



Groby Community College

Achieving Excellence Together

SAFEGUARDING / CHILD PROTECTION POLICY AND PROCEDURES 2014 - 2015

(Using LA model : May 2014 version)

Reviewed: **Annually**
Agreed: **June 2014 – Student Wellbeing Committee**
Next review: **Student Wellbeing Committee April 2015**

Signed:..... (Chair of Student Wellbeing Committee)

Date:

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Named staff and contacts

- Designated Safeguarding Lead: Viv Evans, Assistant Principal
- Deputy Designated Safeguarding Lead + children in care: Sue Varnam, SENCO
- Nominated Safeguarding Governor: Catherine Cox
- Safeguarding and Improvement unit contacts:

Safeguarding and Improvement Unit Service Manager

Victor Cook 0116 305 7409

Allegations Managers

Mark Goddard, Karen Browne 0116 305 7597

Safeguarding Development Officers:

Inga Windley 0116 305 7317

Simon Genders 0116 305 7750

First Response Children's Duty (Priority 1 referrals)

Telephone 0116 3050005
Fax 0116 3050011
Email childrensduty@leics.gov.uk
Address First Response Children's Duty
Eastern Annex
County Hall
Championship Way
Glenfield
LE3 8ST

All other referrals

<https://forms.leics.gov.uk/AF3/an/default.aspx/RenderForm/?F.Name=r1c2j94jcs3>

First Response Professionals Advice Line

07966 111058

Early Help – Request for Services

<https://forms.leics.gov.uk/af3/an/default.aspx/RenderForm/?F.Name=juxtye735da>

Family Information Service 0116 3056545 email family@leics.gov.uk

Contact to learn outcome of referrals 0116 3050005

1 Introduction

1.1 Groby Community College fully recognises the contribution it can make to protect children and support students in college. The aim of the policy is to safeguard and promote our students' welfare, safety and health by fostering an honest, open, caring and supportive climate. The students' welfare is of paramount importance.

1.2 This policy is consistent with:

- the legal duty to safeguard and promote the welfare of children, as described in section 175 of the Education Act 2002 [or section 157 of the Education Act 2002 for independent schools and academies] and the Statutory guidance '*Keeping children safe in education – Statutory guidance for schools and college*' April 2014
- the Leicestershire and Rutland Local Safeguarding Children Board (LSCB) Procedures, which contain procedures and guidance for safeguarding children;

1.3 There are four main elements to our Child Protection Policy:

- **Prevention** (e.g. positive college atmosphere, teaching and pastoral support to students, safer recruitment procedures);
- **Protection** (by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Child Protection concerns);
- **Support** (to students and staff who may have been abused);
- **Working with parents** (to ensure appropriate communications and actions are undertaken).

1.4 This policy applies to all staff, governors and visitors to the college. We recognise that child protection is the responsibility of all staff. We will ensure that all parents and other working partners are aware of our child protection policy by mentioning it in our college prospectus, displaying appropriate information in our newsletters and website and by raising awareness at meetings with parents.

1.5 **Extended college activities**

Where the Governing Body provides services or activities directly under the supervision or management of college staff, the college's arrangements for child protection will apply. Where services or activities are provided separately by another body, the Governing Body will seek assurance in writing that the body concerned has appropriate policies and procedures in place to safeguard and protect children and there are arrangements to liaise with the college on these matters where appropriate.

2 Safeguarding Commitment

2.1 The college adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff encourage children and parents to feel free to talk about any concerns and to see college as a safe place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from members of staff.

2.2 Our college will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to;
- Ensure that children know that there are adults in the college whom they can approach if they are worried or are in difficulty;
- Include in the curriculum activities and opportunities for Life Skills which equip children with the skills they need to stay safe from abuse, and to know to whom they can turn for help;
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies;
- Operate safer recruitment procedures and make sure that all appropriate checks are carried out on new staff and volunteers who will work with children, including references and Criminal Record checks.

2.3 Safeguarding in the Curriculum

The following areas are among those addressed in Life Skills and in the wider curriculum

Bullying/Cyberbullying

Drugs, alcohol and substance abuse

E Safety / Internet safety

Stranger danger

Domestic violence / Relationships

Diversity issues e.g. forced marriage, Female Genital Mutilation (FGM), Honour Based Violence (HBV)

Sexual exploitation of children (CSE)

Extremism

3 Roles and Responsibilities

3.1 General

All adults working with or on behalf of children have a responsibility to safeguard and promote their welfare. This includes a responsibility to be alert to possible abuse and

to record and report concerns to staff identified with child protection responsibilities within the college.

The names of the Designated Safeguarding Leads for the current year are listed at the start of this document.

