


<p>Shirley Warren Primary and Nursery School Policy and Procedure Statement</p>	<p>Effective Date:</p>	<p>April 2024</p>
<p>SAFEGUARDING POLICY AND PROCEDURE (adopted from Southampton City Council model policy)</p>	<p>Revision Date:</p>	<p>As directed by SCC</p>
	<p>Page No:</p>	<p>0 of 99</p>
	<p>To be seen by the FGB on 14th May 2024 Signed  (Chair of Governors)</p>	<p>NB: the WGB have voted to adopt all SCC policies</p>
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Key documentation used to develop this guidance include:

Keeping Children Safe in Education (September 2023) [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/keeping-children-safe-in-education-2023.pdf) (Page 156 for additional support and toolkits for specific aspects of safeguarding)

Working together to safeguard Children 2023 [Working together to safeguard children - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/working-together-to-secure-childrens-future-2023.pdf)

[Working together to improve school attendance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/working-together-to-improve-school-attendance-2023.pdf) (updated 5 September 2023)

What to do if you are Worried a Child is Being Abused - Advice for Practitioners, Departmental advice [Stat guidance template \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/what-to-do-if-you-are-worried-a-child-is-being-abused-advice-for-practitioners-2023.pdf)

Staffing and Employment advice for schools (February 2017)
[Staffing and employment: advice for schools - GOV.UK](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/staffing-and-employment-advice-for-schools-2021.pdf) last updated October 2021

[PREVENT Duty guidance Prevent duty guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/prevent-duty-guidance-2023.pdf) updated 31 December 2023 CP 903 – [CONTEST: The United Kingdom’s Strategy for Countering Terrorism 2023 – July 2023 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/contest-strategy-2023.pdf)

[Review of sexual abuse in schools and colleges - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/review-of-sexual-abuse-in-schools-and-colleges-2021.pdf), June 2021

[Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people-2021.pdf)

[Meeting digital and technology standards in schools and colleges - Filtering and monitoring standards for schools and colleges - Guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/meeting-digital-and-technology-standards-in-schools-and-colleges-filtering-and-monitoring-standards-for-schools-and-colleges-guidance-2021.pdf)

[After-school clubs, community activities and tuition: safeguarding guidance for providers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115222/after-school-clubs-community-activities-and-tuition-safeguarding-guidance-for-providers-2021.pdf)

The Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) safeguarding children partnership and the Southampton Safeguarding children partnership HIPS safeguarding partnerships website - procedures can be found in the link below:

[Welcome | Hampshire, Isle of Wight, Portsmouth and Southampton](https://www.hips.gov.uk/)

In addition to the above, other documents are present throughout the guidance or linked for relevant reading when developing policy for specific aspects of safeguarding. Additional information should be sought from KCSIe 2023, above documentation, or statutory guidance published after this publication where needed.

Additional sections for relevant safeguarding issues specific to our school or organisation or our own procedures will need to be added by the school and its governing body or equivalent taking into account the

guidance and statutory responsibilities set out in the above named documents and any additional documentation that is or becomes available during the year the policy is in place.

Addendum to the policy will be made, approved by governors and shared with staff (including training if required), and pupils where appropriate, during any exceptional periods of readjustment for education settings for example, for unforeseen situations where processes may need to be different to remain in place, effective or for safety.

Leaders, including governors, should ensure that expectations for staff are clear around the use of school issued IT as well as restrictions of use of personal devices such as laptops, tablets and mobile phones. They should also ensure that all adults know how to raise concerns regarding children (U18), and also raise concerns about conduct of adults, even if low level or indicating greater harm working with children through school processes and whistleblowing policy and processes.

Training providers for Under 18s have also had to take account of KCSiE from September 2021 and continue to be required to do so.

KCSiE 2023 sets out the expectation **that Voluntary, charity, social enterprise (VCSE) and private sector organisations and agencies** play an important role in safeguarding children through the services they deliver.

This can include registered or unregistered Alternative Provision (AP) to provide time-limited, regularly reviewed provision for small numbers of individuals for whom alternative provision support is required for specific reasons. These can be due to special educational needs, bereavement, adjustments to manage behaviour in certain circumstances, or to build and engage in regular education that is appropriate to need. This may be alongside a reduced in-school timetable to enable full-time provision for a young person. SCC expect AP providers to train their staff to meet the requirements of KCSiE as set out for schools and colleges. Where your school/setting is using any such providers the school should be assured of:

- the safeguarding policy and processes their staff work under
- training records and recruitment checks carried out and their outcomes
- assess the suitability of the provision on offer
- monitor progress and plan with relevant stakeholder timeframes, and next steps.

Agreements should be set in the planning stage, regularly reviewed and understood by all parties as to how any welfare /harm concerns will be reported and actions adults are expected to take in the setting, or when working under the settings arrangements.

In much research, and practice review work it is widely accepted that there are children who will be more likely to be more vulnerable than others, especially to CSAFE, and Exploitation. Children who may be more vulnerable than others would include children with SEND, Looked After or Previously Looked After, LGBTQ+ children, those with mental health issues, or with parents with mental health, alcohol, drug or domestic abuse experience. This list is not exhaustive. KCSiE 2023 outlines information with regards to all of these groups and should be read by all DSLs and staff with key contact as well as included in CPD for all adults working in the setting.

Purpose

KCSiE 2023 [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk) indicates that a child protection policy is reviewed at least annually, this needs to ensure it fully relates to other relevant policies such as a wider safeguarding policy; this guidance supports both and recommends both should be reviewed annually, together.

There will be linked/overlapping processes and procedures with other policies, where possible this guidance has drawn these together indicating links that different staff with differing responsibilities may need to draw upon when developing policy and process, for example, behaviour policy.

SCC reminds all settings that Safeguarding is everyone's business. This means adults in education settings and working with U18s, in positions of trust, need to be well-trained and aware of risks, signs and possible or actual harm, and know what to do if they are concerned or have a disclosure made to them or overheard. They should also be trained on how to report adults behaving in a manner that does not meet the standards of the profession within their own settings and also through whistleblowing processes. All adults working with children should be pro-active in raising or logging concerns. It not only includes issues that adults in school have been aware of previously but also of wider safeguarding and local context that could raise risks of harm- this includes how to manage online concerns that may begin outside of school, or patterns of absence that are present, change, prolonged or unusual for that child. There is a need for all settings to have clarity around expectations and conduct for all adults working with young people in or off site. **These include:**

1. Additional update for safeguarding policy or processes or training (in part or whole) within the annual training schedule is recommended following any self-evaluation and analysis of any incident where there is learning, in school, locally or nationally. Links to practice learning and training is included in the SSCP section of the SCC regular safeguarding updates.
2. The Child Protection policy for the setting must follow guidance and includes how to manage any reported Child on Child (previously Peer on Peer) abuse and child exploitation in line with KCSiE 2023. The local child-on-child toolkit provides resources to support [Child-on-Child \(Peer-on-Peer\) abuse toolkit \(southampton.gov.uk\)](https://www.southampton.gov.uk) and staff should be made aware of this toolkits resources and consider their use.
3. The information in this guidance has been produced from learning from safeguarding issues and practice reviews, HIPS processes, KCSiE 2023, Working Together (2023) guidance. You will need to be familiar with the Working Together 2023 document, [Working together to improve school attendance \(September 2023 update \) Working together to improve school attendance - GOV.UK \(www.gov.uk\)](https://www.gov.uk) to reflect your own school practice and processes in addition to Keeping Children Safe in Education 2023.
4. Links to national and local guidance are included, taken from KCSiE 2023, or other websites are correct as of the date of writing.

All staff must read and indicate they understand at least [Part 1 KCSiE 2023](#) in addition to the schools Child Protection Policy. All DSL's are to read the KCSiE 2023 full document. All staff will have the opportunity to discuss Child on Child Abuse. All staff sign to say that they have been trained and understand their responsibilities.

All visitors to Shirley Warren Primary School are provided with guidance, when signing in, on what to their safeguarding responsibilities are. There are visuals of DSL's around the school and visitors are asked to report any concerns to a DSL.

At Shirley Warren we ensure that all staff are aware of the additional vulnerabilities that may exist for children who are looked after, those with SEN or a disability as well as those on a child protection or child in need plan or any child who has been subject to one and still vulnerable.

Children who have had trauma previously, or who may have concerns raised linked to a risk from outside the home (ROTH) rather than a person should also be considered as additionally vulnerable and may need any concerns raised considered in their own individual context, this may require discussion between DSLs from different schools, advice sought from CRS/ other professionals depending on context. Decision making as to the need to consult should be recorded in addition to any outcomes.

At Shirley Warren we also ensure DSLs contact other education settings where families are shared to request a "safeguarding discussion" with the DSL counterpart if needed to e.g. ascertain safeguarding information or agree shared actions or concerns, where public task under GDPR is met. This is to build awareness of the family and any concerns in order that children and young people's well-being is **pro-actively protected** and they are safeguarded. Locally this can also be undertaken with GP's where there is a clear safeguarding concern present. This is not a process where urgent referrals are required where a child is at immediate risk but when a DSL has concerns and needs to have clarity over those concerns in context and if they are for single children or across a family, Advice from CRS should be sought if a DSL is unsure if a safeguarding concern exists, a professionals meeting may be recommended.

Where there are concerns that are below the threshold for statutory intervention these should not be ignored. At Shirley Warren, the staff remain proactive to intervene early to find and refer for early support for an individual or family. This may be by using an Early Help Assessment, Voluntary or charity sector, Family hubs or other support providers relevant to need, some may not need referral to those services, or they could be signposted. This initial support may lead to consultation for advice or referral to CRS and it is recommended this indicates the level from the threshold document the support is requested for, as well as detail around support provided/ offered and any impact or barriers known.

Scope

The policy relates to all staff, volunteers and governors of Shirley Warren Primary & Nursery School, and provides them with the framework they need in order to keep children safe and secure in our school and to inform parents and guardians how we will safeguard their children whilst they are in our care. Processes outlined for our setting will be communicated to visitors and it will also enable visitors to our setting to act in a manner expected of our employees or volunteers when working with our children.

All adults should be aware that it is rare for incidents to be standalone events and they often overlap across "labels". Where exploitation or neglect are evident or extra-familial harms there will be multiple harms to which children and young people are vulnerable, often including on-line issues.

Where stated "children" means all children up to the age of 18. For schools and colleges with students over the age of 18 a policy and processes for working with adults social care and relevant agencies when needed should be in place.

Terms used within the guidance

- **Should** and **Must** are used throughout KCSiE 2023 - must is used when a person is legally required to do something, should is used where advice set out should be followed unless there is a good reason not to (KCSiE 2023)
- **Safeguarding** is defined in KCSiE 2023 as "CRS indicating the level the support is requested at, through protecting children from maltreatment; preventing impairment of children's mental and physical 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". Our safeguarding practice applies to every child. In Working Together 2023 it is clearly stated that the statutory document should be followed unless there are exceptional reasons to not

do so. Both statutory documents apply to young people up to the age of 18.

