who your friends are and be aware of parents and children contacting you or seeing your information.
- Be aware that if you use school computers for private information and this is logged as inappropriate (e.g. personal e-mails) this may be considered a disciplinary matter.

Ensure you are aware of...

- KSiE part 1 (at least!)
- GDPR Acceptable use policy
- Staff code of conduct policy
- ICT acceptable use policy
- Computer monitoring - Impero

Personal use of social media

- Be careful about who you friend...and who can see your information without being a friend.
- Be vigilant of what you post about yourself and your children.
- The internet is open to anyone who wants to use it...think about who you would share your family photos with!
- Who are your children communicating with? (online gaming as well as social media).
- If you have personal thoughts or feelings would they be better kept private rather than posting for all to see?
- Think about telling the general public that you are away from home on holiday for 2 weeks...an opportunity to break in?