3.2 **Governing Body**

In accordance with the Statutory Guidance 'Keeping children safe in education' April 2014, the Governing Body will ensure that:-

- The college has a child protection/safeguarding policy, procedures and training in place which are effective and comply with the law at all times. The policy is made available publicly.
- The college operates safer recruitment practices, including appropriate use of references and checks on new staff and volunteers. Furthermore, the Principal, a nominated Governor and other staff involved in the recruitment process have undertaken Safer Recruitment Training.
- There are procedures for dealing with allegations of abuse against members of staff and volunteers.
- There is a senior member of the college's leadership team who is designated to take lead responsibility for dealing with child protection (the "Designated Safeguarding Lead"), and there is always cover for this role.
- The Designated Safeguarding Lead undertakes Local Authority training (in addition to basic child protection training) and this is refreshed every two years.
- The Principal, and all other staff and volunteers who work with children, undertake appropriate training which is regularly updated by refresher training at least every three years in compliance with the LSCB protocol; and that new staff and volunteers who work with children are made aware of the college's arrangements for child protection and their responsibilities. The Local Authority leaflets, "Safer working Practice for Staff in Education Settings" and "Education Child Protection" will be used as part of this induction.
- Any deficiencies or weaknesses brought to the attention of the Governing Body will be rectified without delay.
- Chair of Governors (or, in the absence of a Chair, the Vice Chair) deals with any allegations of abuse made against the Principal, in liaison with the Local Authority Allegations Manager.
- Effectolicies and procedures are in place and updated annually, including a behaviour 'code of conduct' for staff and volunteers. Information is provided to the Local Authority, on behalf of the LSCB, through the Annual Safeguarding Return.

- There is an individual member of the Governing Body who will champion issues to do with safeguarding children and child protection within the college, liaise with the Designated Senior Person for Child Protection, and provide information and reports to the Governing Body.
- The college contributes to inter-agency working in line with Statutory Guidance *'Working Together to Safeguard Children' 2013*, including providing a co-ordinated offer of early help for children who require this. Safeguarding arrangements take into account the procedures and practice of the

3.3 **Principal**

The Principal of the college will ensure that:

- The policies and procedures adopted by the Governing Body are fully implemented, and followed by all staff;
- Sufficient resources and time are allocated to enable the Designated Safeguarding Lead and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children;
- Allegations of abuse or concerns that a member of staff or adult working at college may pose a risk of harm to a child or young person are notified to the Local Authority Allegations manager
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner.
- All staff are made aware that they have an individual responsibility to pass on safeguarding concerns and that if all else fails to report these directly to Children's Social Care Services or the Police.

3.4 **Designated Safeguarding lead**

The responsibilities of the Designated Safeguarding Lead are found in Annex B of *'Keeping children safe in education' April 2014*

- Provision of information to the LSCB/Local Authority on safeguarding and child protection
- Liaison with the Governing Body and the Local Authority on any deficiencies brought to attention of the Governing Body and how these should be rectified without delay.

- Referral of cases of suspected abuse to Specialist Services First Response Children's Duty and/or Police when a crime may have been committed.
- Act as a source of support, advice and expertise within the college
- To attend and contribute to child protection conferences when required
- Ensure each member of staff has access to and understands the college's child protection policy especially new or part-time staff who may work with different educational establishments;
- Ensure all staff have induction training covering child protection and are able to recognise and report any concerns immediately they arise and to give the 8 page introduction to *'Keeping children safe in education' April 2014* to all staff
- Keep detailed, accurate and secure written records of concerns and referrals;
- Obtain access to resources and training for all staff and attend refresher training every two years.
- Where children leave the college, ensure their child protection file is handed to the Designated Senior Person and signed for in the new school/college as soon as possible.
- Maintain and monitor child protection records, including monitoring and acting upon individual concerns, patterns of concerns or complaints, in accordance with section on "Records and Monitoring" below.

4 Records, Monitoring and Transfer

- 4.1 Well-kept records are essential to good child protection practice. All staff are clear about the need to record and report concerns about a child or children within the college. The Designated Safeguarding Lead is responsible for such records and for deciding at what point these records should be passed over to other agencies.
- 4.2 Records relating to actual or alleged abuse or neglect are stored apart from normal student or staff records. Normal records sometimes have markers to show that there is sensitive material stored elsewhere. This is to protect individuals from accidental access to sensitive material by those who do not need to know.
- 4.3 Child protection records are stored securely, with access confined to specific staff, eg the Designated Senior Person for Child Protection, the Principal.
- 4.4 Child protection records are reviewed regularly to check whether any action or updating is needed. This includes monitoring patterns of complaints or concerns about any individuals and ensuring these are acted upon.

- 4.5 When children transfer school their safeguarding records are also transferred. Safeguarding records will be transferred separately from other records and best practice is to pass these directly to a Designated Safeguarding Lead in the receiving school (or 6th form/FE college) with any necessary discussion or explanation and to obtain a signed and dated record of the transfer. In the event of a child moving out of area and a physical handover not being possible then the most secure method should be found to send the confidential records to a named Designated Safeguarding Lead and a photocopy kept. Files requested by other agencies e.g. Police should be copied.