- **Staff** applies to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity. This also includes parents and governors. Consideration must also be given to any other organisation that regularly uses the site when pupils are present but whom are employed by others or commissioned to work with pupils from the school, or who access sessions on site that may or may not be shared with the school so there are clear responsibilities and expectations set out from the planning stage.
- **Child** refers to all young people who have not yet reached their 18th birthday. On the whole, this will apply to pupils of our school; however the policy will extend to visiting children and students from other establishments.
- **Parent** refers to birth parents and other adults in a parenting role for example adoptive parents, guardians, step parents and foster carers.
- **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. They may be abused by an adult or adults or by another child or children.
- **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.
- **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 they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.
- **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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education
- **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. Neglect may occur during pregnancy, for example, 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. It may also be educational neglect that Southampton City Council recognises can be parental, pupil, professional or organisational. This description is set out in Annex 5

- **The Trigger Trio:** The term 'Trigger Trio' has been used to describe the issues of domestic violence, mental ill-health and substance misuse which have been identified as common features of families where harm to women and children has occurred. They are viewed as indicators of increased risk of harm to children and young people. In a review of Serious Cases Reviews undertaken by Ofsted in 2011, they found that in nearly 75% of these cases two or more of the issues were present.
- So called Honor based abuse includes Harmful Practice or Harmful Cultural Practices including issues such as FGM, forced marriage as set out in KCSiE 2022.
- Child protection is used to describe where concerns or indicators require referral to Children's services or police for Section 17 or 47 assessments to be considered to protect a child from harm. Or where a Child protection plan or child in need plan is already in place.

Policy statement guidance

This guidance should be read in conjunction with KCSiE 2023, Working Together 2023, Working Together to improve school attendance May 2022 (update August 2023); the school's Child Protection policy SCC policy for retention and transfer of child protection and child welfare records, September 2023 other policies including Staff Code of Conduct.

Safeguarding is taken to mean "protecting children from maltreatment; preventing impairment of children's mental and physical 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". Our safeguarding practice applies to every child. In Working Together 2018 (and update) it is clearly stated that the statutory document should be followed unless there are exceptional reasons to not do so. Both statutory documents apply to young people up to the age of 18.

All agencies working with children, young people and their families take all reasonable measures to ensure that the risk of harm to children's welfare are minimised and "where there are concerns about children and young people's welfare, all agencies take all appropriate actions to address those concerns, working to agreed local policies and procedures in full partnership with other agencies". This applies to all young people up to the age of 18. This could mean requiring a "safeguarding discussion" between DSL's from different schools, where they share families. It is everyone's responsibility to ensure the welfare of children and young people, including all staff knowing how to refer to CRS and how to contact Family Hubs for support.

Our school aims are to:

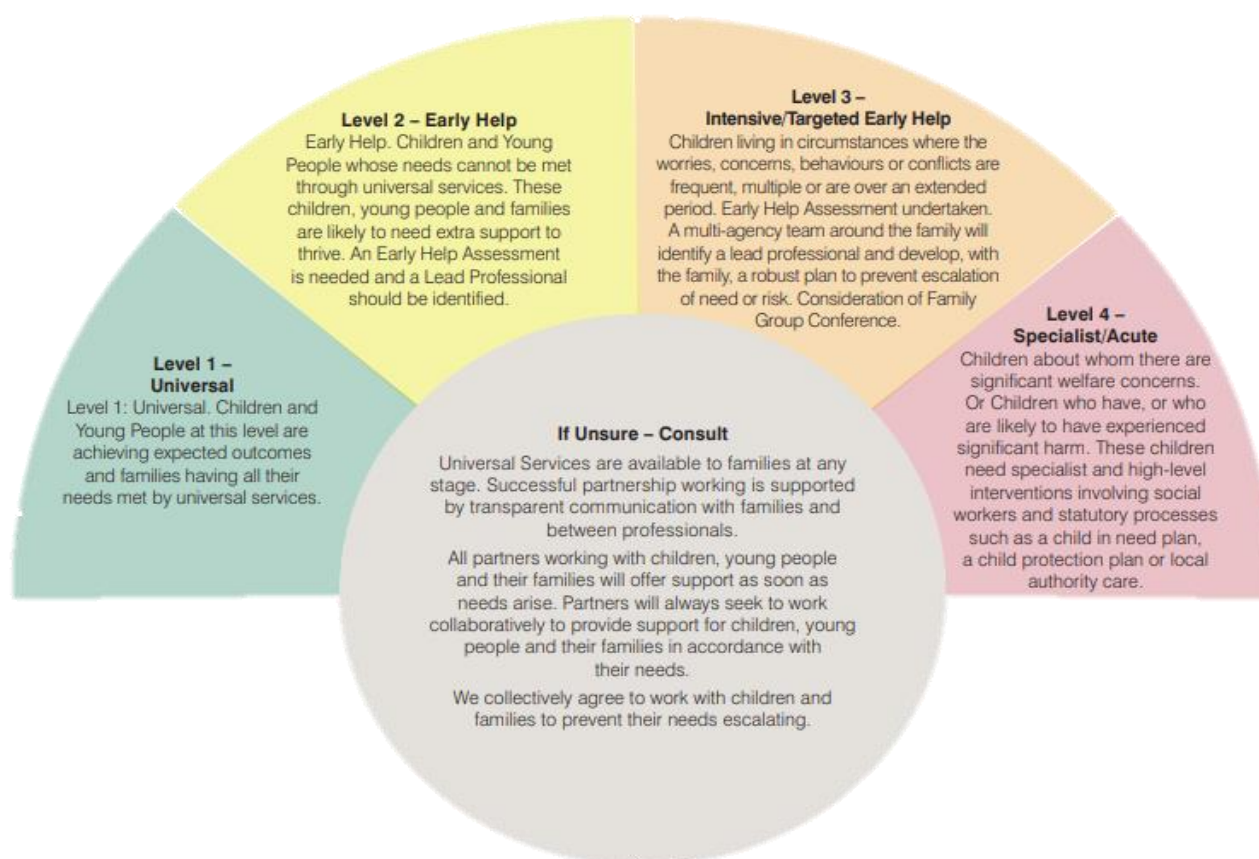
- a. To provide an environment in which all adults recognise that safeguarding and ensuring children and young people's welfare is everyone's responsibility. It is not solely the responsibility of Designated Safeguarding Leads (DSLs).
- b. To ensure that all children and young people in school will feel safe, secure, valued and respected, free from harassment and prejudicial language or behaviours and feel confident to approach adults if they are in difficulties and that adults will, at all times, consider what is in the best interests of the child.

- c. To work within the restorative practice and trauma informed models of behaviour and communication processes, recognising that childhood trauma can manifest as disruptive or challenging behaviour.
- d. To provide an effective PSHE curriculum that encompasses age and developmentally appropriate content enabling pupils to build skills and confidence to help them to manage the challenges of growing up in today's society including knowing how to keep themselves and others safe and where to get help from if they, or others need it.
- e. To ensure that the School fully complies with the statutory guidance September 2021 for relationships, sexual relations, health and well-being and that pupil voice is taken into account in planning for this. (<https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>)
- f. To raise the awareness of all leaders, teaching and non-teaching staff, volunteers and visitors of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- g. To develop structured procedures within the school that will be followed by all members of the school community in cases of suspected abuse/ concerns for well-being/ need to safeguard young people.
- h. To ensure that all concerns, however small are recorded so as to establish the wider picture for a child and ensure that sufficient oversight by the DSLs enables a context to be known and therefore support the identification of for example, neglect, risks, exploitation including patterns of behaviours.
- i. To ensure that concerns or allegations made against children or adults are managed appropriately including reporting to the police or LADO where appropriate.
- j. To provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure the school, contributes to assessments of need and support plans for those children through timely Early Help referral, contact and working with multi-agency partners and children's social care team and other safeguarding partners.
- k. To provide attendance by a nominated member of staff or a report with up to date information at multi-agency meetings for all children at their school, and for the DSL to liaise with any future school DSL with any information that is required to plan for an effective transition for the child/ family.
- l. To work proactively with others where absence from school or challenges in engagement may mean that specific work is undertaken with the child or parents to ensure education provision is in place and can be accessed to support the child developmentally and effectively prepare the child for their next phase of education.
- m. To work proactively together with partners such as other education settings where there are siblings, or GP surgeries to ensure that where there are concerns they are shared through a "safeguarding discussion" and addressed swiftly, with a strong base of information ensuring that the best interests of a child/ the children are placed at the centre of referrals for example to Early Help/ MASH/ support providers.
- n. To refer to early help services so children, and their wider families can be supported by professionals, intervening as early as possible before referral to children's social care services is required.
- o. Ensure that all adults within our school who have access to children have been checked and this is recorded as to their suitability. That appropriate supervision is given to visitors and adults on-site and on trips, key information or training for visiting staff and adults who may lead for example sports clubs / out of hours activities at or for the school. This includes appropriate raising of awareness for out of hours community users of our facilities and checks and training for governors in line with national guidance and school policy.
- p. Have information available for all hirers to ensure the setting must not be used for the promotion of extremism or radicalisation, including the handing out of materials or speakers.

- q. Ensure that appropriate safeguarding arrangements are in place for children learning remotely, on work placements or alternative provision offsite, or in flexi-school arrangements.
- r. Transfer of child protection, welfare concerns and learning records that provide support for pupil development when pupils move on from their current setting should be carried out in accordance with the SCC policy of retention and transfer of records January 22 and updates.
- s. To provide a safe environment within which children can learn and flourish and be confident that any issues they raise will be taken seriously.

In addition to the above it is expected that when considering what support may be needed that an Early Help Assessment [Children and Families First \(previously Early Help\) \(southampton.gov.uk\)](https://www.southampton.gov.uk) would be undertaken where staff recognise help and support underneath the threshold for statutory intervention is required, and that this process may help in drawing together information that may in itself lead to support led/ facilitated by the school, another organisation or further referral.

It is expected that the threshold document is referred to in any discussion for advice or referral. This then makes it clearer as to why concerns are held and where the information may need to be assessed. E.g. Level 3 and why. The threshold document below clearly provides the layered information that will help professionals make decisions, and record why they feel something is a concern that should or should not be referred. It also clearly indicates that where a professional is not sure they should consult others. This can be undertaken with no identifying details disclosed through the advice line.



The protection of children is of the highest priority for our school. Children have a right to feel secure and cannot learn effectively unless they do so. All children regardless of age, gender, ethnicity, ability, sexuality, religion, culture, language and beliefs have a right to be protected from harm. All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may

indicate a child is at risk of harm in accordance with the guidance. We acknowledge that working in partnership with other agencies protects children and reduces risk and so we will proactively engage in partnership working throughout the child protection process to safeguard children. Whilst the school will work openly with parents as far as possible, the school reserves the right to contact Southampton's Multi-agency Safeguarding Hub (in line with current safeguarding procedures) and Southampton Safeguarding Children's Partnership in line with Family Early Intervention Model and Threshold Document or the Police, without notifying parents **IF** this is in the child's best interests, where risks may be increased to the child if consent is sought. KCSIE 2022. In all cases consent must be sought unless it is not in the child's best interests to do so. Advice on consent can be obtained from Children's Resource Service (CRS). These decisions will be clearly recorded with their reason in our school safeguarding information log (CPOMS).

Safeguarding processes are intended to put in place measures that minimise harm to children. There may be situations where new national guidance, local incidents, gaps or deficiencies in the policies and processes we have in place will be highlighted. In these situations, urgent review will be carried out by the DSL and governors in order to identify learning and inform the policy, practice and culture of the school. This review may involve the Local Authority or other agencies and may require policies to be amended sooner than the annually scheduled review. This may be by issuing of a governor approved addendum to take priority for short term or fully from the point in time onwards.

Where national guidance changes within the approved policy year or learning from practice reviews becomes available addendum to policies and processes may be made through the governing body.

