

# THE POINTER SCHOOL

## SAFEGUARDING CHILDREN - CHILD PROTECTION POLICY

***This policy applies to the whole school including the Early Years Foundation Stage (EYFS).***

For purposes of this document, the term "Board of Directors" is deemed to have the same meaning as "Proprietor" in accordance with the ISSR, and is used interchangeably.

This Policy is publicly available on the School's website and upon request a copy (which can be made available in large print or other accessible formats if required) may be obtained from the School Business Office. All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures, both within and outside of normal school hours, including activities away from school. All employees and volunteers should read this policy in conjunction with Part 1 of the latest version of Keeping Children Safe in Education (KCSIE), our Safer Recruitment Policy, Whistleblowing Policy, Children missing from education policy, Staff Code of Conduct and The Teachers' Standards. Our approach at The Pointer School the American School in England is child-centred and, at all times, we will act in the best interests of the child. This policy takes full account of the child protection procedures agreed by the London Royal Borough of Greenwich Safeguarding Children Board and statutory guidance *Working Together to Safeguard Children (2015)*.

**Monitoring and Review:** This policy is subject to continuous monitoring, refinement and audit by Mr R.J.S. Higgins (Headmaster and Proprietor). The Proprietor will undertake a full annual review of this policy and procedures, inclusive of its implementation and the efficiency with which the related duties have been discharged. This discussion will be formally documented in writing. The Proprietor recognises the expertise staff build by undertaking safeguarding training and managing safeguarding concerns. As such, staff can contribute to and shape our safeguarding arrangements and Child Protection Policy. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately and without delay. All staff will be informed of the updated/reviewed policy and it will be made available to them in either a hard copy or electronically.

Signed:



August 2017

Mr R.J.S. Higgins  
Headmaster and Proprietor

Mrs Kacey Greenwood  
Designated Safeguarding Lead

This policy was last reviewed and agreed by the Proprietor of the school in August 2017 and will next be reviewed no later than August 2018 or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Page	Contents
2	Key Internal Contacts;
3	Key External Contacts;
4	Sequence of Events to be followed when a young person Discloses Abuse or Neglect;
5	Allegations against Staff, Volunteers, Designated Safeguarding Leads (DSLs) and members of the Board of Directors;
6	Context – Statement of Purpose; Specific Safeguarding Issues: abuse and neglect;
6	The three main elements in our school's Safeguarding Policy: Prevention, Protection and Support;
7	Definition of 'Safeguarding' and difference between safeguarding and 'Child Protection';
8	'Early Help'; Unsubstantiated, false or malicious allegations; abuse by one or more pupils on another pupil;
9	Safer Recruitment and Single Central Register (SCR); Staff employed by another organisation;
9	Visitors and visiting Speakers Prevent Statutory Guidance;
10	Preventing extremism and radicalisation; Prevent Duty;
10	Teaching pupils how to keep safe including the delivery of the Prevent Strategy;
11	Spiritual, Moral, Social and Cultural (SMSC) Development; Emerging Technology;
11	Mobile phones, cameras, electronic devices;
12	Additional requirements for EYFS; Disqualification by Association; I
12	Induction and On-Going Training for all staff in line with SSCB guidance;
13	Disabled pupils and pupils with Medical Conditions; listening to the wishes of pupils;

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

- 13 Looked after pupils;
- 14 Pupils mental health; Pupils missing education; Children being withdrawn from school;
- 15 Notifiable Incidents; Physical chastisement; Physical restraint; Records and sharing of information;
- 15 School website safeguarding statement; Staff code of conduct: power, positions of trust;
- 16 Staff taking medication; Vulnerable pupils; Whistleblowing;
- 16 Working in partnership and responding to parents and carers; Young carer; Locally-agreed inter-agency procedures; Legal Status (statutory and best practice guidance);
- 17 Related documents; Confidentiality;
- 17 Appendix 1 - Types and Signs of Abuse and Neglect including possible indicators
- 23 Appendix 2 - Main Responsibilities of the DSL, Deputy DSL, Board of Directors and Headmaster
- 26 Appendix 3 - The role of the Local Authority Designated officer;
- 27 Appendix 4 - What to do if you are worried a child is being Abused or Neglected
- 28 Appendix 5 - When a Young Person Discloses Abuse or Neglect;
- 29 Appendix 6 - Allegations against Adults/College Staff/Volunteers
- 30 Appendix 7 - Safeguarding Concerns or Allegation of Abuse on a Child; Co-operation with Local Authority;
- 31 Appendix 8 - A Child Protection Guide - Cue Card

**Our School’s Designated Safeguarding Lead (DSL)/Prevent Officer and the Deputy DSL/Deputy Prevent Officer** have lead responsibility for child protection and are also the Prevent Officer and Deputy Prevent Officer responsible for the prevention of radicalisation, extremism and being drawn into terrorism. The DSL is a member of the Senior Leadership Team (SLT) and have the status and authority within the school to carry out the duties of the post. This includes child protection referrals, raising awareness, training, liaising with the local authority children’s agencies as appropriate, committing resources and supporting and directing staff. Their telephone numbers are prominently displayed in the school. The Pointer School DSL and Deputy DSL and the Greenwich Local Authority LADO are:

**Designated Safeguarding Lead (DSL)/ Prevent Officer for the whole school**

**Mrs Kacey Greenwood**

**Telephone: 0208 293 1331 (Primary School) and 0208 858 7977 (EYFS).**

**Email: [secretary@pointers-school.co.uk](mailto:secretary@pointers-school.co.uk) and [earlyyears@pointers-school.co.uk](mailto:earlyyears@pointers-school.co.uk)**



**Deputy Designated Safeguarding Leads (DSL)/ Deputy prevent Officers including the Early Years Foundation Stage (EYFS) who liaise with local statutory children’s agencies as appropriate**

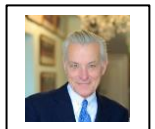
**Mrs Teresa Lacey (Head of Teaching Assistants)**

**Miss Rose Angel (Key Stage One Co-ordinator)**

**Mrs Mireille Dirx**

**Telephone: 0208 293 1331 (Primary School) and 0208 858 7977 (EYFS).**

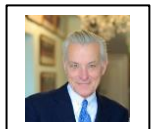
**Email: [secretary@pointers-school.co.uk](mailto:secretary@pointers-school.co.uk) and [earlyyears@pointers-school.co.uk](mailto:earlyyears@pointers-school.co.uk)**



**The Proprietor for Safeguarding and Prevent Duties who is the Headmaster**

**Mr Robert Higgins**

**Telephone: 0208 293 1331**



**KEY EXTERNAL CONTACT DETAILS**

*External responsibilities and therefore details of any external personnel named below may be subject to*

**The Local Authority Designated Officer (LADO) and Child Protection Team Manager, Ken Palmer, is familiar with our methods and procedures, and with whom good lines of communication are kept. The contact details are: Telephone: 020 8921 4438 or out of hours [Childrens-Out-Of-Hours@royalgreenwich.gov.uk](mailto:Childrens-Out-Of-Hours@royalgreenwich.gov.uk) Emergency duty team: 020 8854 8888.**

**If the LADO is not available, please contact the Safeguarding Children’s Team on 0203 045 3260 and ask to speak to a Duty IRO who can take your referral or assist with your inquiry.**

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

*Keeping Children Safe in Education* (Department for Education (DfE): September, 2016) **makes it clear that anybody can make a direct referral to Children’s Social Care (CSC) including the LADO.** If a child’s situation does not appear to be improving the staff member with concerns should press for re-consideration. Concerns should always lead to help for the child.

**MASH for Children at Risk and Children in Need / Early Help / Intervention and Assessment Services**

Children who have suffered or are likely to suffer significant harm are children at risk. Children who are in need of additional support from one or more external agencies are children in need.

**Concerns about a child:** if a child has suffered or is likely to suffer significant harm, the DSL must immediately report this to **Children’s social care (CSC)**. For Children in need of additional support from one or more agencies, the DSL also refers this to Children’s Social Care (CSC) using the inter-agency assessment process (Multi Agency Safeguarding Hub (MASH)) via a referral form, thus utilising the “Team around the Child” (TAC) approaches.

**The contact details for London Borough of Greenwich Children’s Social Care Referral and Assessment Team Services, are as follows:**

- Office Hours (9.00am – 5.00pm Monday to Friday) Telephone: 020 8921 3172
- Emergency Duty Team (out of office hours, weekends and Bank Holidays) Telephone: 020 8854 8888

Although decisions to seek support for a child in need, or about whom there are concerns relating to radicalisation, would normally be taken in consultation with parents and pupils, their consent is not required for a referral when there are reasonable grounds to believe that a child is at risk of significant harm.

**The Local Authority Prevent Lead for support and advice for the prevention of radicalisation is Adam Browne.**

Telephone: 020 8921 8324. The non-emergency police telephone number is: 111 and the Department for Education (DfE) dedicated telephone helpline and mailbox for non-emergency advice for staff and governors: 020 7340 7264 and [counter-extremism@education.gsi.gov.uk](mailto:counter-extremism@education.gsi.gov.uk).

**If an adult working in our school has concerns or identifies a pupil as being at risk of radicalisation, the adult should immediately inform our DSL, who is also our Prevent Officer, who will consider the most appropriate referral which could include Channel or Children’s Social Care.** Although decisions to seek support for a child in need, or about whom there are concerns relating to radicalisation, would normally be taken in consultation with parents and pupils, their consent is not required for a referral when there are reasonable grounds to believe that a child is at risk of significant harm.

**Female Genital Mutilation (FGM):** Any child at risk of FGM must be referred to London Royal Borough of Greenwich MASH, however known cases are to be referred to the police by teachers. Police contact details are: For non-emergency 101 and for emergency calls 999. For advice and guidance telephone: 0800 028 3550 or Email: [fgmhelp@nspcc.org.uk](mailto:fgmhelp@nspcc.org.uk).

**Printed copies of the London Royal Borough of Greenwich Local Safeguarding Children’s Board (LSCB) procedures are available from the school office and they also can be contacted as follows:**

Referral team (Office Hours) 020 8921 3172      Emergency Duty Team (out of office hours only): 020 8854 8888

**NSPCC Child Protection Helpline:** 0808 800 5000

**Childline:** Tel: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

The **NSPCC whistleblowing helpline** is available for staff that do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00PM, Monday to Friday and email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

**Other useful contacts for this policy:**

**Ofsted** Piccadilly Gate, Store Street, Manchester, M1 2WD

Tel: 03001234234

Email: [enquiries@ofsted.gov](mailto:enquiries@ofsted.gov)      Web: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

**Disclosure and Barring Service (DBS)**

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

### **SEQUENCE OF EVENTS TO BE FOLLOWED WHEN A YOUNG PERSON DISCLOSES ABUSE OR NEGLECT:**

*The following strict guidance relates to any disclosures involving events within or outside the school or concerning adults or other children.*

**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. If there is a need for medical attention seek assistance without delay.

**Listen** to what the child has to say and take them seriously. Stay calm, reassuring the child but **advising that you cannot promise to keep a secret or assure confidentiality** (as this may ultimately not be in the best interest of the child). Tell the child what you are going to do next after the disclosure.

**When talking to the child**, do not interview the child, and keep questions to a minimum. Encourage the child to use his/her own words and do not ask leading questions, interrupt the dialogue or make assumptions, which might give particular answers. Do not repeat the disclosure or ask the child to repeat his or her disclosure other than to clarify what is being said. Do not display shock or disbelief. Seek consent from the child to share any information disclosed but, should consent not be given, an explanation can be given as to why the DSL must be told.