5 Support to students and college staff

5.1 Support to students

Our college recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and view the world in a positive way. For such children college may be one of the few stable, secure and predictable components of their lives. Other children may be vulnerable because, for instance, they have a disability, are in care, or are experiencing some form of neglect. We will seek to provide such children with the necessary support and to build their self-esteem and confidence

- 5.2 This college recognises that children sometimes display abusive behaviour and that such incidents must be referred on for appropriate support and intervention.

- 5.3 Complaints or concerns raised by students will be taken seriously and followed up in accordance with the college's complaints process.

5.4 Support for Staff

As part of their duty to safeguard and promote the welfare of children and young people staff may hear information, either from the child/young person as part of a disclosure or from another adult that will be upsetting. Where a member of staff is distressed as a result of dealing with a child protection concern, he/she should in the first instance speak to the Designated Senior Person for Child Protection about the support he/she requires. The Designated Senior Person for Child Protection should seek to arrange the necessary support.

6 Working with parents/carers

The college will:

- Ensure that parents/carers have an understanding of the responsibility placed on the college and staff for child protection by setting out its obligations in the college prospectus.
- Undertake appropriate discussion with parents/carers prior to involvement of CYPS Specialist Services (Children's Social Care) or another agency, unless to do so would place the child at risk of harm or compromise an investigation

7 Other Relevant Policies

7.1 The Governing Body's statutory responsibility for safeguarding the welfare of children goes beyond simply child protection. The duty is to ensure that safeguarding permeates all activity and functions. This policy therefore complements and supports a range of other policies, for instance:

- Equal Opportunities
- Intimate care
- Behaviour Management
- Alternative Provision
- E-safety
- Anti-Bullying (including Cyberbullying)
- Physical Interventions/Restraint (DfE Guidances "Use of Reasonable Force" and "Screening, searching and confiscation")
- Special Educational Needs
- First aid and the administration of medicines
- Health and Safety
- Sex and Relationships Education
- Site Security

The above list is not exhaustive but when undertaking development or planning of any kind the college needs to consider the implications for safeguarding and promoting the welfare of children.

8 Recruitment and Selection of Staff

8.1 The college's safer recruitment processes are based on the Statutory Guidance *'Keeping children safe in education' April 2014*. The college will provide all the relevant information in references for a member of staff about whom there have been concerns about child protection / inappropriate conduct. Cases in which an allegation has been proven to be unsubstantiated, unfounded, false or malicious will not be included in employer references. A history of repeated concerns or allegations which have all been found to be unsubstantiated, malicious etc. will also not be included in a reference.

8.2 The college has an open safeguarding ethos regularly addressing safeguarding responsibilities during staff meetings and fostering an ongoing culture of vigilance. All new staff and volunteers receive a safeguarding induction and are briefed on the code of conduct for adults working with children. The Leicestershire County Council leaflets "Education Child Protection" and "Safer Working in Education Settings" are given to all staff and are the basis for the safeguarding induction.

8.3 On every interview panel for college staff at least one member (teacher/manager or governor) will have undertaken safer recruitment training either online on the DfE website or by attending the local authority one day training course.

APPENDIX 1

PROCEDURE TO FOLLOW IN CASES OF POSSIBLE, ALLEGED OR SUSPECTED ABUSE, OR SERIOUS CAUSE FOR CONCERN ABOUT A CHILD

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A. General

- 1) The Local Safeguarding Children Board Procedures contain the inter-agency processes, protocols and expectations for safeguarding children. (Available on LSCB website www.lrlscb.org: The Designated Senior Person (DSP) for Child Protection is expected to be familiar with these, particularly referral processes.
- 2) It is important that all parties act swiftly and avoid delays.
- 3) Any person may seek advice and guidance from the First Response Children’s Duty Team Managers, particularly if there is doubt about how to proceed (see contacts at the start of this policy document). Any adult, whatever their role, can take action in his/her own right to ensure that an allegation or concern is investigated and can report to the investigating agencies.
- 4) Written records, dated and signed, must be made to what has been alleged, noticed and reported, and kept securely and confidentially.
- 5) In many cases of concern there will be an expectation that there have already been positive steps taken to work with parents and relevant parties to help alleviate the concerns and effect an improvement for the child. This is appropriate where it is thought a child may be in need in some way, and require assessment to see whether additional support and services are required. An example might be where it is suspected a child may be the subject of neglect. In most cases the parents’ knowledge and consent to the referral are expected, unless there is reason for this not being in the child’s interest. However, there will be circumstances when informing the parent/carer of a referral that might put the child at risk, and in individual cases advice from the team managers (see page 3) will need to be taken.