Some areas, such as Health and Safety, are a specialist area of safeguarding and a separate lead for this area is in place in the school. There is a named governor with responsibility for health and safety at Shirley Warren Primary and Nursery School, this is Andy McHugh.

All pupils in our school are encouraged to talk to any member of staff to share concerns or talk about situations which are giving them worries. The staff will listen to the pupil, take their worries seriously and share the information with any of the school DSL's. It is recognised that children will only disclose any abuse or harm when they are ready to do so but that this should not stop a professional being professionally curious or reporting concerns to a DSL.

In the moment, each adult in our school is expected to challenge any inappropriate behaviour in line with our school behaviour policy. This includes use of prejudicial language or behaviour, sexual harassment or abuse.

In addition, we provide pupils with information of who they can talk to outside of school both within the community and with local or national organisations who can provide support or help appropriate to their age and development. This is through lessons, assemblies, letters home, parent workshops and the school website.

The PSHE programme at our school takes into account safeguarding issues using the national and local contexts relevant to our pupils and families so that they can understand personal, local and national issues linked to safeguarding themselves and others, including on-line. Statutory guidance is followed and pupil voice is used to inform and check on the relevance of what is taught, providing feedback to parents and governors regarding changes to cohort provision, as well as for assurance they feel confident that any concerns they raise will be taken seriously.

The statutory Relationships, Sex and relationships and health education guidance is fully implemented at our school. In our school stakeholder consultation was carried out in Spring 2021 and the last review was March 2024.

As a school, we review this policy at least annually so as to be in-line with the child protection policy annual review as well as in line with DfE, Southampton Safeguarding children's partnership, SCC expectations and any other relevant guidance and update mid-review where key changes are made to national safeguarding policy or procedure. Policies are scheduled for ratification at WGB according to rolling programme.

It is acknowledged by our school that no one person or organisation holds all information about a young person. The DSL's at our school will proactively work with external agencies where concerns exist around the welfare of any young person to enable reduction of risk or refer for support appropriately.

Date Approved by Governing Body:

Date policy is to be implemented: April 2024

Date for scheduled review: Autumn 2024 (or when provided by SCC)

The child/young person's "voice and wishes"

Where there is a safeguarding concern, governing bodies, proprietors and school or college leaders should ensure the child's wishes and feelings, their voice, is taken into account when determining what action to take and what services to provide. Systems should be in place for children to confidently express their views and give feedback.

All children and young people should feel that their education setting is a place where they can raise concerns and that their reports and concerns will be taken seriously and acted upon. Ultimately, all decisions should be taken in the best interests any the child (KCSiE 2023). This cannot include keeping their concerns confidential and all adults have a responsibility to ensure that concerns are recorded and acted upon appropriately and in a timely manner, this may include referrals to agencies and this will always be communicated to the child (may be communicated differently for different ages of children/ development).

At Shirley Warren Primary and Nursery School, the system to ensure the child's voice taken into account when a concern has been raised by them or someone else include: Children's views being sought in an age appropriate way.

Multi-Agency working

Set out in KCSiE 2023 (para 107-114) is the following information that all staff in education settings should adhere to:

Schools and colleges have a pivotal role to play in multi-agency safeguarding arrangements. Governing bodies and proprietors should ensure that the school or college contributes to multi-agency working in line with statutory guidance Working Together to Safeguard Children.

New safeguarding partners and child death review partner arrangements are now in place. Locally, the three safeguarding partners (the local authority; the clinical commissioning group; and the chief officer of Hampshire police will make arrangements to work together with appropriate relevant agencies to safeguard and promote the welfare of local children, including identifying and responding to their needs.

It is especially important that schools and colleges understand their role in the three safeguarding partner arrangements. Governing bodies, proprietors and their senior leadership teams, especially their designated safeguarding leads, should make themselves aware of and follow their local arrangements. [Southampton Safeguarding Children Partnership – Improving the safety & wellbeing of Southampton's Children & Young People \(southamptonscp.org.uk\)](https://southamptonscp.org.uk)

The three safeguarding partners have a shared and equal duty to work together to safeguard and promote the welfare of children with relevant agencies. To fulfil this role the three safeguarding partners have made arrangements to allow all schools (including those in multi-academy trusts) and colleges in the local area to be fully engaged, involved and included in safeguarding arrangements. The ability of VCSE and Alternative Provision providers to engage and contribute is developing. The strength of local partnership working relies on all safeguarding partners working collaboratively together with relevant agencies, whose involvement the safeguarding partners consider is required to safeguard and promote the welfare of children.

The SSCP arrangements engage local organisations and agencies to collaborate and provide targeted support to children and families. The local approach also enables joint identification of, and response to, existing and emerging needs, and to agreeing priorities to improve outcomes for children.

The relevant agencies for the SSCP arrangements are named as:

1. All mainstream, special, independent, academies, and free schools based in the Southampton unitary authority area
2. The inclusion of VCSE and Private providers in arrangements will be formally developed over the coming year

Governing bodies and proprietors should understand the local criteria for action and the local protocol for assessment and ensure they are reflected in their own policies and procedures. They should also be prepared to supply information as requested by the three safeguarding partners.

Schools and colleges should work with social care, the police, health services and other services, including other schools to promote the welfare of children and protect them from harm. This includes providing a coordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans to provide additional support to children subject to child protection plans. All schools and colleges should allow access for children's social care from Southampton City Council and, where appropriate, from a placing local authority, for that authority to conduct, or to consider whether to conduct, a section 17 or a section 47 assessment.

Information Sharing

Keeping Children Safe in Education 2023 (para 115-123) sets out the following with regard to information sharing:

Information sharing is vital in identifying and tackling all forms of abuse and neglect. As part of meeting a child's needs, it is important for governing bodies and proprietors to recognise the importance of information sharing between practitioners and local agencies. This should include ensuring arrangements are in place that set out clearly the processes and principles for sharing information within the school or college and with the three safeguarding partners, other organisations, agencies and practitioners as required. School and college staff should be proactive in sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of children, whether this is when problems are first emerging, (concerns for welfare may be noticed) or where a child is already known to the local authority children's social care.

It is important that governing bodies and proprietors are aware that among other obligations, the Data Protection Act 2018 and the GDPR place duties on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure.

Governing bodies and proprietors should ensure relevant staff have due regard to the relevant data protection principles, which allow them to share (and withhold) personal information, as provided for in the Data Protection Act 2018 and the GDPR. Staff are recommended to record decisions to share reasons so as to demonstrate their due regard to these. This includes:

- being confident of the processing conditions which allow them to store and share information for safeguarding purposes, including information which is sensitive and personal, and should be treated as 'special category personal data'.

- understanding that 'safeguarding of children and individuals at risk' is a processing condition that allows practitioners to share special category personal data. This includes allowing practitioners to share information without consent where there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner but it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.

- for schools, not providing pupils' personal data where the serious harm test under the legislation is met. For example, in a situation where a child is in a refuge or another form of emergency accommodation, and the serious harms test is met, they must withhold providing the data in compliance with schools' obligations under the Data Protection Act 2018 and the GDPR. Where in doubt schools should seek independent legal advice.

The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children.

Further details on information sharing can be found:

Working Together to Safeguard Children, which includes a myth-busting guide to information sharing, page 20-21 [Working Together to Safeguard Children 2018 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Working_Together_to_Safeguard_Children_2018.pdf)

Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Information_sharing_advice_practitioners_safeguarding_services.pdf

The Information Commissioner's Office (ICO), which includes ICO GDPR FAQs and guidance from the department [For organisations | ICO](https://ico.org.uk/for-organisations/)

Data protection: toolkit for schools - Guidance to support schools with data protection activity, including compliance with the GDPR. [Data protection: toolkit for schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/data-protection-toolkit-for-schools)

Where children leave the school or college, the designated safeguarding lead should ensure their child protection file is transferred to the new school or college as soon as possible, ensuring secure transit, and confirmation of receipt should be obtained. (Further information: *Retention and transfer should be completed in line with SCC Retention and transfer of records September 2023 published on Young Southampton*). For schools, this should be transferred separately from the main pupil file. Receiving schools and colleges should ensure key staff such as designated safeguarding leads and SENCOs or the named person with oversight for SEN in a college, receive the file as required, and ensure that the information is read and relevant information disseminated to those who the DSL determines need to know in order to safeguard young people.

In addition to the child protection file, the designated safeguarding lead should also consider if it would be necessary and proportionate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting victims of abuse, or to support significant welfare and have that support in place for when the child arrives or to ensure the welfare of the child. This decision should be clearly recorded as to the reasons for the decision to share.

In SCC we recognise the importance of welfare (concerns or support below statutory services for CP and CiN) and educational records, for example for assessments regarding SEND and support for academic development, or mental and emotional well-being and include these in the information that settings should pass on to the next setting so as to proactively support young peoples well-being and limit the opportunity for educational neglect (Appendix 4) by organisations.

"safeguarding discussions" should be a feature of protecting children and young people - including between schools where families are shared to establish context and awareness of concerns. Any discussions should be recorded as to their purpose, outcomes and actions as a result in the school's concerns log system.

What staff should do if they are concerned about a child - Records should be added to CPOMS as soon as is possible.

Ensure all staff and children know who the DSL is, or the deputy DSL is and how to contact them. Our setting ensures this is also communicated to visitors or supply/temporary staff also by information provided on arrival.

All staff receive training and updates annually regarding our safeguarding and child protection policy and processes and have opportunity to ask questions to ensure understanding. Staff must raise questions or query, ideally in writing, if they are unsure or for clarification.

Note factually what you are concerned about and why and any actions you have taken which include consulting the DSL- record on CPOMS but you may also need to alert the DSL or deputy that they need to read your note of concern or disclosure especially if it requires immediate review as a disclosure or indicating child would be a immediate risk of harm and other agencies may need to be contacted. **DO not assume** your concern will be picked up- check with a DSL if it has been.

Do not delay sharing the information with the DSL, especially if there is immediate risk indicated or the need to refer to other agencies is likely.

Record even if you feel it is a small piece of information - it is the combination of information that often brings the best oversight of the whole child or family.

Leaders should ensure that ALL staff know what they must do if a child/ young person tells them they are being abused, neglected or exploited and how to maintain an appropriate level of confidentiality and need to know basis.

No member of staff should ever tell a child they will not tell anyone about a report of any form of abuse and or neglect and staff should take any information seriously and no victim should ever be made to feel ashamed for making a report.

Staff have received training for the expected responses in the moment within our setting to harmful comments or behaviours they see, hear or have reported. These include prejudicial language or behaviour or harmful sexualised behaviours or harassment. Our settings culture is one of inclusivity, support and respect for each individual to be able to thrive and develop whilst in our setting. Adults are expected to set this example, act immediately if required to do so and support our children and young people to develop into kind, confident and respectful individuals.

All staff are aware that technology is a significant factor in safeguarding and wellbeing issues, that children and young people can be at risk on line and also that children can abuse other children both directly on-line but also for example by sending unwanted images to others. Additional information can be found in KCSiE 2022 Annex B, and UKCIS advice, including the consideration for staff not to view or forward illegal images of a child.

See Appendix for further guidance on Child Protection policy

Safeguarding issues

Safeguarding issues are those that can place children at risk of harm (KCSiE 2023). Within a school and society these are wide-ranging and there is an extensive set of guidance and legislation that schools are required to follow to ensure children's safety.