**Record** in detail the circumstances and timings of the disclosure including the nature and extent of any injuries, explanations given by the child (as much as possible in the child's own words) and the action taken (which may be used in any subsequent court proceedings), within 24 hours of the disclosure. After the disclosure **record in writing** the child's name, address and date of birth along with the child's behaviour and emotional state, who else was present at the time of the disclosure. Sign (with time and date) all notes made and give them to the DSL. When the child has finished speaking, do not leave the child alone, but speak to someone who can help keep the child safe. Call for immediate assistance from the DSL or Deputy DSL or follow the procedures for allegations against staff, volunteers, and Proprietor. The DSL (or other responsible person within the scope of this policy) will then deal with the matter. Do not ask the child to repeat what he or she has said to the DSL. The child has chosen to tell a member of staff and this account will be believed and actions taken accordingly.

**Do not take responsibility** for investigating the allegation yourself, as investigation is the sole statutory responsibility of Children's Services and/or the police. Do not attempt to contact in any way any person mentioned in the disclosure. Reassure the child that you will ensure the matter will be dealt with. Immediately consult the DSL so that any appropriate action can be taken to protect the pupil if necessary. Only tell those people that it is necessary to inform; the DSL will consider the information and decide on the next steps. Until otherwise directed by the DSL, do not speak to anyone about the fact or content of the disclosure. Every complaint or suspicion of abuse from within or outside the school will be taken seriously and action taken in accordance with this policy.

### **ALLEGATIONS AGAINST STAFF, VOLUNTEERS, DSLs AND THE PROPRIETOR (SEE ALSO APPENDIX 5):**

This applies where an adult within the school community has behaved in a way that has harmed, may have harmed or poses a risk of harm to a child. This also applies when an adult within the school community may have possibly committed a criminal offence against or related to a child.

- Allegations concerning all, other than the Headmaster (who is also the Proprietor), are to be reported straight away to the Headmaster (or in his absence, the DSL). The Headmaster will immediately contact the LADO to discuss the allegation and will act on the advice provided. The individual against whom the allegation is made is not to be informed.
- Allegations concerning the Headmaster (who is also the proprietor) are to be reported straight away to the LADO directly. This must be done immediately and certainly within 24 hours. The Headmaster/Proprietor is not to be informed.
- Allegations concerning dismissed/removed staff, or staff that would have been dismissed/removed are to be reported straight away to the Disclosure & Barring Service (DBS).

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

- Allegations concerning professional misconduct are to be reported straight away to the National College for Teachers and Leadership (NCTL).

In each case above, the LADO will be given sufficient detail to allow consideration of the nature, content and context of the allegation and to agree a course of action including any involvement of the Police. The Police will be informed if a criminal offence is alleged. Guidance will also be sought from the LADO and/or Police to enable the school to make a decision about whether or not the person against whom an allegation has been made should be allowed to remain on school premises and if so what, if any, conditions should apply. If The Pointer School were given information that suggested that a member of staff was abusing a pupil who is not a pupil at the school, the DSL would immediately report to the LADO and follow the procedure as if it were one of our own pupils.

In borderline cases, where there is room for doubt as to whether a referral should be made, the DSL will consult with the LADO on a no names basis without identifying the family. However, as soon as sufficient concern exists that a pupil may be at risk of significant harm, a referral to Children's Services will be made without delay. The school will not investigate allegations without first gaining the agreement of the LADO. In the case of serious harm, the Police will be informed from the outset. Discussions will be recorded in writing, with any communication with both the individual and the parents of the child/children agreed. The Pointer School will make every effort to maintain confidentiality and guard against publicity if there are allegations against teachers or staff up to the point where the accused person is charged with an offence.

**Context and Statement of Purpose** The Proprietor takes seriously his responsibility under Section 157 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 harm. Safeguarding is everyone's responsibility; although referrals are normally to be managed by the DSL, anyone may refer a child if necessary.

**Abuse and Neglect (please refer to Appendix 1 of this policy):** *Working Together to Safeguard Children* (HM Government, 2015) defines abuse as a form of maltreatment of a pupil. Somebody may abuse or neglect a pupil by inflicting harm, or by failing to act to prevent harm. Children may be abused by a family member, institution or a community setting, by those known to them or more rarely by others e.g. via the Internet. They may be abused by an adult or adults or another pupil or children. It is important to remember that significant harm can be 'actual' (happening now) or 'likely' (events are leading to a situation where harm is probable). Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example NSPCC offers information for schools and colleges on the TES website and also on its own website [www.nspcc.org.uk/preventing-abuse/](http://www.nspcc.org.uk/preventing-abuse/). Schools and colleges can also access broad government guidance on the issues listed here via the GOV.UK website:

To be considered a safeguarding concern or allegation, it is likely that some of the following features may be found:

- **Physical abuse** - violence, particularly pre-planned; forcing others to use drugs or alcohol.
- **Emotional abuse** - blackmail or extortion; threats and intimidation.
- **Sexual abuse and exploitation** - indecent exposure/touching or serious sexual assaults; forcing others to watch pornography or take part in sexting; encouraging other pupils to attend inappropriate parties; photographing or videoing other pupils performing indecent acts.
- **Neglect** - 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.

The Pointer School recognises that abuse, neglect and safeguarding issues are rarely safeguarding events that can be covered with one definition or label. In most cases multiple issues will overlap with one another.

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example the National Society for the Prevention of Cruelty to Children (NSPCC) offers information for schools and colleges on the TES website and also on its own website

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

[www.nspcc.org.uk/preventing-abuse/](http://www.nspcc.org.uk/preventing-abuse/). Schools can also access broad government guidance on the issues listed here via the GOV.UK website: <https://www.gov.uk/>.

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example the National Society for the Prevention of Cruelty to Children (NSPCC) offers information for schools and colleges on the TES website and also on its own website [www.nspcc.org.uk/preventing-abuse/](http://www.nspcc.org.uk/preventing-abuse/). Schools can also access broad government guidance on the issues listed here via the GOV.UK website:

***The main elements to our school's safeguarding policy are:***

**Prevention:** We safeguard children whether they are at risk of maltreatment or abuse or in need of specific local authority or inter-agency care. Our safer recruitment procedures include checking and recording the suitability of staff and volunteers developing procedures to deal with safeguarding issues which may be specific to individual children in our school and local area. We work with other agencies to reduce risk and promote the welfare of pupils.

**Protection:** Staff are trained and supported to respond appropriately and sensitively to all safeguarding concerns following our agreed procedures. We identify and act on early signs of abuse, neglect and reassess concerns when situations do not improve to ensure the right help at the right time to address risks and prevent risks escalating. We ensure that allegations, concerns, suspicions and complaints against staff are dealt with promptly, and in accordance with DfE and local guidance. We keep accurate records and share relevant information quickly in order to challenge inactivity. Additionally, we take all practical and appropriate steps to ensure that our school premises are as secure as circumstances permit.

**Support:** We support children who may have been at risk of significant harm (which includes the way staff respond to their concerns and any work that may be required) or children who have been abused, in accordance with their agreed Child Protection Plan. We seek to address both the mental and emotional welfare of children and families through: the provision of individual counselling, providing a positive and safe school environment, careful and vigilant teaching, accessible pastoral care, good adult role models and by promoting full cooperation with and contributions to the provision of appropriate coordinated support and/or early help from external agencies. Additionally, we operate robust and sensible health and safety procedures, along with clear and supportive policies on drugs, alcohol and substance misuse. We recognise that children have a right to feel secure and are unable to learn effectively unless they do so. Any adult can harm a child either by direct acts or failure to provide proper care, or both. This may be through neglect, emotional, physical or sexual abuse or a combination of such types.

Our children have the right to respect and protection from abuse, regardless of age, gender (including transgender), ability, language, religion, race, nationality, sexuality, culture or disability. They have the right to feel valued and confident, knowing how to approach adults if they are in difficulty. In our school a bullying incident is treated as a child protection concern when there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm. Our safeguarding Child Protection Policy is also dovetailed with the Behaviour Management and Anti-bullying Policies. Whilst the school will work openly with parents as far as possible, the school reserves the right to contact Children's Services or the Police, without notifying parents if this is in the child's best interests. In preparing this policy, we have been attentive to the nature, age range and other significant features of the school in the provisions made for safeguarding. We are aware of the potential scope for problems relating to emotional health issues, body image, eating disorders, self-harm, and also radicalisation and extremism. In the early years setting, staff are required to look beyond the setting in order to understand and respond to the needs of young children.

This policy provides staff, volunteers and the Proprietor with the guidance they need in order to keep children safe and secure in our school and informs parents and guardians how we will safeguard their children whilst they are in our care. The Pointer School promotes safe practice and professional conduct to safeguard children and to mitigate against the potential for misunderstandings or situations being misconstrued so teachers and other staff are not vulnerable to allegations. Our staff maintains an attitude of 'it could happen here' as far as safeguarding is

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

concerned. We understand the importance of children receiving the right help at the right time to address risks and prevent issues escalating.

**Definition of safeguarding from *Keeping Children Safe in Education (KCSIE)* (DfE: September 2016)** This is defined as 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. Children include everyone under the age of 18.

### **The Difference between Safeguarding and Child Protection**

Safeguarding is a broader term than child protection. It encompasses all the elements set out above and is what a school should do for all children; Child Protection is part of this definition and refers to activities undertaken to protect children who have been harmed or are at significant risk of being harmed. Policies and procedures for Child Protection are, therefore, included in the Safeguarding policy and procedures. Where a child is thought to be suffering significant harm, or to be at risk of suffering significant harm, this must be reported to MASH immediately. Action must also be taken to promote the welfare of children who are believed to be in need of additional support, even if they are not suffering harm or at immediate risk. Such instances must be addressed through inter-agency assessment using local processes.

**Early Help:** In the first instance staff should discuss early help requirements with our DSL. Staff may be required to support other agencies and professionals in an Early Help Assessment. The role of Early Help in our school allows our pupils to be supported at any point in their life by a range of external support agencies enabling potential concerns to be addressed to prevent further problems arising or before a child may come into immediate danger. It is the aim of targeted Early Help Services, arranged by the local authority, to address the assessed needs of a child and their family, which focuses on activity to significantly improve the outcomes for the child. Our staff are, in particular, alert to the potential need for early help for a child who:

- Is disabled and has specific additional needs; has special educational needs;
- Is a young carer; is in a family presenting challenges for the child, such as substance abuse, adult mental health problems, domestic violence;
- is showing signs of engaging in anti-social or criminal behaviour;
- Has returned home to their family from care and/or is showing early signs of abuse and/or neglect.

**Unsubstantiated, false or malicious allegations:** Where an allegation by a pupil is proven to have been deliberately invented or malicious, the Headmaster will consider whether to take disciplinary action in accordance with the school's Behaviour, Discipline and Sanctions Policy following consultation with the LADO. Where a parent has made deliberately invented or malicious allegations, the Headmaster will consider whether to terminate the pupils' placement at the school. This is on the basis that he or she has treated the school or a member of staff unreasonably, unless moving forward; a working relationship based on trust, respect and transparency is established. The Pointer School reserves the right to contact MASH or the Police to determine the appropriate action. The school has a duty of care towards its employees and, as such, it must ensure that effective support is provided for anyone facing an allegation through the school's Human Resources (HR)/Personnel arrangements.