B. Individual Staff/Volunteers/Other Adults – main procedural steps

- 1) When a child makes a disclosure, or when concerns are received from other sources, do not investigate, ask leading questions, examine children, or promise confidentiality. Children making disclosures should be reassured and if possible at this stage should be informed what action will be taken next.

- 2) As soon as possible write a dated, timed and signed note of what has been disclosed or noticed, said or done and report to the Designated Safeguarding Lead in the college.
- 3) If the concern involves the conduct of a member of staff or volunteer, a visitor, a governor, a trainee or another young person or child, the Principal must be informed.
- 4) If the allegation is about the Principal, the information should normally be passed to the Chair of Governors or the Local Authority Allegations Manager (LADO)
- 5) If this has not already been done, inform the child (or other party who has raised the concern) what action you have taken.

C. Designated Safeguarding Lead – main procedural steps

- 1) Begin a case file which will hold a record of communications and actions to be stored securely (see Section on Records and Monitoring).
- 2) Where initial enquiries do not justify a referral to the investigating agencies inform the initiating adult and monitor the situation. If in doubt, seek advice from First Response professionals advice line
- 3) Share information confidentially with those who need to know.
- 4) Where there is a child protection concern requiring immediate, same day, intervention from Children’s Social Care (Priority 1), the First Response Children’s Duty should be contacted by phone. Written confirmation should be made within 24 hours on the LSCB Agency Referral Form to Children’s Social Care (see link <https://forms.leics.gov.uk/AF3/an/default.aspx/RenderForm/?F.Name=r1c2j94jcs3>). All other referrals should be made using the online form. The First Response Children’s Duty Managers are available for advice on the numbers given in the contact details on page 3 of this document.
- 5) If the concern is about children using sexually abusive behaviour, refer to the separate guidance.
- 6) If it appears that urgent medical attention is required arrange for the child to be taken to hospital (normally this means calling an ambulance) accompanied by a member of staff who must inform medical staff that non-accidental injury is suspected. Parents must be informed that the child has been taken to hospital.
- 7) Exceptional circumstances: If it is feared that the child might be at immediate risk on leaving college, take advice from First Response Children’s Duty managers (for instance about difficulties if the school day has ended, or on whether to contact the police). Remain with the child until the Social Worker takes responsibility. If in these circumstances a parent arrives to collect the child, the member of staff has no right to withhold the child. If there are clear signs of physical risk or threat, First Response Children’s Duty should be updated and the Police should be contacted immediately.

APPENDIX 2

PROCESS FOR DEALING WITH ALLEGATIONS AGAINST STAFF (INCLUDING HEADTEACHERS) AND VOLUNTEERS (References to staff in this process include staff in schools, central services and volunteers).

These procedures should be followed in all cases in which there is an allegation or suspicion that a person working with children has

- 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 he or she would pose a risk of harm if they work regularly or closely with children

Relevant documents:

- DFE *'Keeping children safe in education Statutory Guidance for schools and colleges' April 2014 (part 4)*

1) Individual Staff/Volunteers/Other Adults who receive the allegation:

- i. Write a dated and timed note of what has been disclosed or noticed, said or done.
- ii. Report immediately to the Principal.
- iii. Pass on the written record.
- iv. If the allegation concerns the conduct of the Principal, report immediately to the Chair of Governors. Pass on the written record. (If there is difficulty reporting to the Chair of Governors, contact the Allegations Manager, Safeguarding and Improvement Unit as soon as possible.)

2) Principal

- i. If there is no written record, write a dated and timed note of what has been disclosed or noticed, said or done.
- ii. Before taking further action notify and seek advice from the Allegations Manager, Safeguarding and Improvement Unit on the same day.
- iii. You may be asked to clarify details or the circumstances of the allegation, but this must not amount to an investigation.
- iv. Report to First Response Children's Duty if the Allegations Manager, Safeguarding unit so advises or if circumstances require a referral
- v. Ongoing involvement in cases:

- Liaison with the Allegations Manager, Safeguarding unit.
- Co-operation with the investigating agency's enquiries as appropriate.
- Consideration of employment issues and possible disciplinary action where the investigating agencies take no further action.

3) **Chair of Governors (only relevant in the case of an allegation against the Principal)**

- i. If there is no written record, write a dated and timed note of what has been disclosed or noticed, said or done.
- ii. Notify the Allegations Manager, Safeguarding and Improvement Unit on the same day.
- iii. You may be asked to clarify details or the circumstances of the allegation, but this must not amount to an investigation.
- iv. Report to First Response Children's Duty if the Allegations Manager, Safeguarding unit so advises, or if circumstances require a referral
- v.
 - Liaison with the Allegations Manager
 - Co-operation with the investigating agency's enquiries as appropriate.
 - Consideration of employment issues and possible disciplinary action where the investigating agencies take no further action.