Any child is vulnerable, and the expectation is that all people working or volunteering in Southampton education settings recognise that any child could be subjected to any form of abuse or exploitation themselves directly, or as witness/bystander. Research identifies that some children, those with SEND or are looked after are more vulnerable to exploitation for example, in our school we recognise this issue and staff are trained to be aware of such signs and patterns that may indicate a child is being exploited for CSE or CCE.

These experiences are adverse and can impact upon children greatly - both short and long term and into adulthood. The more Adverse childhood experiences (some of which would be of a safeguarding nature) a child has the greater the complexity of their impact, therefore the earlier the intervention the lower the likelihood or long term impact is in particular for experiences that are below the statutory services threshold for interventions. Staff in schools are in a unique position to be able to recognise and report where they have concerns to their DSL or in some cases to the police directly. However small or unsure a member of staff is about their concern the ethos that is expected across all settings is that that no concern is too small to report and record. ALL concerns should be recorded to enable any patterns or trends to be identified. This enables a full picture of observations to be held in oversight by the DSL/s of the setting. These small pieces of information may help to protect a child or young person from further harm or adverse experience. Issues that SCC recognise are key to ensuring children's safety are included below. NOTE: This list is not exhaustive and is subject to changes in legislation/ guidance.

Health and Safety

<https://www.gov.uk/government/publications/health-and-safety-advice-for-schools> (Last update November 2018) to be read in conjunction with COVID guidance.

- The site, the equipment and the activities carried out as part of the curriculum are all required to comply with the Health and Safety at Work act 1974 and regulations made under the Act.
- All risks are required to be assessed and recorded plans of how to manage the risk are in place and reviewed where appropriate.
- The nominated staff member, who has responsibility in their roles and responsibilities to ensure health and safety policy and practice is effective is/are: Rob Kelly Site Manager together with Zoe Newton Headteacher.
- There is named governor for health and safety: Andy McHugh
- The plans should always take a common sense and proportionate approach to allow activities to be safe rather than preventing them from taking place. The school has a [Health and Safety Policy](#) which details the actions that we take in more detail.

Site Security

[DfE Site Security guidance](#) (November 2018)

- We aim to provide a secure site, but recognise that the site is only as secure as the people who use it. Therefore, all people on the site have to adhere to the rules which govern it. We have needed to adjust the site access arrangements over the previous academic year, and may need to do so again. But the following aspects and expectations are in place at our school. These are:
 - All gates are locked except at the start and end of the school day
 - External Doors are kept closed to prevent intrusion
 - Visitors and volunteers enter at the reception and must sign in and out.
 - Visitors and volunteers are identified by showing school staff their identification.

- Children are only allowed home during the school day with adults/carers with parental responsibility or permission being given.
- All children leaving or returning during the school day have to sign out and in.
- Empty classrooms have windows closed/ or open
- Arrangements for before and after school meetings and activities are clear and followed at all times
- Emergency procedures are practiced and known by all staff, including those temporarily in positions of responsibility, a record of practice and learning is retained by the school office.
- Pupils understand what to do in an emergency such as fire or lockdown
- Parents have clear lines of communication set out during emergency procedures and are expected to follow these so as to support the effectiveness of any multi-agency response required
- Staff know the expectations for challenging unrecognised adults or young people on site

These arrangements will be reviewed regularly by leaders and governors for the safety of all, in line with local or national government guidance. This review will be recorded and inform changes required.

Physical Intervention (use of reasonable force)

[DfE Use of reasonable force, non-statutory guidance](#) (July 2013), KCSiE 2023, para 163-165

[Reducing the need for restraint and restrictive intervention \(publishing.service.gov.uk\)](#)

- As a school we have a separate [policy](#) outlining how we will use physical intervention.
- All staff have been made aware of their responsibilities with regard to the use of physical intervention and reasonable force - at our school this is made clear in the school policy. Only staff who are Securicare trained are allowed to use Physical Intervention holds.
- Staff have received training to understand their responsibilities around the use of reasonable force and this provides them with the knowledge and skills to physically intervene safely where this is required, using only the force required in the specific situation. Where intervention has been required the development of a Personal Handling Plan will be considered and shared with relevant staff if implemented.

Taking, use and storage of images

- As a school we will seek consent from the parent of a pupil and from teachers and other adults before taking and publishing photographs or videos that contain images that are sufficiently detailed to identify the individual in school publication/displays, printed media or on electronic publications. We will not seek consent for photos where you would not be able to identify the individual. School needs to ensure it is compliant with the Data Protection Act 2018 regarding processing of images.
- We will seek consent for the period the pupil remains registered with us and, unless we have specific written permission, we will remove photographs after a child (or teacher) appearing in them leaves the school or if consent is withdrawn.
- Photographs will only be taken on school owned equipment and stored on the school network. No images of pupils will be taken or stored on privately owned equipment by staff members.
- We will take and print photographs to show what a child can do or has participated in. These may also be displayed within school, or in books. They may be shared with visitors, inspectors, moderators or other professionals as a part of assessments, sharing practice or achievement. We will seek to ensure parents/carers understand this and agree to this use.

- Staff should not take photos of marks or bruising seen or reported. This should be managed sensitively and only in agreement with the DSL and the appropriate safeguarding partner referral or report processes.

Transporting pupils

[Home-to-school travel and transport - GOV.UK](#)

<http://www.southampton.gov.uk/schools-learning/in-school/school-travel-support/>

We will follow the home-school transport policy from SCC for all pupils who have regular transport to and from school arranged through the needs identified in their EHCP, or admission agreement.

- The school will give consideration to the transport needs of our pupils in an emergency situation and out of hours. Safeguarding the needs of our pupils when travelling in school owned / private hire minibus or coaches / taxis with staff or parents as drivers in cars. This will include arrangements for parents/carers/volunteers to inform the school regarding any advice they have been issued, including test and trace information or COVID-19 symptoms as soon as possible that affects their ability to carry out their transporting/ volunteering safely in line with current guidance.
- For school trips private providers may be used such as coach companies. Copies of any insurance will be obtained by the school and retained with trip documentation.
- On occasion parents and volunteers may support with the task of transporting children to visits and off-site activities arranged by the school. (This is in addition to any informal arrangements made directly between parents for after school clubs etc which is not the responsibility of the school). In managing these arrangements the school will put in place measures to ensure the safety and welfare of young people carried in parents' and volunteers' cars. This is based on guidance from the local authority and follows similar procedures for school staff using their cars on school business. These arrangements include: **(See Annex 1)**
- Where parents'/volunteers/staff cars are used on school activities the school will notify parents/volunteers/ staff of their responsibilities for the safety of pupils, ensure sight and record of suitable business insurance cover (for staff) and insurance cover for parents and evidence recorded to ensure their vehicle is roadworthy. A record will be kept in school of insurance, evidence of roadworthiness, use of child seat needs and understanding of responsibilities.

Off site visits / provision including overnight stay

https://evolve.edufocus.co.uk/evco10/evchome_public.asp?domain= the evolve site is used for preparing and recording all our offsite visits or adding alternative processes.

The school has the following arrangements in place to safeguard children who participate in, are affected by, extended services or activities taking place off site within and outside of the normal school day. From September 2023 these activities may include educational visits and trips.

Our process for Off Site visits is set out below/ policy and procedures are found in our [Educational Visits Policy](#)

- A particular strand of health and safety is looking at risks when undertaking off site visits. Some activities, especially those happening away from the school and residential visits, can involve higher levels of risk. If

these are annual or infrequent activities, a specific review of an existing assessment may be needed to take into account staffing and pupils in addition to the activity. If it is a new activity, a visit involving adventure activities, residential, overseas or an 'Open Country' visit, a specific assessment of significant risks must be carried out. The school has an educational visits coordinator Miss Shannon Smith who liaises with the county outdoor education adviser and helps colleagues in school to manage risks and support with off site visits and provides training in the management of groups during off site visits, as well as First Aid in an outdoor context. SCC recommends that an EVC should be appointed to the role and receive training for the role. It is recommended that any EVC completes suitable training for the role or refresher training at least every five years. The EVC will also provide in-house training within school for those who run regular off site visits as well as staff new to off site visits.

- At our school, all offsite activities for 2023/2024 school year will be risk assessed regarding the activities to be undertaken, transport arrangements as well as COVID risks. A risk assessment will be completed by the activity leader, this may be through a pre-trip visit if appropriate as well as having reviewed any pupils with medical needs or activity specific requirements that will be included in the risk assessment. It will be shared with the nominated EVCC/ senior leader. Risk assessment and trip information will be shared with all staff participating in time to read and understand their own responsibilities during the trip. All trips offsite will include at least one first aid trained member of staff (may be more depending on activity and numbers of participants) will be present on each offsite trip, there may have been a pre-trip to risk assess/ review prior risk assessment.
- A register of pupils offsite will be shared with nominated administration staff and contact numbers, medical information and offsite activities forms will be taken on the trip and accessible by all staff participating. A copy of any individual medical plan will also be taken, with a responsible staff member named to monitor the child/ adult. The governing body will monitor this process throughout the year.
- Where a visit includes at least one overnight stay in UK the school will have risk assessed the accommodation, and where it is with a family carried out an enhanced DBS check with barred list for adults responsible in the household, and consider and record if any persons over 16 in the house will also have these checks carried out.
If the family stay is outside of the UK these checks may not be able to be carried out. Parents should be made aware of this and children given clear information about who to contact at any time if they need to report something or feel uncomfortable. The school may consider contacting the relevant embassy to confirm what checks could be carried out. (**Annex D KCSiE 2023 – Host families and homestay exchanges**)

Where offsite learning is part of a child's educational provision consideration e.g. Alternative Provision will be given to the need of an offsite activities risk assessment in addition to any safeguarding, transport and educational activity risk assessment from a safeguarding perspective as set out in SCC guidance for use of Alternative Provision September 2023.

Behaviour, safety and discipline, including preventing extremism

- The school has a [Behaviour Policy](#) in place that meets the relevant requirements and takes account of DfE publications such as, <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools> and [Behaviour in schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/behaviour-in-schools). Our policy has been reviewed given greater staff awareness of the impact of ACE's and encourages trauma informed responses and restorative discussions. This policy is in line with current DfE advice for governors. This policy forms part of all staff induction, and all staff will have been/ are due to receive CPD regarding trauma informed practices and the impact of Adverse Childhood Experiences on children and young people and how this can impact on presenting behaviours and how we use restorative discussions and how contextual responses to presenting behaviours are managed and may be different or where agreed responses are set by leaders where these should be used or alternatives considered.