**Concerns and allegations of abuse by one or more pupils on another pupil:** We recognise that some pupils on occasion will negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the school's Anti-Bullying (including Cyber bullying) and Behaviour Management Policies. However, where there is 'reasonable cause to suspect that a pupil is suffering, or likely to suffer significant harm' the concern or allegation must be reported to the DSL immediately, who will then contact MASH to discuss the case. A factual record should be made of the concern or allegation, but no attempt at this stage should be made to investigate the circumstances. The DSL will follow through the outcomes of the discussion and if so advised by SCS, will make a formal referral. A copy of the discussions and outcomes will be kept in pupils' files. Additionally, if appropriate the DSL will also refer pupils to an external safeguarding agency such as Childline and NSPCC. All pupils involved, whether perpetrator or victim, are treated as being 'at risk'. It may be appropriate to exclude the alleged perpetrator being complained about for a period of time according to the school's Behaviour Policy and Procedures.

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

If the allegation indicates that a potential criminal offence has taken place, Children's Services will involve the Police. Parents, of both the pupil being complained about and the alleged victim, should be informed and kept updated on the progress of the referral. If it is necessary for a pupil to be interviewed by the Police in relation to allegations of abuse, the school will ensure that, subject to the advice of Children's Services, the pupils' parents are informed as soon as possible and that an appropriate adult supports the pupil during the interview. In the case of pupils whose parents their Guardian in the UK will be requested to provide support to the pupil and to accommodate him/her if it is necessary to exclude him/her during the investigation.

Where London Royal Borough of Greenwich 's Children's Services or the Police do not accept the complaint, a thorough school investigation should take place into the matter using the school's usual disciplinary procedures. In situations where the School considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative supervision plan. The plan should be monitored and a date set for a follow-up evaluation with everyone concerned. A pupil against whom an allegation of abuse has been made may be excluded from the school for a fixed period during the investigation and the school's policy on behaviour, discipline and sanctions will apply.

When a pupil is in need of *urgent* medical attention and there is suspicion of abuse an ambulance should be called. If the response from the emergency services states that the school should take the child to hospital then the DSL, with an escort, should take the child to the Accident and Emergency Unit at the nearest hospital. They should first notify MASH and seek advice about what action the MASH or the police will take and how the parents will be informed. Normally, parents would be informed that a child requires urgent hospital attention. If the suspected abuse is sexual then the medical examination should be delayed until the MASH and the police can liaise with the hospital, unless the needs of the child are such that medical attention is the priority. There must at all times be a responsible adult with the child, whether from the school, MASH or the police, if the parents are not included. All unnecessary delays should be eradicated and inaction at any level can and should be challenged. In borderline cases, this can be done informally and without giving names in the first instance. The School will not investigate allegations without first gaining the agreement of the LADO. In the case of serious harm, the police will be informed from the outset. Discussions will be recorded in writing, with any communication with both the individual and the parents of the child/children agreed.

**All staff and volunteers:** Safeguarding is everyone's responsibility. It applies to all who work, or volunteer, or learn, or supply services to our school. All staff and volunteers have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours including activities away from school. This includes a duty to act upon any suspicion, concern or disclosure that may suggest that a pupil is at risk of significant harm or in need of support services. All staff and volunteers should be alert to pupils at risk of being radicalised or drawn into extremism or Child Sexual Exploitation whether from an adult or another pupil (further details of these signs are in Appendix 1).

They are required to report instances of actual or suspected child abuse or neglect to the DSL or Deputy DSL. Additionally they are expected to make themselves available for appropriate training if necessary out of normal school hours and to read both this policy and Part 1 of the latest edition of KCSIE and 'What to do if you are a worried a pupil is being abused' latest edition. Special arrangements will be put in place for anyone working in the school whose command of English is insufficient to enable them to read and digest the contents of this policy and Part 1 of KCSIE.

**Safer Recruitment, the Single Central Register (SCR)** (Please also refer to our Safer Recruitment Policy) Our school operates safer recruitment procedures including required pre-appointment checks on teaching and non-teaching staff, volunteers, the Board of Directors, supply staff, staff of contractors and other individuals working with or nearby pupils. The SCR of appointments is rigorously maintained. Checks are recorded in the SCR by reference to the usual considerations such as role, frequency, supervision, payment and employment by another organisation. All employees, Proprietors, supply staff, volunteers and others working within the school are checked in accordance with the full requirements of the SCR before starting work and the details of these checks are recorded in the SCR.

Through risk assessments, the school also ensures that appropriate checks have been made upon the staff of

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*



other organisations working with our pupils on external trips and visits, including adults who supervise pupils on work experience (career shadowing programme). In any case where the required documentation is unavailable or checks have not been completed prior to the starting date for any member of staff or other adult who may have access to pupils, then a risk assessment will be carried out to determine the appropriate course of action, e.g. allowing appropriately supervised access for a specified period or postponing the starting date.

**Safeguarding arrangements for staff employed by another organisation:** The school will ensure that formal procedures are followed to satisfy itself that appropriate pupil protections, including Disclosure Barring Service (DBS) checks, and procedures apply to any staff employed by another organisation and working with the school's pupils on another site (for example, on a school trip, while in a separate institution or activity centre). (See policy on Educational Visits.) Wherever possible The Pointer School will obtain DBS checks on all contractor staff and ensure that they also receive safeguarding training from the DSL.

**Visitors and visiting speakers:** Appropriate safeguarding and prevent duty checks upon visiting speakers and other visitors will be made and recorded. All visitors and visiting speakers will be required to undergo an identity check on arrival and wear a visitor's badge. They will not be allowed unsupervised access to pupils. The school keeps a visitors' book at the Security Lodge All visitors must sign in on arrival and sign out on departure and are escorted whilst on school premises by a member of staff or appropriately vetted volunteer. Additionally, a risk assessment will be carried out. Unidentified visitors will be challenged by staff or reported to the Headmaster or School Business Office.

**The Prevent statutory guidance:** We have clear protocols for ensuring that any visiting speakers, who might fall within the scope of the *Prevent* duty, whether invited by staff or by the pupils themselves, are suitable and appropriately supervised; this will always include a barred list check and Internet search. At The Pointer School, speakers are never left alone with pupils. The interaction between the *Prevent* requirement to check speakers and the KCSIE (September, 2016) is likely to mean in practice that checks on visiting speakers will be recordable on the SCR either as checks on staff or un-prescribed checks on volunteers.

**Preventing Extremism and Radicalisation: (Also please refer to our Preventing Extremism and Radicalisation policy and also Appendix 1 of this policy).** The Pointer School will also ensure that we can 'demonstrate activity', as required by the statutory guidance, in the following key areas: risk assessment of pupils being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology, working in partnership, staff training and IT policies. This is wholly in keeping with our school ethos and approach to promote a broad, tolerant and open-minded understanding of the world around us, from EYFS onwards including an appreciation of the democratic process and precluding the promotion of partisan political views in the classroom, in extra and co-curricular activities, or in any other aspect of the school's activities. The school is able to demonstrate a general understanding of the risks affecting pupils and young people in the area.

Protecting pupils from the risk of radicalisation is seen as part of The Pointer School's wider safeguarding duties, and is similar in nature to protecting pupils from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences. We understand that during the process of radicalisation, it is possible to intervene to prevent vulnerable people being radicalised. We consider the level of risk of pupils identified as being at 'risk of radicalisation' and make an appropriate referral, which can include Channel or Children's Services. Our *Prevent* strategy demonstrates a specific understanding of the risks affecting children and young people and identifying pupils who may be at risk of radicalisation, including support we can give.

**Prevent duty:** The DSL receives appropriate training, in accordance with Annex B of KCSIE (including higher level *Prevent* awareness training) at least every two years in order to:

- provide advice and support to members of staff on protecting pupils from radicalisation;
- equip staff through Prevent, Channel and other appropriate training to identify and assess pupils at risk of being drawn into terrorism and to challenge extremist ideas;
- liaise with those responsible for Personal, Social, Health and Economic Education (PSHEE), Spiritual, Moral, Social and Cultural (SMSC) assembly and other appropriate curricular programmes actively to promote British values and to teach pupils about the dangers of radicalisation and extremism; and

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

- liaise with those responsible for the school's electronic systems seriously to limit through appropriate filtering mechanisms the scope for access through these systems to any website or Internet source deemed problematic from a Prevent perspective.

**Teaching pupils how to Keep Safe (Educating pupils about safeguarding and radicalisation including the delivery of the *Prevent Strategy*):** Our school ensures that pupils develop a clear understanding both of safeguarding issues and what they may do to play their part in ensuring their welfare and safety and in building resilience against the dangers of radicalisation: our programme for PSHEE supports this process as part of a broad and balanced curriculum. Within our PSHEE curriculum, we have a program for Sex and Relationship education (SRE), which includes topics such as “sexting”, “banter”, sexual assault between young people and gender-based issues. We ensure that our pupils are aware of the dangers of these safeguarding issues and promote positive relationships based on mutual respect. Through our school values, we encourage pupils to respect others, in particular within this topic.

Age appropriate anti-bullying assemblies are held regularly and the School Council discusses ways to eliminate bullying within our school. All such meetings include the risks of cyber bullying and online safety and peer on peer abuse, including how victims will be supported. Additionally whenever appropriate subjects in the curriculum and co-curriculum activities will be used to reinforce the messages given. If a member of staff becomes aware of an allegation or suspected case, which involves sexting, inappropriate banter or sexual assault between young pupils, gender based or otherwise, it will be considered as a safeguarding concern and reported to the DSL, who will consider the allegation on a case-by-case basis. This may involve the school's anti-bullying procedures or the parents of the pupils involved and in more extreme circumstances the police. In the case of serious harm, Greenwich Social care are to be informed from the outset.

**Within Spiritual Moral, Social and Cultural (SMSC) development,** we instil within pupils values that build resilience and prevent pupils being drawn into radicalisation and extremism. We explore what extremism might look like and how this poses a threat to peace and we build resilience to radicalism by providing a safe environment for debating controversial issues. We actively promote British Values within our SMSC, and create an environment in which pupils know they are listened to and valued. We educate our pupils to reject violence and cruelty in whatever forms they take on, whether it be from animal rights activists, Al Qaeda influenced groups, racist and fascist organisations, or any other extremist group.

**Emerging Technology including the Internet and the use of social media** in particular has become a major factor in the radicalisation of young people. We ensure that pupils are safe from potentially harmful and inappropriate content including terrorist and extremist material when accessing the Internet on school systems through appropriate levels of filtering, Internet safety rules and e-safety education with the curriculum. Our E-safety policy details the actions and behaviour required from pupils and members of staff in order to maintain a safe electronic environment and is based on current best practice drawn from a wide range of sources. Our key message to keep pupils and young people safe is to be promoted and should be applied to both online and offline behaviours. The internet and the use of social media in particular has become a major factor in the radicalisation of young people. However, we are careful to ensure “over blocking” does not lead to unreasonable restrictions. We have a whole school approach to on-line safety, including a clear policy on the use of mobile technology.