- Processes for managing behaviour - including positive behaviour promotion and trauma informed responses, by staff are included in our policy, expectations and processes have been shared with staff. Shirley Warren is a Thrive school.
- Individual plans for children and young people will be in place, especially where there is a risk of harm and adults needing to intervene to prevent harm to themselves or others in line with [Use of reasonable force in schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/use-of-reasonable-force-in-schools) guidance. Some staff may be specifically trained to use physical intervention and restraint, but this does not mean that other staff cannot step in to prevent harm where it is identified provided it is reasonable, proportionate and necessary. A toolkit of resources for parents, staff and settings is due to be published locally in December and updates will be provided in the SCC safeguarding update. For children where this risk is identified an individual plan should be developed and shared with relevant staff, then reviewed after incidents.
- The PAN-Hampshire toolkit for managing prejudicial language and behaviours was launched in October 2019 and is available on-line at the link below. It includes information for parents, surveys for KS1,2, 3 and 4 pupils and a reporting/ recording tool. PLAB documents can be found within the inclusion services section link below: [Language information for schools \(southampton.gov.uk\)](https://www.southampton.gov.uk/language-information-for-schools)
- COVID period has meant that we recognise that there will be many children and adults who have experienced wide-ranging trauma during this time. Upon return to school we acknowledge that children and adults may likely require support and may not respond positively or in the same way as they did previously to instructions and strategies as previously. They may have unidentified triggers. In order to reduce the likelihood of traumas experienced (may be COVID linked or not) we ensure that all staff will take the opportunity to work positively with all, with a principle of moving forward, reviewing any specific behaviour planning to take account of change, not presenting a blame or negative approach to engagement during covid closure. Training to support staff with positive engaging discussions, reframing questions and statements so as to reduce triggers, and negatively impacting upon behaviours will be provided through Thrive training and ongoing staff training. This will enable our staff to work in a trauma informed manner for the benefit of all, enabling children and young people to swiftly re- establish relationships with a trusted adult and positive learning behaviours as a result.
- The school has the following arrangements in place to safeguard children who participate in, are affected by, extended services or activities taking place within and outside of the normal school day, on or offsite. These are (list): Risk assessments, regular meetings etc.
- The following arrangements are in place for those pupils on offsite work-based learning and any alternative provision. These include first day absence procedures, site checks, supervising adults checks, first aid for site and any additional checks/ procedures for the specific offsite provision)
- Expectations for staff behaviours both whilst on site, on school business offsite and in times of responsibility and where behaviours outside of school may cause harm to children, reputational damage to the school or transferable risk to children and young people have been made clear to all staff on induction, or where there has been update. We have a [Staff Code of Conduct](#) that is a part of all staff induction. This sets out expectations for staff in relation to managing the behaviour, safety and discipline of pupils, including challenging inappropriate attitudes to gender, sexuality or race and other protected characteristics as well as their own behaviours, including those behaviours on-line to minimise the risk of reputational damage to the school or transferable risk to children and young people as a result of staffs own behaviours. Staff are clear about actions the school, trust or LA may need to take if an allegation is made about another child, member of staff, or behaviours reported that indicate professional responsibilities of staff have been less than that expected of a qualified teacher, or an employee working in an education setting, where there may be risk of harm to a child, reputational damage or transferable risk.

Preventing Radicalisation and Extremism

- The school is aware of its statutory duty to prevent radicalisation and extremism under "The Prevent Duty". The prevent duty requires that all staff are aware of the signs that a child may be vulnerable to radicalisation. The risks will need to be considered for any kinds of extremism. These can include political; environmental; animal rights; or faith based extremism that may lead to a child becoming radicalised. This list is not exhaustive, and all staff are updated when new ideologies come to light through safeguarding updates.

Extremism- is the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause

Prevent duty guidance April 2021 [Revised Prevent duty guidance: for England and Wales - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/94222/prevent-duty-guidance-for-england-and-wales-2021.pdf)

[Prevent duty guidance: for further education institutions in England and Wales - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/94222/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales-2021.pdf)

[Prevent \(southampton.gov.uk\)](https://www.southampton.gov.uk)

<https://www.safe4me.co.uk/portfolio/prevent-radicalisation-and-extremism/>

- The person to contact in our school regarding Prevent is: Zoe Newton or Claire Hughes.
- All staff have undertaken during induction or within the previous 12 months of employment -Home Office Prevent awareness training.
- Staff who make referrals will have undertaken the Home Officer Referrals training annually and additionally those who would attend a Chanel Panel (DSL) if requested will have undertaken the Home Office training or as a minimum a discussion with the LA regarding this responsibility prior to attending panel. This is most likely to be a DSL or DDSL.
- Our setting has undertaken the Prevent audit tool issued in May 2021 with the safeguarding update number 10, May 2021 as a priority for the coming year (23/24) it is expected that all settings will review their audit and update the information, reviewing systems, policies and processes with regards to the Prevent duty in all settings. The governing body have also been included in this audit and the outcomes.

[Prevent national referral form \(southampton.gov.uk\)](https://www.southampton.gov.uk); <https://www.youngsouthampton.org/Images/Prevent-self-assessment-toolkit-education-settings.docx>

Training

During 2023- 2024 all staff will complete the current Home Office Prevent awareness training if they have not already done so in the previous academic year. In our school a record of the completion of this training (for which certification is obtained when completed) is kept in the training folder in the school office.

[Prevent duty training: Learn how to support people vulnerable to radicalisation | Prevent duty training \(support-people-vulnerable-to-radicalisation.service.gov.uk\)](https://www.prevent.homeoffice.gov.uk/prevent-duty-training/support-people-vulnerable-to-radicalisation.service.gov.uk) Training is completed so that all can identify the signs of children being radicalised and updates are provided to staff through annual safeguarding training or information shared. This is recorded as a part of the schools monitoring of the reading and understanding of policies and attendance at training. It is reported to the LA through the completion and submission of the annual safeguarding self-evaluation tool, or other agreed method (Spring term each academic year).

- All staff will complete the Home Office Prevent awareness training during the current academic year. Once complete the DSL will confirm, within their safeguarding self-evaluation return to the LA, that all staff up to the date of submission have completed this awareness training in 2022-2023.
<https://www.elearning.prevent.homeoffice.gov.uk/edu/screen1.html>
- All staff will also have local contextual information for training and awareness shared for example, regarding ideologies included in SCC safeguarding updates to supplement home office awareness training.
- Home Office 'Making referrals' training and 'training for Channel Panel' will be undertaken by DSLs and DDSLs this academic year and reported through the same mechanism as above.

Curricular provision and ethos for preventing radicalisation

- As part of the preventative process resilience to radicalisation will be built through the regular promotion of fundamental British values through aspects of the schools ethos, the PSHE/ Relationships, Sex and health and well-being education and wider curriculum available at our school. We are particularly conscious that where children and young people have been away from school during covid-19 there has been an extended period where children and young people may have been more vulnerable to exploitation and radicalisation especially online. Teaching will take this into account and ensure that all pupils re-build trusted relationships with adults, and adults are aware of any changes and signs of radicalisation and report these using the school's system for recording concerns.
- Any child who is considered vulnerable to radicalisation and there are evidence-based concerns indicating they may be at risk of being/ have been radicalised will be referred by the DSL via direct national referral using the template and flowchart and links above and shown in Appendix 3. Concerns will then be considered by CTLP and shared with CRS. This may lead to contact with the school by the police for discussion regarding actions. It may be decided to refer to the Channel panel process. A "channel panel" will be convened and the school will be invited to attend and support this process (See Appendix 3). Referral form is to be sent directly to Prevent - as directed in the flowchart. This receiving police email is secure.
- We also seek and retain signed and dated assurances that any hirer has appropriate awareness of safeguarding issues/ policies and procedures in line with their hire purpose. Additionally, they are aware of their responsibilities that in hiring our facilities they will not be used for promotion of extremism in any form. They may be asked to demonstrate evidence of training undertaken and knowledge of how to contact the Multi-agency safeguarding hub or Police with any concerns, including regarding radicalisation and extremist views or material. There is a written record of confirmation of this hirer awareness retained with the hirer records.
- Hirers are given information how to report concerns to the school designated safeguarding lead, head teacher or Southampton Multi-agency safeguarding hub in line with SCC and Association of Chief Police Officers (replaced by National police chiefs council, NPCC, 1/4/2015) regarding speakers, that can be applied to groups (<http://www.hampshirepreventboard.org.uk/wp-content/uploads/2016/05/Prevent-Extremist-Speaker-Guidance.pdf>) (for how to refer See appendix 3).

- Hirers, or organisations who use the school facilities for activities involving children will have clear expectations set out before any hire or use occurs about what to do if they are concerned about a child or an adult working/ volunteering with children - the sharing of this expectation will be recorded with any hirer/ use agreement. It will include how to report any concerns to the DSL in school or to MASH.
- Southampton City Council Prevent essentials for public for sector bodies are followed in our school [Prevent Essentials_tcm67-403746.pdf \(southampton.gov.uk\)](https://www.southampton.gov.uk/media/403746/Prevent-Essentials_tcm67-403746.pdf)

Safety in an emergency situation - planned drill or unforeseen occurrence

- In school, systems for monitoring visitors and volunteers can be found in our school visitor and onsite security procedures
https://www.shirleywarren.co.uk/_site/data/files/users/44/B2C184E9581A1FB1EB1931A7BF513D6C.pdf
These also will include lockdown/scatter procedures that can be implemented in an emergency in addition to fire evacuation procedures.
- Fire drills/ emergency procedures practices will be held regularly throughout the school year (termly as a minimum), at different times of the day, most of which will be unannounced so as to develop the effectiveness of the processes. These will be monitored by the governing body.
- Any contextual information regarding our site or emergency procedures will be provided to Hampshire constabulary to ensure an efficient emergency response should one be required.

Help and support

- Procedures for pupils and visitors who have concerns) to know how and where to seek support in school please speak to a member of the office team.

As a school we encourage staff to act upon patterns of behaviour, especially that which may be different from previous or patterns or unusual absence for all pupils, especially the most vulnerable by discussing their observations with staff e.g. Attendance Officer or DSL if an unexplained absence of a vulnerable pupil especially where it has changed or they may indicate exploitation factors are present.

- DSLs can obtain help and advice from CRS or social care colleagues, Family Hub teams as well as through the monthly DSL drop-in and direct contact with their SCC SIO
- Where a parent or carer has indicated they wish to Electively Home educate their child the local procedures should be followed. and contact with services should not be delayed. [ehe-guidance-for-home-educating-families-2023.docx \(live.com\)](https://www.gov.uk/government/publications/elective-home-education) downloadable documents include EHE guidance for schools.
- A school cannot keep a child on roll if a parent has acted in accordance with their rights to electively home educate. If a school has any concerns about the safeguarding risk to the child, they should contact the social worker or virtual school if the child has ever had a social worker for advice or refer their concerns to CRS Other professionals who may be able to support include: link EWO, Link EP, Children Families First, SCC inclusion managers and EHE visitors, SIO team.
- Schools should be familiar with the LA guidance: <https://www.gov.uk/government/publications/elective-home-education>

Curriculum

Teaching about relationships, sex and health - GOV.UK (www.gov.uk)

Education for a Connected World - GOV.UK (www.gov.uk)

Thinkuknow - home

Teaching online safety in schools - GOV.UK (www.gov.uk)

The department has produced a one-stop hub for teachers which can be accessed here: Teaching about relationships sex and health (gov.uk) Keeping Children safe in Education 2022 (publishing.service.gov.uk) para 131.

The SEROCU Cyber Protect team provides free cyber security training services to SME's, charities, education and the public sector. <https://serocu.police.uk/cyber-protect/harmfulonlinechallengesandhoaxes-GOV.UK> (www.gov.uk) PSHE Association(Charity and membership body for PSHE education(pshe-association.org.uk))

- Details of our school curriculum for all subjects can be found on our school website. This information includes details of regular, high quality PSHE learning planned to support pupils in age /developmentally appropriate safeguarding issues as well as how we teach on-line / e-safety and the content of this.
- It also includes our intention to respond to significant local, national or international events or issues in addition to the planned curriculum, sometimes at short notice. Including, only where appropriate, about harmful online challenges and hoaxes historic or current, where decisions have been taken to teach or discuss this with the consideration that it may be safer to not inform children or maybe work with parents regarding specific information. Advice can be sought from SCC DSL training teams who are able to advise or gain national advice.
- We welcome discussion with parents regarding the content of the curriculum to support our safeguarding aims and also ensure that where appropriate pupils are able to input and determine the effectiveness of such provision.

Online safety policy should be developed in line with the safeguarding and Child Protection policies. KCSiE 2023 (para 135 -148) sets out the following guidance, "*The breadth of issues classified within online safety is considerable and ever evolving, but can be categorised into four areas of risk:*

- 1- **content**: *being exposed to illegal, inappropriate, or harmful content, for example: pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation, and extremism.*
- 2- **contact**: *being subjected to harmful online interaction with other users; for example: peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.*
- 3- **conduct**: *online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying*
- 4- **commerce**: *- risks such as online gambling, inappropriate advertising, phishing and or financial scams. If you feel your pupils, students or staff are at risk, please report it to the Anti-Phishing Working Group (<https://apwg.org/>)".*

Our setting has a clear policy on the use of mobile and smart technology. This reflects the fact many children have unlimited and unrestricted access to the internet via mobile phone networks (i.e. 3G, 4G and 5G) or their friends devices. This access means some children, whilst at school or college, sexually harass, bully, and control others via their mobile and smart technology, share indecent images consensually and non-consensually (often via large chat groups) and view and share pornography and other harmful content. We have carefully considered how this is managed on our premises and reflect this in our mobile and smart technology/ online policy and their child protection policy. This policy is clearly communicated to parents through the policies and parents will be signposted to support and advice via regular updates in the school newsletters.

Relationships, Sex and relationships and Health Education

- Our curriculum and policy for Relationships education, Relationships and sex education and health education in line our phase of schooling, as well as the [statutory guidance](#). In our school we fully implemented the statutory guidance and our school policy from Summer 2021 and review is undertaken annually.
- [RHE Policy](#)

Whilst a child or young person being lesbian, gay, bi or trans (LGBT+) is not an inherent safeguarding risk, KCSIE indicates that Children and young people can be targeted by others for being or perceived to be LGBT. As a part of our Relationship education we ensure that pupils who may need to discuss LGBT issues can do so with a trusted adult. In our school we use Stonewall's guidance and have some specifically trained staff to undertake the trusted adult role with specialist knowledge. The RHE lead gives regular updates to all teachers.

- In our school we encourage all parents and pupils to discuss any queries or concerns relating to this aspect of education with a member of staff, and to make an appointment to discuss where needed. In our school we would initially like all matters to be discussed with:
 - 1- with your child's teacher at the end of the day or by telephone/email
If the issue remains unresolved please then follow the contacts below:
 - 2- A member of the Senior Leadership Team
 - 3- The Chair of Governors - detail can be provided by the school office.

If you have a complaint rather than a query to raise regarding the Relationships Education, Sex and Relationships education and Health education please use the schools [Complaints Policy](#)

We often involve specialist providers of visitors within our curriculum. In our setting we follow the DfE guidance for visitors. [Using External Visitors to Support Online Safety Education: Guidance for Educational Settings - GOV.UK \(www.gov.uk\)](#)

Exploitation

This can take many forms. Information and resources to support staff who may be concerned about exploitation of a child or young person, including CERAF and guidance to complete it can be found at: [3.2 Children who are Exploited | Hampshire, Isle of Wight, Portsmouth and Southampton \(hipsprocedures.org.uk\)](#)

It is important to note that the experiences, and indicators of exploitation for boys and girls of CCE and CSE can be very different and that children exploited by CCE are also at greater risk of CSE.

The following sub-headings set out key information and how our school will respond to such issues.

- Key contacts for advice or query regarding exploitation are the Young Persons Hub (see key contacts list)

Exploitation can be sexual, emotional or criminal, or a combination of these and can lead to increased vulnerability, for example, through grooming or radicalisation, modern slavery, or through other aspects of safeguarding. CSE is a form of abuse and can be present when a person thinks they are in a positive relationship, at aged 16 and 17. Further information can be found in Para 32-42 and Annex B KCSiE 2023.

Exploitation occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive any child or young person under the age of 18. At Shirley Warren Primary and Nursery we recognise that any child or young person is vulnerable to any or all of this activity and ensure through our annual safeguarding training for all staff that awareness of raising concerns is vital. We include in our training the use of CPI forms by staff for information that could be used for intelligence (safe4me website- <https://www.safe4me.co.uk/portfolio/sharing-information/>) if concerns exist and could be important in a wider context that the police may hold in addition to our own internal reporting to DSL and CPOMS.

A CERAF should be completed for all children and young people where this vulnerability is known or exists - further information can be found at:

[3.1 Children who are Exploited | Hampshire, Isle of Wight, Portsmouth and Southampton \(hipsprocedures.org.uk\)](#)

Missing, Exploited and Trafficked Children (MET)

MET HIPS procedures and guidance can be found at and should be followed where concerns are held or reported to the DSL:[3.2 Children who are Exploited | Hampshire, Isle of Wight, Portsmouth and Southampton \(hipsprocedures.org.uk\)](#)

- Within the local area, the acronym MET is used to identify all children who are missing; believed to be at risk of or being sexually or criminally exploited; or who are at risk of or are being trafficked. Given the close links between all of these issues, there has been a considered response to join all three issues so that cross over of risk is not missed.
- We recognise that any child or young person is vulnerable to exploitation and ensure through our annual safeguarding training for all staff that they are aware of the importance of identifying risks, raising safeguarding concerns- however small they may seem, and sharing intelligence with Police using the CPI form (safe4me website <https://www.safe4me.co.uk/portfolio/sharing-information/>) and also using the schools reporting and recording systems.
- Locally the Southampton Safeguarding Children Partnership has retained a sub-group to oversee these safeguarding issues and are partners in the HIPS exploitation strategic and operational groups. At Shirley Warren Primary and Nursery we will ensure our DSLs keep up to date with these issues through attendance at local DSL drop ins, workshops, updates and awareness of published guidance or recommendations from partners, practice reviews or government documents.

Child Sexual Exploitation (CSE)

[Child sexual exploitation: definition and guide for practitioners - GOV.UK](#)

[CERAF Guidance 2020-08.pdf \(hipsprocedures.org.uk\)](#)

[3.1 Children who are Exploited | Hampshire, Isle of Wight, Portsmouth and Southampton \(hipsprocedures.org.uk\)](#)

<https://ceop.police.uk/>

http://www.barnardos.org.uk/what_we_do/our_projects/sexual_exploitation.htm

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/child-sexual-exploitation/>

- *National definition of Child Sexual Exploitation is "Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology".*
- *Like all forms of child sexual abuse, child sexual exploitation:*
 - *can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex;*
 - *can still be abuse even if the sexual activity appears consensual;*
 - *can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity;*
 - *can take place in person or via technology, or a combination of both;*

- can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence;
 - may occur without the child or young person's immediate knowledge (through others copying videos or images they have created and posting on social media, for example);
 - can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse; and
 - is typified by some form of power imbalance in favour of those perpetrating the abuse. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.
- *Child sexual exploitation is a complex form of abuse and it can be difficult for those working with children to identify and assess. The indicators for child sexual exploitation can sometimes be mistaken for 'normal adolescent behaviours'. It requires knowledge, skills, professional curiosity and an assessment which analyses the risk factors and personal circumstances of individual children to ensure that the signs and symptoms are interpreted correctly and appropriate support is given. Even where a young person is old enough to legally consent to sexual activity, the law states that consent is only valid where they make a choice and have the freedom and capacity to make that choice. If a child feels they have no other meaningful choice, are under the influence of harmful substances or fearful of what might happen if they don't comply (all of which are common features in cases of child sexual exploitation) consent cannot legally be given whatever the age of the child.*
- *Indicators a child may be at risk of CSE include:*
 - *Leaving home/care without explanation and persistently going missing or returning late;*
 - *Exclusion or unexplained absences from school, college or work;*
 - *Associating with other young people being sexually exploited*
 - *Relationships with controlling or significantly older individuals or groups;*
 - *Acquisition of money, clothes, mobile phones etc without plausible explanation;*
 - *Drug and/or alcohol use - may return home or present at school under influence*
 - *Increasing secretiveness around behaviours;*
 - *Self-harm or significant changes in emotional well-being*
 - *Excessive receipt of texts/phone calls;*
 - *Multiple callers (unknown adults or peers);*
 - *Concerning use of internet or other social media;*
 - *Inappropriate sexualised behaviour for age/sexually transmitted infections;*
 - *Evidence of/suspicions of physical or sexual assault;*
 - *Frequenting areas known for sexual exploitation or adult sex work.*
- *CSE can happen to a child of any age, gender, ability or social status. Often the victim of CSE is not aware that they are being exploited and do not see themselves as a victim.*
- *As a school we educate all staff in the signs and indicators of sexual exploitation. We will use the exploitation risk assessment form - CERAF and associated guidance to identify pupils who are at risk and follow safeguarding procedures where there is a concern about a child being at risk of or experiencing CSE/CCE. We use advice from the multi-agency safeguarding hub and MET hub and the DSL will share this information as appropriate with children's social care. A CPI form will also be considered.*
- DSLs at our school will use the short video presentation from SCC MET Hub team, on when and how to complete the Child Exploitation Risk Assessment Framework (CERAF). This is available on the SSCP website so practitioners can access the resource when they need to. It can be found here: [Child Exploitation - Southampton Safeguarding Children Partnership \(southamptonscp.org.uk\)](#)*
- *We recognise that we may have information or intelligence that could be used to both protect children and prevent risk. Any relevant information that we have will be shared on the community partnership information (CPI) form <https://www.safe4me.co.uk/portfolio/sharing-information/>, through school*

[reporting and recording processes](#) and through contact with the multi-agency safeguarding hub and where required the police directly by 101 or 999 depending on circumstance and the information.

Child criminal exploitation: including county lines

3.1 Children who are Exploited | Hampshire, Isle of Wight, Portsmouth and Southampton (hipsprocedures.org.uk)

County Lines Toolkit For Professionals (The Children's Society (childrenssociety.org.uk))

39. Child Criminal Exploitation occurs where an individual or group takes advantage of a person under the age of 18 and may coerce, manipulate or deceive a child or young person under that age into any criminal activity

(a) In exchange for something the victim needs or wants, and/or

(b) For the financial advantage or increased status of the perpetrator or facilitator and/or

(c) Through violence or the threat of violence.

The victim may be exploited even if the activity appears consensual (i.e. moving drugs or the proceeds of drugs from one place to another). Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology. (Home Office 2018)

- CCE can take various forms and may involve the child being coerced into
 - Carrying or selling drugs
 - Hiding stolen goods or weapons
 - Stealing
 - Involvement in burglaries
 - Money laundering
 - Vehicle crime
 - Exploitation through inappropriate/unsafe employment
 - Unlawful sexual activities
 - Other criminal activity

County Lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas (within the UK), using dedicated mobile phone lines or other form of "deal line". They are likely to exploit children and vulnerable adults to move (and store) the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons. (Home Office 2018). It is one form of exploitation.