We ensure staff are appropriately trained in on-line safety and we consider carefully how to measure 3G and 4G usage on the school premises through our behaviour management policy. Pupils understand the risks posed by adults or young people who use the Internet and social media to bully, groom, abuse or radicalise young people, especially pupils and vulnerable adults. We support parents in providing links to up-to-date advice and guidance on Internet safety, social media and on-line radicalisation through CEOP's *Thinkuknow* website: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk) and the Google Legends project along with: <https://www.google.co.uk/safetycenter/families/legends/>

**Mobile phones, cameras:** Staff should not use personal mobile telephones in the presence of pupils and must never use personal cameras for taking or storing images or recordings of pupils. Any images or recordings should only be taken, edited or stored on school computers with the express permission of the Headmaster. Photographs or recordings should only be made where there is a legitimate school purpose. A pupils' privacy and

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

dignity must be preserved at all times. Images or recordings should not be transmitted to third parties without permission of the Headmaster or parents of the pupil involved. The school's Acceptable Use Policy sets out the expectations for pupils and parents on the use of mobile phones and cameras whilst at the school. Staff should not use any other electronic device capable of capturing images of pupils other than a school camera or school-issued phone. This is in line with the whole-school policy on the use of mobile phones and cameras. The LADO is to be informed if there is any contravention of the school policy regarding the use of personal mobile phones, cameras or other electronic and communication devices by adults working or volunteering at the school.

The Staff Induction Policy for EYFS reminds staff that they must not use their mobile phones in the presence of pupils and only cameras or iPads provided by the school may be used to capture images of children (for use in the learning journey and other legitimate record keeping). The LADO is to be informed if there is any contravention of the school policy regarding the use of personal mobile phones, cameras or other electronic and communication devices by adults working or volunteering at the school.

#### **EYFS—Additional requirements (Also please refer to EYFS Child Protection Additional Guidance)**

This Safeguarding Policy, which applies to the whole school, also applies to the EYFS and details our procedures for safeguarding in the EYFS. We inform Ofsted immediately (on the same day), or as soon as is reasonably practicable, but certainly within 24 hours, of any allegations of serious harm or abuse by any person living, working or looking after children at the premises (whether that allegation relates to harm or abuse committed on the premises or elsewhere). This could include any other abuse that is alleged to have taken place on the premises and of the action taken in respect of these allegations. Safeguarding training for staff in the EYFS will include guidance on identifying signs of possible abuse and neglect (such as significant changes in a pupil's behaviour, deterioration in well-being, physical indications, or comments which give cause for concern), and on how to respond in a timely and appropriate way to such signs or to inappropriate behaviour in other members of staff or any other person working with children.

**Disqualification by Association—early years and later years provision:** Any member of staff working with children aged under eight during, pre- or after-school childcare will be required to make a 'disqualification by association' declaration, indicating that no one living or working in their households has any disqualification from unsupervised access to children. These checks are recorded in the SCR.

**Induction and On-going Training for all staff, temporary staff, volunteers, the Headmaster and the Proprietor (Board of Directors) in line with SSCB advice:** Our arrangements for the level and focus of role-appropriate and refresher training is in accordance with SSCB criteria, as required by KCSIE (DfE: September, 2016). All staff are provided with copies of key documents, which they are required to understand. For staff that cannot read English, our school takes steps to ensure that they understand key information. This includes the active promotion of British values and an understanding of extremism and radicalisation and child exploitation. All our staff are made aware of the systems that support safeguarding in our school, and these are explained to them, as part of their staff induction. This includes:

- the Safeguarding Children: Child Protection Policy; the identity of the DSL and Deputy DSLs and information about their roles (such as the implications for mental health and pastoral care and how to identify pupils at risk of radicalisation);
- the Staff Code of Conduct (which covers as a minimum, acceptable use of technologies, staff pupil relationships and communications, including via social media and whistleblowing)
- Part One of KCSIE (DfE: September, 2016) and 'Annex A' and copies of policies (such as Behaviour Management, Anti-Bullying, Whistleblowing and E-Safety including Cyber Bullying);
- Ensuring all staff are sensitised to act when any incident may be referred to as bullying, tyranny, terror, intimidation, harassment, etc., even if the alleged person has no history of that behaviour.

We assist staff in understanding and undertaking their roles and responsibilities as set out in Part One of KCSIE. This includes talking new staff through the content of Part One in a level and depth appropriate and proportionate to the person and/or to the particular role for which they are being inducted. There are also in-service training and staff meetings. All staff undertake *Prevent* awareness training and are able to refer pupils to the DSL for further help. Staff are informed of arrangements to listen to pupils by the use of counsellors, listeners, helplines and other systems to gain views and insight. We work in partnership with local *Prevent* coordinator.

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

When available in our local authority, Workshop to Raise Awareness of *PREVENT* (WRAP) training will be provided for all staff.

In addition, all staff receives safeguarding and child protection updates (for example, via email, e-bulletins and staff meetings) as required but at least annually, providing them with the relevant skills and knowledge to safeguard pupils effectively. Our Staff are also made aware of the early help process and understand their role in it. This includes identifying emerging problems, liaising with the DSLs, sharing information with other professionals to support early identification and assessment and, in some cases, acting as the lead professional in undertaking an early-help assessment.

Our staff are made aware of the process for making referrals to MASH and statutory assessments under the Children Act of 1985 that may follow a referral, along with the role they might be expected to play in such assessments. The DSL makes it clear in induction, in other training, and in guidance provided for staff they have a responsibility to speak up about safeguarding and welfare matters within the school and to external agencies where necessary. This is one part of our establishing a positive safeguarding culture. This applies not only to new staff but also those already in post.

Following consultation with the Local Safeguarding Children Board (SSCB), all staff members and the Proprietor will undertake appropriate child protection training regularly i.e. every 3 years as a minimum for all staff (The Pointer School provide an annual update to all staff), with the DSL and Deputy DSL attending training every 2 years in line with requirements within KCSIE (DfE: September, 2016) inter-agency working. Such training will include local inter-agency protocols and training in the SSCB approach to *Prevent* duties. *Prevent* training is included at the beginning of school year In-Service Training (INSET); we liaise with SSCB who provide the training.

**Disabled pupils and pupils with medical conditions:** Our staff are aware that disabled pupils experience greater risks, vulnerability and unequal access to services and resources. They may have additional needs relating to physical, sensory, cognitive and/or communication impairments. Some disabled pupils may be more vulnerable to abuse because they may have fewer outside contacts than other pupils; receive intimate, personal care; have an impaired capacity to resist or avoid abuse; have communication difficulties; fear losing services; or are more vulnerable to peer abuse (e.g. bullying, sexual assault, intimidation). Our staff are alert to the medical needs of pupils including those pupils with longer-term medical conditions.

**Listening to the wishes of pupils and young people:** If the Pointer School believes that a child is at 'risk of harm' or 'in need', a referral to the MASH will be completed regardless of the child's or parent's wishes. We believe it is critical that our pupils have an adult who they can trust and The Pointer School ensures that there are appropriate systems so pupils know whom they can turn to and that staff will listen to them. These include: the School Council; Teachers; School Nurses, Therapists, and helplines such as NSPCC and the Childline. The Pointer School actively encourages a sensitive and open 'listening' environment in which staff and pupils may feel free to discuss general matters relating to safeguarding and to raise specific concerns. Members of staff should use the school's whistleblowing policy if they have any concerns about the handling of safeguarding matters either in general or in specific cases, should they feel unable to raise concerns regarding child protection failures internally.

**Looked After pupils:** The Proprietor will ensure staff have the skills, knowledge and understanding necessary to keep safe pupils who are looked after by a local authority, if they have such pupils on roll. This includes ensuring that there is a designated member of staff with responsibility for their welfare and progress and educational achievement and ensuring this person has up to date assessment information from the relevant local authority. We will always participate in looked after reviews and meetings. This includes the pupils' social worker and Virtual Headmaster, the most recent care plan and contact arrangements with parents, and delegated authority to carers including the pupils' legal status. In our school this person is the DSL. See <https://www.gov.uk/government/publications/promoting-the-education-of-looked-after-children>.

**Pupil Mental Health** (Please also refer to the The Pointer School Mental Health Policy): The Pointer School takes its responsibilities towards pupils that may be experiencing mental health difficulties seriously. We provide support including having links with therapists, psychiatrists and the National Health Service (NHS). Our school counsellors meet with and support pupils throughout their The Pointer School journey. The staff/faculty team

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

being responsible for the safety and wellbeing of pupils operate an 'open door' policy to encourage pupils to seek help themselves and for staff to refer any concerns so they are dealt with quickly and appropriately. We work closely with these professionals to maintain the pupils' safety within school and adhere to any advice and guidance we are given. We want to make sure our pupils are happy, healthy and thrive and understand we all need a little help from time to time with the busy and stressful lives we have today.

**Pupils Missing from Education** (Please also refer to Lost and Missing Children Policy): Our staff will follow the School's separate procedures for dealing with pupils who go missing, particularly on repeat occasions (Please see our Missing Children Policy). They should act to identify any risk of abuse and neglect, including sexual abuse or exploitation. The Pointer School will put in place appropriate safeguarding policies, procedures and responses for pupils who go missing from education, particularly on repeat occasions. Staff are alert to signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns such as travelling to conflict zones, FGM and forced marriage. More information can be found in 'Statutory guidance on pupils who run away or go missing from home or care' and KCSIE (DfE: September, 2016).

We will follow-up unexplained absences of any pupil with a telephone call from the school on the morning of the first day of absence and notify social services if there is an unexplained absence of more than two days of a pupil who is on the pupil safeguarding register. The DSL shall also inform the applicable local authority of any pupil who has been absent without the school's permission for a continuous period of 10 school days or more, at such intervals as are agreed between the school and the local authority. Additionally, the DSL will notify the applicable local authority (within which the pupil resides) when not at The Pointer School of any pupil who is going to be deleted from the admission register where he or she:

- Has been taken out of school by his/her parents and are being educated outside the school system e.g. home education; has ceased to attend The Pointer School and no longer live within reasonable distance;
- Has been certified by a doctor as unlikely to be in a fit state of health to attend The Pointer School before ceasing to be of compulsory school age, and neither he/she nor his/her parent has indicated the intention to continue to attend The Pointer School after ceasing to be of compulsory school age;
- Is in custody for a period of more than four months due to a final court order and The Pointer School does not reasonably believe he/she will be returning at the end of the period or, has been permanently excluded.

The applicable local authority must be notified as soon as the grounds for deletion are met, but no later than the time of deleting the pupils' name from the register. This will assist the local authority to fulfil its duty to identify pupils of compulsory school age who are missing in education and follow up with any pupil who might be in danger of not receiving an education and who might be at risk of abuse or neglect. We comply with the directives received from the local authority and the DfE with regard to reporting children who have left The Pointer School or are missing from education.

**Pupils being withdrawn from school:** If a pupil is withdrawn from the school, all efforts will be made to identify the school to which the pupil is being admitted; their confidential educational and pupil protection records will be sent separately. If the parent/guardian/carer fails to provide information regarding the new school, an urgent referral will be made to London Royal Borough of Greenwich MASH. Educational records sent to our school concerning a pupil who is not registered by the parent will be returned and the school advised to refer to their Local Authority Education Welfare Service. A pupils' name will only be removed from the School's Admission Register in accordance with the Child Registration Regulations. Further information is contained in our Admissions Policy.

**Notifiable Incidents:** This is an incident involving the care of a pupil that meets any of the following criteria:

- A pupil has died (including cases of suspected suicide) and abuse or neglect is known or suspected;
- A looked after pupil has died (including cases where abuse is **not** known or suspected);
- A pupil has been seriously harmed and abuse or neglect is known or suspected;
- A pupil in a regulated setting or service has died (including cases where abuse is **not** known or suspected).