- County lines is a form of Child Exploitation (CE). It is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons. The response to tackle it involves the Police, the NCA (National Crime Agency) and a wide range of Government departments, local government agencies and VCS (voluntary and community sector) organisations. County lines activity and the associated violence, drug dealing and exploitation has a devastating impact on children, vulnerable adults and local communities.
- Children exploited through County Lines activity are particularly vulnerable to being trafficked. Modern slavery, including child trafficking, is child abuse. When an agency comes into contact with a child who may have been exploited or trafficked, Local Authority Children's Services and the police should be notified immediately and who will consider if a National Referral Mechanism (NRM) needs completing alongside child protection procedures.
- **Cuckooing** - Urban gangs establish a base in the market location, often by taking over the homes of local vulnerable adults by force and/or coercion, in a practice referred to as 'cuckooing'. Urban gangs then use children and vulnerable people to move drugs and money.

Like other forms of abuse and exploitation, criminal exploitation can:

- affect any child or young person (male or female) under the age of 18 years;
 - affect any vulnerable adult over the age of 18 years;
 - still be exploitation even if the activity appears consensual;
 - involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence;
 - be perpetrated by individuals or groups, males or females, and young people or adults; and
 - is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources.
- Any person in our school who has concerns that a child is being criminally exploited should report their concern to the DSL without delay. The DSL will contact the multi-agency safeguarding hub for advice and make a CERAF referral. It may be that the DSL also decides to refer to the police if a child is at risk of harm, or use a CPI form to report information that may be linked to exploitation. .

As a school we educate all staff in the signs and indicators of all forms of exploitation, including criminal exploitation. We use advice from the multi-agency safeguarding hub, MET hub, the sexual/criminal exploitation risk assessment form - CERAF and associated guidance, accessed at : <https://hipsprocedures.org.uk/qkyoy/children-in-specific-circumstances/children-who-are-exploited> and associated guidance to identify pupils who are at risk and the DSL will share this information as appropriate with children's social care and the police.

- We will use the CPI (community partnership information Community Partnership Information Sharing Form - Safe4Me) form to share relevant intelligence information with Police that will assist in building a bigger picture of potential exploitation issues in the community. Once a CPI form is submitted (use form on Safe4me website) it should be securely destroyed. Information may be relevant to record in a child's record of concern in school as per other concerns or additionally make a separate referral to MASH.
- Youth violence can also be linked to exploitation - in our school we ensure that all staff understand the importance of reporting any information relating to serious youth violence and we also promote the information in the guide linked to parents for information and aiding understanding of issues facing young people in society.



Schools and Parents
Guide to Youth Violent

Trafficked Children and Modern Slavery

Practice to safeguard children who may have been trafficked

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/177033/DFE-00084-2011.pdf

[Safeguarding unaccompanied asylum seeking and refugee children - GOV.UK](#)

[HIPS Child Exploitation Strategy.pdf \(hipsprocedures.org.uk\)](#)

[3.1 Children who are Exploited | Hampshire, Isle of Wight, Portsmouth and Southampton \(hipsprocedures.org.uk\)](#)

https://www.barnardos.org.uk/what_we_do/our_work/trafficked_children.htm

- Human trafficking is defined by the UNHCR in respect of children as a process that is a combination of:
 - Movement (including within the UK);
 - For the purpose of exploitation
 - Any child transported for exploitative reasons is considered to be a trafficking victim.

- For any child where exploitation is suspected or known, and there are indicators of movement which is facilitated, arranged or controlled by individuals who may be exploiting or intending to exploit them, trafficking should be considered.
- External (or international) trafficking describes trafficking which occurs from one country to another. Internationally trafficked children may first come to the attention of the local authority as Unaccompanied Children.
- Internal trafficking is the term used to describe trafficking which occurs within the borders of a country. This can be within a neighbourhood, city, county, country etc.
- There are a number of indicators which suggest that a child may have been trafficked into the UK and may still be controlled by the traffickers or receiving adults. These are as follows:
 - Shows signs of physical or sexual abuse, and/or has contracted a sexually transmitted infection or has an unwanted pregnancy;
 - Has a history with missing links and unexplained moves;
 - Is required to earn a minimum amount of money every day; deprived of earnings by another person; or claims to owe money to another person (debt bondage)
 - Works in various locations;
 - Has limited freedom of movement;
 - Appears to be missing for periods;
 - Is known to beg for money;
 - Is being cared for by adult/s who are not their parents and the quality of the relationship between the child and their adult carers is not good;
 - Performs excessive housework chores and/or rarely leaves the residence.
 - Is one among a number of unrelated children found at one address;
 - Has not been registered with or attended a GP practice;
 - Is excessively worried about being deported
- Children or young people may be trafficked from town to town or city within the UK, having been groomed and coerced into sexual or criminal exploitation. There are a number of indicators associated with child exploitation that are displayed by young people in this situation (detailed in the child sexual exploitation section). Other signs which may indicate trafficking risks:
 - Talking about or rumours about new places the child has or they are planning to visit (without plausible explanation)
 - Talking about travel routes or modes of transport, or evidence of travel tickets / receipts
 - Travelling / found out of area without plausible explanation
 - Links with controlling or significantly older individuals or groups from other areas (without plausible explanation)
- Where there are reasonable grounds to suspect a child to be the victim of trafficking, child protection procedures must be initiated by reporting to the DSL, who will contact the multi-agency safeguarding hub following procedure.
- The above behaviours themselves do not indicate that a child is being trafficked, but should be considered as indicators that this may be the case. If staff believe that a child is being trafficked, this will be reported to the designated safeguarding lead for referral to be considered to children's social care.

Children may be:

- in the care of adults who, whilst they may be their carers, have no parental responsibility for them
- in the care of adults who have no documents to demonstrate a relationship with the child alone
- in the care of agents.

Unaccompanied migrant children and child victims of modern slavery, including trafficking, can be some of the most vulnerable children in the country.

Unaccompanied children are alone, in an unfamiliar country and may be surrounded by people unable to speak their first language. Modern slavery includes human trafficking, slavery, servitude and forced or compulsory labour.

Exploitation takes a number of forms, including sexual exploitation, forced labour, forced criminality, begging, organ harvesting, and domestic servitude and victims may come from all walks of life.

Advice should be taken from CRS and in where appropriate the police if trafficking or modern slavery is suspected or known. You may be asked to support a referral using the National Referral Mechanism (NRM)

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

Modern slavery is a term that covers:

- slavery
- servitude and forced or compulsory labour
- human trafficking

From 31 July 2015, potential victims of slavery, servitude and forced or compulsory labour in England and Wales recognised with a positive reasonable grounds decision, may also have access to support previously only offered to potential victims of human trafficking. The child's details should be provided using the forms available on the [National Referral Mechanism website](#).

Child employment or performance

- The Local Authority should be alerted to any child who is known to be working in paid or unpaid employment. The referral form for illegal employment can be found here <https://www.southampton.gov.uk/schools-learning/employ-teach/>. Following the referral appropriate checks will be carried out to check that the employment of the child is lawful and the child is appropriately safeguarded. Any queries around child employment should be directed the Child Employment/Performance /Designated Safeguarding Lead Trainer - Grace Morris/Julie Stubbington (child.employment@southampton.gov.uk) If we were concerned about a young person from our school, or another where information was reported to us this would be acted on by one of the DSL's.
- The same officer via child.employment@southampton.gov.uk) will also ensure the correct performance licencing is in place for children who perform, act, model or take part in paid sporting activities. It is the responsibility of the person running the event to apply for licence however as a school Zoe Newton will liaise with the organiser and LA officer regarding child performance and absence required to take part.

Gangs and Youth Violence

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/418131/Preventing_youth_violence_and_gang_involvement_v3_March2015.pdf

Preventing youth violence and gang involvement - Practical advice for schools and colleges (publishing.service.gov.uk)

Criminal exploitation of children and vulnerable adults: county lines - GOV.UK (www.gov.uk)



- The vast majority of young people will not be affected by serious violence and crime of gangs. However, where these problems do occur, even at low levels there will almost certainly be a significant impact to the young people and others. It is linked to exploitation. .
Factors that may indicate a young person is at risk from or involved in serious violence include:
 - being male,
 - having been frequently absent or permanently excluded from school,
 - having experienced child maltreatment
 - having been involved in offending, such as theft or robbery.Factors that may indicate a young person is a risk or involved in serious violent crime include:
 - Increased absence from school,
 - A change in friendships or relationships with older individuals or groups,
 - A significant decline in performance,
 - Signs of self-harm or a significant change in wellbeing,
 - Signs of assault or unexplained injuries.
 - Unexplained gifts or new possessions
- As a school we have a duty and a responsibility to protect our pupils. It is also well established that success in learning is one of the most powerful indicators in the prevention of youth crime. Dealing with violence also helps attainment. While pupils generally see educational establishments as safe places, even low levels of youth violence can have a disproportionate impact on any education.
- Primary schools are also increasingly recognised as places where early warning signs that younger children may be at risk of getting involved in gangs can be spotted. Crucial preventive work can be done within school to prevent negative behaviour from escalating and becoming entrenched.
- As a school we will:
 - develop skills and knowledge to resolve conflict as part of the curriculum including the use of restorative questions and processes;
 - challenge aggressive behaviour in ways that prevent the recurrence of such behaviour;
 - understand risks for specific groups, including those that are gender-based, and target interventions;
 - safeguard, and specifically organise child protection, when needed;
 - make referrals to appropriate external agencies;
 - carefully manage individual transitions between educational establishments, especially into Pupil Referral Units (PRUs) or alternative provision; and
 - work with local partners to prevent anti-social behaviour or crime, including the Violence Reduction Unit - VRU partnership action group
 - ensure that adults in our school behave and respond appropriately and proportionately to set an example and challenge where needed
 - attend DSL network meetings/ read LA safeguarding updates or shared information that will inform our provision and approach so that we can work in a preventive educational and proportionate manner with our children and young people, and the wider community.
- We will use the CPI (community partnership information) form to share relevant intelligence information with Police that will assist in building a bigger picture of gang/ violence issues in the community. Once a CPI form is submitted (use form on Safe4me website) it can be destroyed. Information may be relevant to record in a child's record of concern in school as per other concerns to ensure the oversight includes all relevant information.

Harmful Sexual Behaviours

[Investigating and responding to sexual bullying \(anti-bullyingalliance.org.uk\)](https://anti-bullyingalliance.org.uk)

Rape Crisis England & Wales

[Undressed \(lgfl.net\)](https://lgfl.net) LGFL 'Undressed' provided schools advice about how to teach young children about being tricked into getting undressed online in a fun way without scaring them or explaining the motives of sex offenders

Our school also follows the statutory guidance set out in part 5 of KCSiE 2023 for all pupils.

Harassment and Sexual Violence, including Child on child and Violence against women and girls

- Sexual harassment refers to 'unwanted conduct of a sexual nature' and can occur online and offline. It can be between peers but also between children and adults. Reports of sexual violence and sexual harassment can be extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure their education is not disrupted.
- At our school we recognise that these can be one-off incidents or part of repeated behaviours or messages targeted by one or more people. Our process for educating and managing incidents is linked to our bullying and behaviour policies.
- Ofsted "[Review of sexual abuse in schools and colleges - GOV.UK \(www.gov.uk\)](https://www.gov.uk)" June 2021 provided a clear picture of prevalence of often daily experiences that would constitute harassment, but that incidents were not often challenged when observed by adults or peers, they were accepted as normal or unreported due to this, or were not fully investigated when reported. The widespread prevalence has shown this is an issue that must be addressed for all pupils. In our school we have taken note of the recommendations the report has made and will be addressing these by:

Including it in annual safeguarding training and reviewing regularly.