Any such incident should be reported to London Royal Borough of Greenwich Safeguarding Children Board (SSCB) Child Death Overview Panel (CDOP) coordinator whose contact details are by telephone 01372 833319 and by Email: [CDOP@surreycc.gov.uk](mailto:CDOP@surreycc.gov.uk)

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

Ofsted and the DfE along with the *Reporting of Injuries, Diseases and Dangerous Occurrences* (RIDDOR) in accordance with the regulations of 2013.

**Physical restraint:** Our policy on physical restraint is compliant with the local authority's 'Physical Restraint in Schools' guidance along with guidance from the DfE. Events are recorded and signed by a witness. Staff who are likely to need to use physical intervention are appropriately trained. We understand that physical intervention of a nature that causes injury or distress to a pupil may be considered under child protection or disciplinary procedures. Where a pupil has been or alleges they have been subject to chastisement through the use of an implement or substance, this will immediately be reported for investigation to the LADO.

**Records and the sharing of information with relevant agencies:** Written notes will be kept of all incidents relating to individual pupils. These may be shared with other agencies. All contact with parents and external agencies relevant to Child Protection will be logged and kept in confidential records, which are kept separate from educational records and can only be accessed by designated people within the school. The content of Child Protection reports will be shared with the parents/guardians/carers in advance of any meetings. Referrals made to The Pointer School are recorded on the Inter-agency Referral Form. If in doubt about recording requirements, staff should discuss this with the DSL. As part of meeting a pupils' needs we recognise the importance of information sharing between our professionals and local agencies and we follow procedures set out in *Working Together to Safeguard Children* (HM Government, 2015). Although inter-agency working and information sharing are vital in identifying and tackling all forms of abuse, it is clear they are especially important to identify and prevent child sexual exploitation.

**School website safeguarding statement:** To ensure the privacy and safety of pupils where children are named, only their first names are given. Where a pupil is named, no photograph of that pupil is displayed. Where a photograph is used which shows a pupil, no name is displayed. By observing these points, the school ensures that visitors to the website cannot link images of pupils to names of pupils. When choosing photographs for the website, the school is mindful of the way pupils may appear in them and will not include images that are in any way inappropriate. The Pointer School follows a policy of seeking parent, guardian or carer's permission before using images which show pupils on the website or in the local press. The list showing pupils who are barred from appearing in the press or on the website is kept in the School Office and is available whenever photographers are present. No private information about pupils is published on the website, such as surnames or contact details.

**Staff Code of Conduct—power, positions of trust and staff behaviour:** Please refer to the *The Pointer School Staff Code of Conduct and Teachers' Standards* on how adults can ensure that their behaviour and actions do not place pupils or themselves at risk of harm or of allegations of harm to a pupil (for example, in one-to-one tuition, sports coaching, conveying a pupil by car, counselling and so on). The *Staff Code of Conduct* is wide-ranging and covers staff/pupils relationships (including working alone with pupils) and communications including use of social media, "breach of trust" and expands on the whistle-blowing statement in this policy.

**Staff taking medication or other substances:** Staff must seek medical advice if they are taking medication that may affect their ability to care for pupils, and any staff medication must be securely stored and out of the reach of pupils at all times.

**Vulnerable pupils:** Particular vigilance will be exercised in respect of pupils who are the subjects of Child Protection Plans and any incidents or concerns involving these pupils will be reported immediately to the allocated Social Worker (and confirmed in writing). If a pupil has disclosed witnessing domestic violence or it is suspected that the pupil may be living in a household that is affected by family violence, this will be referred to the DSL as a safeguarding issue. Where it comes to our notice that a pupil under the age of 13 is, or may be, sexually active, this will result in an immediate referral to Children's Services and advice being given to the DSL. This will determine how and when information will be shared with parents/guardians/carers and the investigating agencies.

**Whistleblowing:** Our Whistleblowing Policy, which is on the school website, is integrated into training and codes of conduct. We make it clear both in induction and other training and in guidance provided for staff that they have a responsibility to speak up about safeguarding and welfare matters within our school and to external

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

agencies where necessary. This is one part of the way in which we establish in our school a positive, safeguarding culture. The school also has a culture of valuing staff and of reflective practice. There are procedures for reporting and handling concerns, including poor or unsafe practice and potential failures in the safeguarding regime, provision for mediation and dispute resolution where necessary. Training and support are provided for staff including transparency and accountability in relation to how concerns are received and handled. Our school has regard to KCSIE (DfE: September, 2016) and as a result has clear processes for reporting and recording allegations. The NSPCC whistleblowing helpline is available for staff that do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 or Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

**Working in partnership and responding to parents and carers:** Our school works in partnership with parents/guardians/carers and local authorities communicating as clearly as possible with them (in particular with parents for whom English is not their first language) for the best outcomes for pupils. Parents are welcome to approach the DSL if they have any concerns about the welfare of any pupil in the school. If preferred, parents may discuss concerns in private with the pupils' form teacher (Advisor) or the Headmaster who will notify the DSL in accordance with these procedures.

**Young carer:** A young carer is a person under 18 who provides or intends to provide care for another person (of any age, except generally where that care is provided for payment, pursuant to a contract or as voluntary work).

**Our school operates these safeguarding procedures in line with locally agreed inter-agency procedures.** Our Integrated Safeguarding Portfolio consists of the following legal status documents, related documents and references that have been used in formulating this policy along with the forms required to be completed when referring to Children's Services and the LADO and the Proprietor's annual Safeguarding Audit and Review.

#### **Legal Status (statutory and best practice guidance)**

- Part 3, paragraphs 7(a) and (b) and 8(a) and (b) of the education (Independent School Standards) (England) Regulations 2014, in force from the 5th January, 2015.
- National Minimum Standards for Boarding Schools (Standards 3, 6 and 11)
- *The Children ACT 1989 guidance and regulations* (DfE: Volume 2 June, 2015)
- *Disqualification under the Childcare Act 2006* (February, 2015)
- *Mental health and behaviour in schools* (March, 2015) and *Counselling in schools: a blue print for the future* (March, 2015) *What to do if you're worried a pupil is being abused* (HMG: March, 2015)
- *Working Together to Safeguard Children* (WTSC) (Inter-agency working) (HM Government: March, 2015) which also refers to non-statutory advice, Information sharing (HM Government: March, 2015) along with the Disclosure and Barring Service (DBS) Code of Conduct
- *Prevent' Counter-Terrorism and Security Act 2015* (HM Government: 2015) inclusive of the Prevent Duty Guidance: for England and Wales (March, 2015) (Prevent). Prevent is supplemented by *The Prevent duty: Departmental advice for schools and child care providers* (DfE: June, 2015) and *The use of social media for on-line radicalisation* (July, 2015)
- This policy is consistent with *Keeping Children Safe in Education* (KCSIE) Information for all school and colleges (DfE: September, 2016) which incorporates additional statutory guidance,) along with the Disclosure and Barring Service (DBS) Code of Conduct.

**This policy has been compiled in conjunction with and reference to the following related documents, which are: also on request from the School Business Office:** Anti-bullying, Behaviour Management including Discipline, Sanctions and Exclusions; Physical Restraint; Preventing Extremism and Radicalisation Policy; Health Centre and First Aid Policy; Educational Visits (including Learning Outside of the Classroom (LOtC); E-Safety including Cyber Bullying and Acceptable Use; Personal, Social, Health and Economic Education (PSHEE); Sex and Relationship Education (SRE); Special Educational (additional) Needs; Spiritual, Moral, Social and Cultural (SMSC) Development; Whistleblowing, Staff Code of Conduct; *Keeping Children Safe in Education Information for all school and college staff* (DfE: September, 2016).

**Available on the Staff Share:** Safer Recruitment; *Keeping Children Safe in Education. Statutory guidance for schools and college.* (DfE: September, 2016); Appendix: Safer Recruitment Flowcharts.

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

**Cooperation with the local authority:** We cooperate entirely with any investigation carried out by the local authority, including those involving the LADO, in conjunction with the Police. Our policy is in accordance with the guidance provided in KCSIE (DfE: September, 2016).

**Confidentiality:** We regard all information relating to individual pupil or adult protection issues as confidential and we only pass information on to appropriate persons. The school will cooperate with Children's Services and Police to ensure that all relevant information is shared for the purposes of child protection investigations under section 47 of the Children Act 1989 in accordance with the requirements of Working together to safeguard children (March 2015). Our staff know they cannot promise confidentiality and that there are other agencies which pupils can turn to e.g. Childline: 0800 1111.

#### **APPENDIX 1 - TYPES AND SIGNS OF ABUSE AND NEGLECT INCLUDING POSSIBLE INDICATORS, WHICH ARE IDENTIFIED IN KEEPING CHILDREN SAFE IN EDUCATION (SEPTEMBER 2016)**

**Types of Abuse and Neglect Including Specific Safeguarding Issues:** We are aware that abuse, neglect and safeguarding issue are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another and could include:

Abuse and Neglect; Neglect (Physical or Emotional); Physical Abuse; Emotional Abuse; Peer Abuse; Extremism/Radicalisation; Domestic Violence; Drug/Alcohol Abuse; Emotional Abuse; Abuse of Trust; Sexual Abuse; Children who Sexually Abuse; Witnessing Domestic Abuse or Violence; Child Sexual Exploitation (CSE); Child Exploitation and E-Safety; Pupil Sexual Exploitation; Pupil Exploitation and E-Safety; Female Genital Mutilation (FGM); Forced Marriages; Fabricated or Induced Illness; Faith Abuse; Safeguarding Disabled Children; Disability and Vulnerability; Honour-Based Violence Vulnerable Groups; Bullying including Cyber Bullying; Vulnerable Pupils; Children in Need; Child Missing Education (Children who run away or go missing); Child Missing from Home or Care; Missing Children and Adults Strategy; Young Carers; Cared for Children and Significant Harm; Gangs and Youth Violence; Gender-Based Violence/Violence Against Women and Girls (VAWG); Hate; Mental Health; Private Fostering; Preventing Radicalisation; Teenage Relationship Abuse; Sexting; Trafficking. Expert and professional organizations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example NSPCC offers information for schools and colleges on the TES website and also on its own website [www.nspcc.org.uk/preventing-abuse/](http://www.nspcc.org.uk/preventing-abuse/) and other government websites.

**PHYSICAL ABUSE: The nature of physical abuse:** 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. Most children collect cuts and bruises quite routinely as part of the rough and tumble of daily life. Clearly it is not necessary to be concerned about most of these minor injuries. But accidental injuries normally occur on the *bony prominences* (e.g., shins). Injuries on the *soft* areas of the body are more likely to be inflicted intentionally. If a body map is to be used to record physical abuse, they should only be used to record observed injuries and no child should be asked to remove clothing by a member of staff of the school.

**Indicators of physical abuse/factors that should increase concern include:**

- Multiple bruising or bruises and scratches/bi-lateral injuries (especially on the head and face including around the mouth); clusters of bruises—e.g., fingertip bruising (caused by being grasped); bruises around the neck and behind the ears—the most common abusive injuries are to the head;
- Marks indicating injury by an instrument—e.g., linear bruising (stick), parallel bruising (belt), marks of a buckle;
- Bite marks; deliberate burning may also be indicated by the pattern of an instrument or object—e.g., electric fire, cooker, cigarette; scalds with upward splash marks or *tide marks*; untreated injuries; injuries to genital areas;
- Recurrent injuries, burns or bald patches; having broken bones or unexplained bruising, burns or welts in different stages of healing; being unable to explain an injury, or providing explanations that are inconsistent, vague or unbelievable.

**EMOTIONAL ABUSE: Definition of emotional abuse:** 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

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*



he or she is worthless or valued only insofar as the child meets the needs of another person. It may include not giving the child opportunities to express his or her own views, deliberately silencing the child or 'making fun' of what he or she says or how the child communicates. 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. This can also occur when a child is a young carer for a parent who is disabled, has mental health problems, or misuses alcohol or drugs. It may involve seeing or hearing the ill treatment of another, for example where there is fighting or violence in the home. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

**The nature of emotional abuse:** Most harm is produced in *low warmth, high criticism* homes, not from single incidents. Emotional abuse is chronic and cumulative and has a long-term impact. All kinds of abuse and neglect have emotional effects although emotional abuse can occur by itself. Witnessing someone harming another person—as in domestic violence, can harm children. It is sometimes possible to spot emotionally abusive behaviour from parents and carers to their children, by the way that the adults are speaking to, or behaving towards children. An appropriate challenge or intervention could affect positive change and prevent more intensive work being carried out later on.

**Indicators of Emotional Abuse:** Developmental issues include delays in physical, mental and emotional development; poor school performance and speech disorders, particularly sudden disorders or changes.

**Behavioural indicators of neglect include:** Constant tiredness; frequent absence from school or lateness; missing medical appointments; becoming isolated among peers; being frequently unsupervised; stealing or scavenging, especially food and having destructive tendencies, poor relationships with peers; running away.

**Behaviour:** Acceptance of punishment which appears excessive; over-reaction to mistakes; continual self-deprecation (I'm stupid, ugly, worthless, etc.); neurotic behaviour (such as rocking, hair-twisting, thumb sucking); self-mutilation; suicide attempts; drug/solvent abuse; running away; compulsive stealing, scavenging; acting out; poor trust in significant adults; regressive behaviour—e.g., wetting; eating disorders; destructive tendencies; neurotic behaviour; arriving early at school, leaving late.

**Social issues:** withdrawal from physical contact or from social interaction; over-compliant behaviour or insecure, clinging behaviour; poor social relationships.

**Emotional responses:** extreme fear of new situations; inappropriate emotional responses to painful situations ("I deserve this"); fear of parents being contacted; self-disgust; unusually fearful with adults; lack of concentration, restlessness, aimlessness; extremes of passivity or aggression; excessive need for approval, attention and affection.

**SEXUAL ABUSE: The nature of sexual abuse:** Sexual abuse is often perpetrated by people who are known and trusted by the child—e.g., relatives, family friends, neighbours, babysitters, and people working with the child in school, faith settings, clubs or activities. Sexual abuse 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). Adult males do not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children.

#### **Child Sexual Exploitation:**

Child Sexual Exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation does not always involve physical contact and can happen online. Some of the following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions; who associate with other young people involved in exploitation; have older boyfriends or girlfriends;
- Children who suffer from sexually transmitted infections or become pregnant; who suffer from changes in emotional well-being; children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and regularly miss school or education or do not take part in education; staying away from certain people or avoiding being alone with someone; displaying sexual behaviour that is inappropriate for their age;
- Inappropriate masturbation or self-harm (including eating disorders) and an unwillingness to remove clothes when changing for PE etc.

Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming. It is also important to recognise that some young people who are being sexually exploited or abused do not exhibit any external signs of this abuse.

**Characteristics of Child Sexual Exploitation and abuse:** it is often planned and systematic—people do not sexually abuse children by accident, through sexual abuse can be opportunistic; grooming the child—people who abuse children take care to choose a vulnerable child and often spend time making them dependent; grooming the child’s environment—abusers try to ensure that potential adult protectors (parents and other carers especially) are not suspicious of their motives.

**Indicators of sexual abuse: Physical observations include** damage to genitalia, anus or mouth; sexually transmitted diseases; unexpected pregnancy, especially in very young girls; soreness in genital area, anus or mouth and other medical problems such as chronic itching; unexplained recurrent urinary tract infections and discharges or abdominal pain. The concerns listed are not exhaustive. Staff can and should also record and report other concerns about a child, such as general welfare concerns.

**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: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs. Far more children are registered to the category of neglect on Child Protection Plans than to the other categories. Neglect is a difficult form of abuse to recognise and is often seen as less serious than other categories. It is, however, very damaging: children who are neglected often develop more slowly than others and may find it hard to make friends and fit in with their peer group. Neglect is often noticed at a stage when it does not pose a risk to the child. The duty to safeguard and promote the welfare of children would suggest that an appropriate intervention or conversation at this early stage could address the issue and prevent a child continuing to suffer until it reaches a point when they are at risk of harm or in significant need. Neglect is often linked to other forms of abuse, so any concerns school staff have should at least be discussed with the DSL.

**Indicators of neglect:** The following is a summary of some of the indicators that may suggest a child is being abused or is at risk of harm. It is important to recognise that indicators alone cannot confirm whether a child is being abused. Each child should be seen in the context of their family and wider community and a proper assessment carried out by appropriate persons. What is important to keep in mind is that if you feel unsure or concerned, do something about it. Don’t keep it to yourself.

**Physical indicators of neglect include:** Constant hunger and stealing food; poor personal (including dental) hygiene – unkempt, dirty or smelly; being underweight; wearing dress unsuitable for weather; poor state of clothing; illness or injury untreated and looking sad, false smiles.

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

**Specific safeguarding issues:** Our staff are informed of safeguarding issues, some of which are listed below. They are aware that behaviours linked to the likes of drug taking, alcohol abuse, truancy and sexting put children in danger. Our staff are aware safeguarding issues manifest themselves via peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting. Our staff are clear as to the school's policy and procedures with regards to peer on peer abuse.

**FEMALE GENITAL MUTILATION (FGM):** This comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

**Circumstances / symptoms that may point to FGM happening include:**

- A child talking about getting ready for a special ceremony; a child's family taking a long trip abroad
- A child's family being 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 a sibling has undergone FGM; a child talking about going abroad to be 'cut' or to prepare for marriage; difficulty in walking, sitting or standing; spending lengthier time in the bathroom/toilet than usual;
- Unusual behaviour after a school absence/reluctance to undertake usual medical examinations; and
- Asking for help, but not detailing the problem in full due to fear or embarrassment.

**Mandatory reporting duty:** Section 5B of the Female Genital Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers along with regulated health and social care professionals in England and Wales, to report to the Police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. It will be rare for teachers to see visual evidence, and they should not be examining pupils, but the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies.

Teachers **must** personally report to the Police cases where they discover that an act of FGM appears to have been carried out. Unless the teacher has a good reason not to, he or she should also still consider and discuss any such case with the school DSL and involve Children's Services as appropriate. The duty does not apply in relation to at risk or suspected cases (i.e. where the teacher does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over. In these cases, teachers should follow local safeguarding procedures.

**HONOUR-BASED VIOLENCE:** So-called 'honour-based' violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of so-called HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubts staff should speak to the designated safeguarding lead. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

**Indicators of Honour-based violence:** Guidance on the warning signs that FGM or forced marriage may be about to take place, or may have already taken place, can be found on pages 38-41 of the Multi-agency Statutory Guidance on FGM (pages 59-61 focus on the role of schools and colleges) and pages 13-14 of the Multi-Agency Guidelines: Handling case of forced marriage.

**Actions if HBV is suspected:** If staff have a concern regarding a child that might be at risk of HBV they should activate local safeguarding procedures, using existing national and local protocols for multi-agency liaison with Police and Children's Services. In the social context of the school, it is normal to ask about a noticeable injury. The response to such an enquiry is generally light-hearted and detailed. So, most of all, concern should be increased when: the explanation given does not match the injury; the explanation uses words or phrases that do not match the vocabulary of the child (adult's words); no explanation is forthcoming; the child (or the parent/carer) is secretive or evasive or the injury is accompanied by allegations of abuse or assault. We become concerned if the

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

child or young person is reluctant to have parents/carers contacted; runs away or shows fear of going home; is aggressive towards themselves or others; flinches when approached or touched; is reluctant to undress to change clothing for sport; wears long sleeves during hot weather; is unnaturally compliant in the presence of parents/carers; has a fear of medical help or attention or admits to a punishment that appears excessive.

**FORCED MARRIAGE:** Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where he or she cannot consent (if the child has learning disabilities, for example). Nevertheless, some communities use religion and culture as a way to coerce a person into marriage. Schools and colleges can play an important role in safeguarding children from forced marriage. The Forced Marriage Unit has published Multi-agency guidelines, with pages 32-36 focusing on the role of schools and colleges. School and college staff can contact the Forced Marriage Unit if they need advice or information. Contact: 020 7008 0151 or email: [fmu@fco.gov.uk](mailto:fmu@fco.gov.uk).

**DOMESTIC ABUSE:** The Home Office define domestic abuse as: “Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence and abuse between those aged 16 or over, who are or have been intimate partners or family members regardless of gender and sexuality”.

Significant harm from domestic abuse can include: physical violence, emotional abuse, sexual abuse, and financial abuse. If a member of staff is concerned that domestic abuse is occurring within a family or relationship they should inform the DSL who will consider a referral to London Royal Borough of Greenwich MASH and/or the Police as necessary. In circumstances where there have been 3 known incidents of domestic abuse, a referral must be made to London Royal Borough of Greenwich MASH. In December 2015 a new criminal offence of coercive and controlling behaviour came into force in England and Wales. This means that repeated patterns of non-physical behaviour (emotional abuse and control) within relationships are now considered a criminal offence capable of prosecution. For the offence to apply, criteria must be met.

**BULLYING**—Please also refer to our Anti-Bullying Policy that sets out our procedures in order to prevent bullying and to deal with it if and when it occurs within the school. This may be defined as deliberate, repeated (systematic) aggressive verbal, psychological or physical conduct by an individual or group against another person or persons. Very often bullying is the act of oppressing or dominating by threat or force where the aggressor may persecute or tease physically or morally in order to frighten into action or inaction. Bullying can include:

- Physical: pushing, hitting, kicking, pinching etc.;
- Verbal: name-calling, spreading rumours, constant teasing and sarcasm;
- Emotional: tormenting, ridiculing, humiliating, ignoring;
- Racial: taunts, graffiti and gestures; Religious / cultural;
- Sexual, sexist or homophobic: unwanted physical contact or abusive comments;
- Cyber-bullying: through social networking websites, mobile phones and text messages, photographs and email.

#### **Signs that may indicate bullying:**

- Behavioural changes such as reduced concentration, becoming withdrawn, depressed, tearful, emotionally up and down, reluctance to go to school etc.; a marked drop off in performance at school;
- Physical signs such as stomach aches, headaches, difficulties in sleeping, bingeing on food, cigarettes or alcohol and a shortage of money or frequent loss of possessions.

**SELF-HARM AND SUICIDAL BEHAVIOUR:** Self-harm can be deliberate with the aim of a child just causing him or herself an injury, attempted suicide that does not result in end of life or a successful attempt to end life resulting in death. A majority of self-harmers keep it a secret that goes undiscovered, finding it is the only way to express their feelings. Children self-harm for many reasons including: being bullied both at school or online, mental health issues, eating disorders, domestic abuse, any type of child abuse, parental conflict and bereavement. The signs of the distress the child may be under can take many forms and can include:

- Cutting behaviours and self-poisoning, other forms of self-harm, such as burning, scalding, banging, hair pulling; not looking after their needs properly emotionally or physically;

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

- Direct injury such as scratching, cutting, burning, hitting yourself, swallowing or putting things inside;
- Staying in an abusive relationship; taking risks too easily; eating distress (anorexia and bulimia);
- Addiction for example, to alcohol or drugs and low self-esteem and expressions of hopelessness.

During a disclosure of self-harm, staff should check whether the pupil has ingested anything or has anything on his or her person that could cause damage or harm. Any concerns from staff members should be referred to the DSL, as an early help assessment may need to be completed to involve services that can help, or in the case of significant harm a referral can be made to Children's Services.

**RADICALISATION:** KCSIE define radicalisation as 'the process by which a person comes to support terrorism and forms of extremism. 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.' There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The Internet and the use of social media in particular has become a major factor in the radicalisation of young people.

### **APPENDIX 2 - MAIN RESPONSIBILITIES OF STAFF INCLUDING THE DSL AND DEPUTY DSLs:**

**Designated Safeguarding Lead (DSL) and Deputy DSL:** They are members of the school's senior leadership (SLT) with the status and authority to carry out the duties of the posts of DSL/Deputy DSL and /Deputy Prevent Officers. The Deputy DSL will act as DSL in their absence and otherwise will carry out safeguarding tasks and duties as specified by the DSL in accordance with the details set down below. The core responsibility of the DSL, who is a member of the SLT, is to take lead responsibility for safeguarding and child protection, maintain an overview of safeguarding within the school, to open channels of communication with local statutory agencies and to monitor the effectiveness of policies and procedures in practice. This is explicit in the job description. The DSL, who has the status and authority within the school to carry out the duties of the post is given the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters, to take part in strategy discussions and interagency meetings—and/or to support other staff to do so—and to contribute to the assessment of children. If the DSL is unavailable the Deputy DSL will carry out these duties:

Managing Referrals includes: The DSL is expected to refer cases of suspected abuse to the local authority Children's Services as required:

- The LADO for child protection allegations which concern a member of staff or volunteer;
- The Disclosure and Barring Service where a person is dismissed or left due to risk/harm to a child and/or the Police if a crime may have been committed;
- Support staff who make referrals to local authority Children's Services and the Channel programme;
- Refer cases to the Channel programme where there is a radicalisation concern as required;
- To liaise with the Proprietor for Safeguarding Issues and to keep links with London Royal Borough of Greenwich MASH and the LADO;
- Keep staff aware of child protection procedures and ensure staff are alert to changes in children's behaviour, which could indicate that they may be in need of help or protection.

Work with others: The DSL is expected to:

- Liaise with the Headmaster to inform her of issues especially on-going enquiries under section 47 of the Children Act 1989 and Police investigations, and liaise with the local authority in order to obtain 'early help' and support for pupils in accordance with Section 17 Children Act 1989;
- as required, liaise with the "Case Manager" (as per Part four) and the Designated Officer(s) at the local authority for child protection concerns (all cases which concern a staff member); and liaise with staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies. Act as a source of support, advice and expertise for staff.

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

Undertake training, which includes: The DSL and Deputy DSLs undergo specific training to be updated every 2 years. In addition, they refresh their knowledge and skills in order to keep up with any developments relevant to their role (this might be through e-bulletins, meeting other DSLs or reading new safeguarding developments) in order to:

- Understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments;
- Have a working knowledge of how local authorities conduct a child case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so;
- Ensure each member of staff has access to and understands the school's Child Protection Policy and procedures, especially new and part time staff; are alert to the specific needs of children in need, those with special needs and young carers; are able to keep detailed, accurate, secure written records of concerns and referrals;
- Understand and support the school with regards to the requirements of the *Prevent* Duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation;
- Obtain access to resources and attend any relevant or refresher training courses; and
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the school may put in place to protect them.

Raise Awareness, which includes:

- Ensuring the School's Child Protection Policies are known, understood and used appropriately;
- Ensuring the School's Child Protection Policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors regarding this;
- Ensuring the policy is made available publicly and parents being made aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school in this;
- Linking with the local SSCB to make sure staff are aware of training opportunities and the latest local policy of safeguarding;
- Following up unexplained absences of any child with a telephone call from the school on the morning of the first day of absence and raising awareness of the needs of pupils including those with special educational needs or disabilities, lesbian, gay, bisexual and transgender (LGBT) pupils.

Child Protection File

Where children leave our school, we ensure their child protection file is transferred to the new school as soon as possible. This will be transferred separately from the main pupil file, ensuring secure transit and a conformation of receipt should be obtained

**All staff and volunteers:** Safeguarding is everyone's responsibility. It applies to all who work, volunteer, learn, or supply services to our school. All staff and volunteers have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours including activities away from school. This includes a duty to act upon any suspicion, concern or disclosure that may suggest that a pupil is at risk of significant harm or in need of support services. All staff and volunteers should be alert to pupils at risk of being Radicalised or drawn into Extremism or Child Sexual Exploitation whether from an adult or another pupil.

They are required to report instances of actual or suspected child abuse or neglect to the DSL or Deputy DSL. Additionally they are expected to make themselves available for appropriate training and to read both this policy and Part 1 of the latest edition of KCSIE and 'What to do if you are a worried a pupil is being abused' latest edition. Special arrangements will be put in place for anyone working in the school whose command of English is insufficient to enable them to read and digest the contents of this policy and Part 1 of KCSIE. The DSL for the EYFS whilst having delegated powers will ensure that the DSL for the whole school is kept informed of all safeguarding matters relating to the EYFS.

**Designated Safeguarding Lead (DSL) and Deputy DSL: (Also please refer to Appendix 2 for the job role).** They are members of the School's SLT with the status and authority to carry out the duties of the posts. The Deputy DSL will act as DSL in his or her absence, carrying out safeguarding tasks and duties in accordance with Appendix 2. The DSL for the EYFS, whilst having delegated powers, will ensure that the DSL is kept informed of all safeguarding

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

matters relating to the EYFS.

**Proprietor (Board of Directors):** The Proprietors, on appointment, receive safeguarding induction training, which is refreshed in accordance with the SSCB criteria. The Proprietors, who receive from the DSL a safeguarding report at each meeting of the Board of Directors, have a corporate responsibility for all safeguarding matters relating to the pupils of the school. This includes specific responsibilities for ensuring that all who are employed, supply services or volunteer at the school, are informed of the content of this policy and any reviews and updates. To these ends Proprietors have appointed a named Proprietor to:

- Liaise with the senior leadership of the school, the DSL and Deputy DSL, holding them to account on matters relating to safeguarding and to liaise with the SSCB and LADO as and when required by this policy;
- Ensure that the annual review and report are jointly put together by the named Proprietor and the DSL with the minutes being sufficiently detailed to demonstrate both the breadth and the depth of the review;
- Check the staff's understanding and implementation of the policy, ensuring that all staff are aware of the referral process and how to implement safeguarding protocols;
- Monitor the policy, procedures and the efficiency with which they are implemented;
- Ensure that there are clear job specifications for the DSL and Deputy DSL;
- Find out by visiting the school if the policy is known in practice by talking to a number of staff and volunteers right across the school to see if they would know who to go to in the case of a suspected abuse and what they would do in terms of comments they might make to the child;
- Ensure that the DSL has the knowledge, skills and understanding necessary to keep safe children who are looked after by a local authority;
- Review how children are taught about safeguarding, including online, through the curriculum and PSHEE;
- Ensure that the school contributes to interagency working in line with the Working Together to safeguard children (HM Government, 2015) through effective communication and good cooperation with local agencies.

**Headmaster:** The Headmaster will ensure that the Safeguarding and Child Protection Policy and procedures adopted by the Proprietor are implemented and followed by all staff to include:

- Allocate sufficient time and resources to enable the DSL and Deputy DSL to carry out their roles effectively, including the assessment of pupils and attendance at strategy discussions and other necessary meetings;
- Ensure that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively;
- Reporting wrongdoing by staff in the workplace that does not involve safeguarding and welfare of pupils is dealt with in accordance with the school's Whistleblowing procedures;
- Provide immunity from retribution or disciplinary action against staff in the event of them 'whistleblowing' in good faith;
- Ensure that pupils' safety and welfare are addressed through the curriculum; and
- Be able to understand safer recruitment procedures and processes and deal with allegations against members of staff and volunteers.

### **APPENDIX 3- THE ROLE OF THE LOCAL AUTHORITY DESIGNATED OFFICER (LADO)**

The role of the LADO is set out in *Working Together to Safeguard Children (2015)* and is governed by the Authorities duties under section 11 of the Children Act 2004 and SSCB Inter-Agency Policy and Procedures. This guidance outlines procedures for managing allegations against people who work with children who are paid, unpaid, volunteers, casual, agency or anyone self employed.

The LADO must be contacted within one working day in respect of 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; or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

There may be up to three strands in the consideration of an allegation:

- a police investigation of a possible criminal offence;
- enquiries and assessment by children's social care about whether a child is in need of protection or in need of

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

services;

- Consideration by an employer of disciplinary action in respect of the individual.

The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child's voice is heard and that they are safeguarded.
- Ensuring there is a consistent, fair and thorough process for all adults working with children and young people against whom an allegation is made.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and/or social care.

The LADO is involved from the initial phase of the allegation through to the conclusion of the case. The LADO is available to discuss any concerns and to assist the school in deciding whether there is a need to make a referral and/or take any immediate management action to protect a child.

#### **APPENDIX 4 - WHAT TO DO IF YOU ARE WORRIED A CHILD IS BEING ABUSED OR NEGLECTED**

**Member of staff has concerns about a child's welfare (including children in need and children at risk)**

#### **Where a young person discloses abuse or neglect**

- Listen; take their allegation seriously; reassure that you will take action to keep them safe.
- Inform them what you are going to do next and do not promise confidentiality
- Do not question further or approach/inform the alleged abuser.

#### **Discuss concerns with Mrs Kacey Greenwood (Designated Safeguarding lead)**

The **Safeguarding Lead** will consider further actions required, including consultation with London Royal Borough of Greenwich MASH, immediately (number below) **or the Police if a crime has been committed, immediately**. Concerns and discussion, decisions and reasons for decision should be recorded in writing by agency /organisation. In **exceptional** circumstances or in the absence of a safeguarding lead the individual may contact London Royal Borough of Greenwich MASH directly.

Still have concerns: refer to CSC

No longer has safeguarding concerns

**London Royal Borough of Greenwich MASH during office hours, Monday – Friday 020 8921 4438.** If the child is at immediate risk dial 999: and ask for Police

Out of hours Contact Emergency Duty Team on **020 8854 8888**

Additional / unmet needs

#### **London Royal Borough of Greenwich MASH**

1. Acknowledge receipt of referral
2. Decide on next course of action (within one working day)
3. Feedback decision to referrer e.g.:
  - Further Assessment including
  - Child protection enquiries/Strategy Discussion
  - No further action required for Children's Services **and Early Help assessment recommended**
  - Referred to other agency for service provision

Consult with family and relevant agencies and undertake Early Help Assessment and Team around the Child meetings.

*welfare of pupils and expects all staff and pupils fulfil their potential.*



**APPENDIX 5 - WHERE A YOUNG PERSON DISCLOSES ABUSE OR NEGLECT, THE FOLLOWING SEQUENCE OF EVENTS SHOULD BE ADHERED TO**

**Create a safe environment**

**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**

**Listen** to what the child has to say and take them seriously; reassure the child but advise that you cannot promise to keep a secret. Do not make promises you cannot keep. If there is a requirement for immediate medical intervention, assistance should be called for. Tell the child what you are going to do next after the disclosure.



**Talking to the child**

**When talking to the child**, do not interview the child and keep questions to a minimum. Do not display shock or disbelief Encourage the child to use his/her own words and do not ask leading questions, interrupt their dialogue, or make assumptions, which might give particular answers. Do not repeat the disclosure over and over. Seek consent from the child to share any information disclosed but should consent not be given, an explanation can be given as to why the DSL must be told.



**Record**

Record in detail the circumstances and timings of the disclosure including the nature and extent of any injuries, explanations given by the child (as much as possible in the child's own words) and the action taken (which may be used in any subsequent court proceedings), within 24 hours of the disclosure. Record in writing the child's name, address and date of birth along with the child's behaviour and emotional state, who else was present at the time of the disclosure. Sign (with time and date) all notes made and give them to the DSL. When the child has finished speaking, do not leave the child alone. Call for immediate assistance from the DSL or deputy DSL or follow the procedures for allegations against staff, volunteers, and Proprietors. The DSL (or other responsible person within the scope of this policy) will then deal with the matter. The official school safeguarding form should also be completed by the person who receives the allegation and forwarded to the DSL.



**Do not take responsibility**

Only tell those people that it is necessary to inform.  
Do not try to investigate the allegation yourself.  
Immediately consult our Designated Safeguarding Lead so that any appropriate action can be taken to protect the pupil if necessary.  
Do not approach or inform the alleged abuser.

**APPENDIX 6 - ALLEGATIONS AGAINST ADULTS/SCHOOL STAFF/VOLUNTEERS**  
**Risk of Harm to Pupils**

**If you become aware that a member of staff/volunteer may have:**

Behaved in a way that has harmed a child, or may have harmed a child;  
Possibly committed a criminal offence against or related to a child or  
Behaved towards a child or children in a way that indicates they may pose a risk of harm to a child



**Report immediately to Mrs Kacey Greenwood**

**Any concern or allegation against the Headmaster will be reported to the Proprietor, Mr R.J.S. Higgins unless there is clear evidence to prove that the allegation is incorrect, the Head of School must:**



**Report the allegation within one working day to the Local Authority Designated Officer (LADO) team:**

**Telephone: 020 8921 4438 or out of hours [Childrens-Out-Of-Hours@royalgreenwich.gov.uk](mailto:Childrens-Out-Of-Hours@royalgreenwich.gov.uk)  
Emergency duty team: 020 8854 8888.**

**If the LADO is not available, please contact the Safeguarding Children's Team on 0203 045 3260 and ask to speak to a Duty IRO who can take your referral or assist with your inquiry.**



**The LADO will:**

1. Consider the relevant facts and concerns regarding the adult and child or children, including any previous history
2. Decide on next course of action - usually straight away, sometimes after further consultation with other multi-agency parties such as the Police and HR.



If the allegation threshold is NOT met, the LA Designated Officer will agree with you an appropriate response  
  
(E.g. for the agency to undertake further enquiries or undertake an internal investigation)

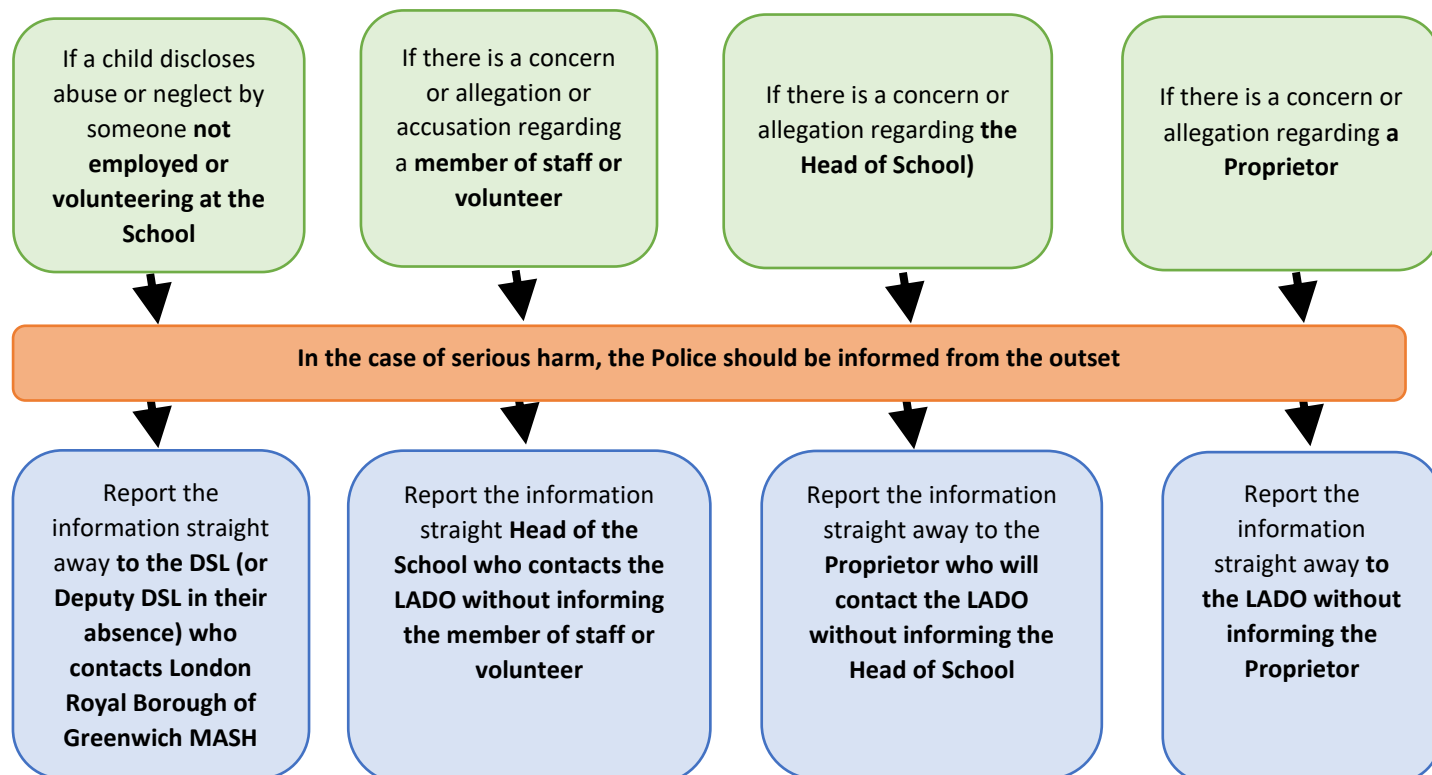
If the allegation threshold is met a strategy meeting will normally be held either by phone or in person. Normally a senior manager / safeguarding lead, the LA Designated Officer, HR, Police and social care are invited to attend. Relevant information is shared, risks to children are considered and appropriate action agreed –e.g. child protection and other enquiries, disciplinary measures or criminal proceedings. A record of the meeting will be made, and regular reviews will take place until a conclusion is reached.

**Keeping Children Safe in Education (DfE: September 2016) makes it clear that anybody can make a direct referral to Children's Services (MASH) including the LADO and other external agencies.**

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

## **APPENDIX 7 - SAFEGUARDING CONCERNS OR ALLEGATION OF ABUSE ON A CHILD**

The following safeguarding procedures apply where you become aware a member of staff/volunteer has, or a child discloses to you that an adult has behaved in a way that has, or may have harmed a child; possibly committed a criminal offence against or related to a child or behaved towards a child or children in a way that indicates they may pose a risk of harm to a child.



**Designated Safeguarding Lead (DSL)/ Prevent Officer for the whole school**

**Mrs Kacey Greenwood**

**Telephone: 0208 293 1331 (Primary School) and 0208 858 7977 (EYFS).**

**Email: [secretary@pointers-school.co.uk](mailto:secretary@pointers-school.co.uk) and [earlyyears@pointers-school.co.uk](mailto:earlyyears@pointers-school.co.uk)**

**Deputy Designated Safeguarding Leads (DSL)/ Deputy prevent Officer including the Early Years Foundation Stage (EYFS) who liaise with local statutory children's agencies as appropriate**

**Mrs Teresa Lacey (Head of Teaching Assistants)**

**Miss Rose Angel (Key Stage One Co-ordinator)**

**Mrs Mireille Dirkx**

**Telephone: 0208 293 1331 (Primary School) and 0208 858 7977 (EYFS).**

**Email: [secretary@pointers-school.co.uk](mailto:secretary@pointers-school.co.uk) and [earlyyears@pointers-school.co.uk](mailto:earlyyears@pointers-school.co.uk)**

**The Proprietor for Safeguarding and Prevent Duties who is the Headmaster**

**Mr Robert Higgins Telephone: 0208 293 1331**

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*

## APPENDIX 8 - A CHILD PROTECTION GUIDE—CUE CARD

### A Child Protection Guide - A Cue Card

**We are committed to safeguard and promoting the welfare of all at our school.**

**A code of good practice for staff and volunteers designed for you to keep with you – Carry it.**

**A Code of Practice is intended to provide a readily accessible reference promoting the principle of our Child Protection Policy.**

#### **What happens if:**

##### **You suspect a child is being abused or neglected:**

1. Immediately inform the Designated Safeguarding Lead (DSL).
2. Record and date any facts which are relevant to your concern and pass these onto the DSL.
3. Do not investigate the issue yourself.

##### **A child discloses to you abuse by someone else**

1. Allow the child to speak without interruptions, accepting what is said and without investigating further or asking leading questions.
2. Reassure the child that 'it is not their fault' and that they were right to tell you.
3. Record in the child's own words details of the disclosure and refer this immediately to the DSL. Do not investigate the issue yourself.

##### **You receive an allegation about a member of staff or yourself**

1. Immediately inform the DSL of the allegation.

**Do treat** everyone with respect

**Do provide** an example of behaviour you wish others to follow

**Do plan** activities, which involve more than one other person being present, or at least which are within sight or hearing of others

**Do respect** a young person's right to personal privacy

**Do provide** access for young people to talk to others about any concerns they may have.

**Do recognise**, and allow for, the special needs of young people with disabilities and learning difficulties

**Do encourage** young people with disabilities and learning difficulties

**Do encourage** children and adults to point out attitudes and behaviour that they do not like

**Do avoid** inappropriate physical or verbal contact with young people

**Do remember** that someone else might misinterpret your actions

**Do respect** the cultural, religious and ethnic backgrounds of others

**Do recognise** that caution is required even in sensitive moments of counselling

**Do avoid** situations that compromise your relationship with young people

**Do NOT** permit abusive peer activities (e.g. bullying racism or others)

**Do NOT** judge or jump to conclusions about others

**Do NOT** show favouritism to any individual

**Do NOT** be drawn into attention seeking behaviour, such as crushes/tantrums

**Do NOT** make inappropriate remarks or gestures

**Do NOT** rely on good reputation

**Do NOT** believe 'it could never happen to me'

**Do NOT** interview or meet with children in private or outside of school

**Do NOT** let concerns or allegations of abuse go unrecorded

**Do NOT** play physical contact games with young people

*The Pointer School is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. It is our aim that all pupils fulfil their potential.*