All adults are expected to: Report to a DSL

All pupils are expected to: Report to an adult

Shirley Warren Primary will carefully consider all observations and reports of sexual violence and/or sexual harassment or associated behaviours eg verbal abuse. The designated safeguarding lead (or deputy) will advise the head teacher following careful consideration and investigation what appropriate action will be put in place to support the victim, perpetrator and any others involved. The voice of the child is central to the ethos of our school and is also central within incident responses, investigation and outcomes. At our school we have processes that enable all pupils to confidently report abuse, sexual violence and sexual harassment, any prejudicial behaviours knowing their concerns will be treated seriously, and that they can safely express their views and give feedback. A member of SLT or a familiar member of staff to the child will listen to the child

If relevant to the incident/ person police advice will be followed and this may override some aspects of school process.

- Where a report of rape, assault by penetration or sexual assault is made by an adult on a child, this should be referred to the police. They will advise who to share the information with and confirm to refer to CRS.
- Shirley Warren Primary School will do all they reasonably can to protect the anonymity of any children involved in any report to the police, and will follow advice from the police regarding communications. It is also important that other children, adult students and school and college staff are supported and protected as appropriate. The child-on-child toolkit [Child-on-Child \(Peer-on-Peer\) abuse toolkit \(southampton.gov.uk\)](https://southampton.gov.uk) has helpful resources we will consider to support including a risk assessment template to consider the impact of both parties at each decision stage.

- At our school leaders will report the numbers of incidents of sexual harassment or violence to governors regularly so that there is scrutiny and challenge regarding this issue, and the governing body are aware of themes and trends and how leaders are managing this aspect of safeguarding.
- HM Government have published a specific Violence against Women and Girls strategy, with Education a key part to prevent and reduce this: "Education has to start early, and it has to address boys/young men as well. All too often, responsibility falls upon the girls/young women to behave in a manner to protect themselves or discourage violence against them." - Call for Evidence, Public Survey. Tackling violence against women and girls strategy (publishing.service.gov.uk) This strategy is used to inform some of the PSHE programme at our school. It is included within the curriculum and also within our safeguarding processes and the staff code of conduct in terms of how staff are expected to respond to any reported incidents or issues.
- In our school all adults are expected to make it clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up. This will be through the examples staff set as role models to our pupils as well as through PSHE and application of the behaviour policy and code of conduct.
- Within our school all staff recognise our legal responsibility under the Equality Act 2010 and the Human Rights Act 1988 that it is unlawful for schools and colleges to act in a way that is incompatible with the European Convention on Human Rights. It is recognised by all staff that by the way we, as staff and a school respond to any incidents or allegations can uphold these rights including:
 - Article 3: the right to freedom from inhuman and degrading treatment (an absolute right)
 - Article 8: the right to respect for private and family life (a qualified right) includes a duty to protect individuals' physical and psychological integrity
 - Article 14: requiring that all of the rights and freedoms set out in the Act must be protected and applied without discrimination;27
 - Protocol 1, Article 2: protecting the right to an effective education.
- The process in our school for managing any incident or allegation with regards to sexual abuse is set out below: Full and fair investigation.

[Sexual violence and sexual harassment between children in schools and colleges - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

All staff are aware of the need to respond equally to allegations that are between children that are of the same sex, to those that are made between different sexes. Additionally, it is recognised that incidents can overlap with other characteristics such as homophobic, racial, disability or faith prejudices. It is recognised that pupils will need guidance to support and challenge this themselves life outside of school also and our school teaches pupils how to respond, act, resolve issues as well as how to report them and where to seek support.

- Curriculum input will be managed through our relationship's education teaching at age and developmentally appropriate times taking into account the understanding ability of children and young people with special educational needs.
- **Responding to a report of child on child sexual violence or harassment (see KCSIE part five together with our settings own policies and procedures)**

All adults in our school are expected to:

- Be aware that this can happen to any person - it is not limited to only sexual aspects or females but can also include wider characteristics for any gender.
- It can be in person, reported or online.
- Be alert, and not tolerate or dismiss sexual violence or sexual harassment as "banter", "part of growing up", "just having a laugh" or "boys being boys";

- challenge behaviour (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia and flicking bras and lifting up skirts, as well as comments that are derogatory or made to humiliate or embarrass others.
 - Ensure their own behaviour and the school ethos reflects respect for gender and sexual orientation
 - Recognise that "Upskirting" is now a criminal offence. It typically involves taking a picture under someone's clothes without them knowing with the intention of viewing someone's genitals or buttocks with a view to sexual gratification or to cause the victim humiliation, distress or alarm.
 - understand that all of the above can be driven by wider societal factors beyond the school and college, such as everyday sexist stereotypes and everyday sexist language. This is why a whole school/college approach (especially preventative education) as described in government advice ([hyperlink above](#)) is important.
 - recognise that pupils with SEN are three times more likely to be abused and ensure they have awareness of pupil behaviours that may be inappropriate towards pupils with SEN
 - Record and report any incidents including the actions taken at the time if it was observed by an adult, or reported to them
 - recognise that allegations of sexual violence or sexual harassment are likely to be complex and will likely require difficult professional decisions to be made. The DSL must be notified without delay and decisions made on a case-by-case basis. As with other disclosures the person disclosing must be able to disclose the information in a supportive environment with a clear record of factual information made as soon after the disclosure as possible. The same procedures should be followed as set out in the child protection - reporting concerns or disclosures.
 - Decisions must be made with the impact for both parties considered. This should be recorded and consent to share should be considered for both parties, in line with police advice if an investigation is ongoing. (tools in the SSCP Child on Child toolkit will aid recording of such incidents)
- Where information includes an online element, staff including the DSL must be aware of the [searching, screening and confiscation advice for schools](#) and UKCCIS sexting advice for schools and colleges. A risk assessment must be made following the disclosure by the DSL on a case-by-case basis; this may need to be amended once other agencies become involved.

The DSL will report to children's social care through contact with MASH, and this will be in conjunction with having contacted the police first (irrespective of the child's age). Parents/carers will be informed unless there is a compelling reason not to, such as immediate safety or risk to the child be they the victim or alleged perpetrator. The police will advise what information can or should be shared. This advice **must** be followed.

- As allegations can arise between peers attending the same school it is important that both pupils must be managed supportively, in that both should be given a single point of contact, and both these points of contacts should liaise so that fair and proportionate response is made. Pupils should be aware that an allegation does not equate to guilt without there being an appropriate referral and investigation undertaken by the relevant organisations.
- If this situation arises our school will assess the risk and identify if there may need to be a temporary revision of education arrangements including class moves, arrangements for arriving and leaving school and at break times to ensure that both pupils are supported in continuing their education whilst any investigation is carried out. A single point of contact for each pupil will be set up immediately and actions will be determined on a case by case basis. A risk assessment will include travel to and from school and any other relevant contextual information available and will be reviewed regularly by the DSL.
- If an adult behaved inappropriately to another adult or a pupil then all adults in our school know to report this using the steps set out below:

Contact the LADO for advice.

Teenage Relationship Abuse

Teenage Relationship Abuse | The Children's Society (childrensociety.org.uk)

- In addition to sexual harassment and violence research has shown that many teenagers don't understand what constitutes abusive behaviours such as controlling behaviours, which could escalate to physical abuse, e.g. checking someone's phone, telling them what to wear, who they can/can't see or speak to and that this abuse was prevalent within teen relationships. Further research showed that teenagers didn't understand what consent meant within their relationships. They often held the common misconception that rape could only be committed by a stranger down a dark alley and didn't understand that it could happen within their own relationships. This led to these abusive behaviours feeling 'normal' and therefore left unchallenged as they were not recognised as being abusive.

In response to this within our Relationships education curriculum provision we will provide high quality education supporting teenagers from becoming victims and perpetrators of abusive relationships by encouraging them to rethink their views of violence, abuse, emotional and controlling behaviours, and understand what consent means within their relationships. We also include learning regarding prejudicial language and behaviours that again can sometimes be linked to controlling or coercive behaviours. Relationships education will be included in all year groups at our school and will be differentiated so as to be developmentally appropriate for pupils. This will be in line with the statutory guidance "Relationships education, Sex and relationships education and health education".

- At Shirley Warren Primary school our policy and provision was developed throughout 2020-21 and consultations with parents/carers were held. Our school will provide/ signpost parents to the government advice for parents where it is needed. These may include:
 - Preventing Child Sexual Abuse & Keeping Children Safe | NSPCC
 - Talk PANTS & Join Pantosaurus - The Underwear Rule | NSPCC for parents
 - Sexual harassment - Victim Support
 - Prejudice, Language and Behaviour Guide (youngsouthampton.org) parental leaflet
 - Parents - Safe4Me
 - Information, Advice and Support to Keep Children Safe Online (internetmatters.org) age specific advice for parents
 - Guidance, policy and research (thinkuknow.co.uk)

Mate Crime and Peer on peer. Child on Child abuse

Abuse between children and young people can take many forms. All staff in our settings must be clear about how they are expected to challenge any forms of abuse. In our setting we expect all staff, or adults visitors to: report straight away to a DSL and record on CPOMS.

Where allegations of peer on peer/child on child are found to be unsubstantiated, unfounded, false or malicious our DSL will firstly, consider if any support is required for the child making the allegation. If a report is shown to be deliberately invented or malicious, our DSL will also consider whether any disciplinary action is appropriate against the individual who made it as per our behaviour policy.

Mate Crime

Example of Mate crime <http://arcuk.org.uk/safetynet/examples-of-mate-crime/http://arcuk.org.uk/safetynet/files/2012/08/Friend-or-Fake-Booklet.pdf>

Mate crime is a rapidly increasing problem across the country and is defined as:

"the exploitation, abuse or theft from any vulnerable person by those they consider to be their friends. Those that commit such abuse or theft are often referred to as fake friends. " Mate crime is most prevalent when the victim suffers with a disability and is especially common when that disability is Autism or Aspergers.

Whatever the concern of the report, whether it took place in school or outside of school and however long it has taken for them to come forward children and young people need to be assured that the information they have shared will be taken seriously. They also need to be assured that the law is there to protect them as children.

Reports may be of abuse from inside a family - intra familial harm. In this instance our DSL will take advice upon reporting for any additional support that may be needed for any siblings or related children/ young adults.

Statement for issue is displayed in the staff room and in the school reception area. It is explicitly visible for all pupils, parents, staff and adults visiting:

In Shirley Warren Primary and Nursery School we ensure that all staff, children and young people and visitors recognise that peer on peer abuse/child on child can be, but may not be limited to (KCSiE 2023):

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- abuse in intimate personal relationships between peers
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- sexual harassment, such as sexual comments, remarks, jokes, and online sexual harassment, which may be standalone or part of a broader pattern of abuse; For further information about sexual violence see Annex B. For further information about sexual harassment see Annex B KCSiE 2023
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- consensual and non-consensual sharing of nude and semi-nude images and/or videos¹³ (also known as sexting or youth produced sexual imagery)
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

It may also be behaviour that exploits or is linked to another's persons vulnerabilities which may be linked to a Special Educational Need or including simply wanting to "fit in" with peers.

In some cases, some people may see verbal harassment against any personal characteristic or sexualised comments as "banter", "part of growing up", "so common it is seen as normalised" -**it is not**. Through this statement **we are making it clear that it is not**.

This type of behaviour is NOT acceptable in our setting and all adults, and young people are expected to positively challenge any such incident, report it to one of school DSL's

All persons who need to report any unwanted, inappropriate, or hurtful behaviours whether they be on-line, in text type communications, on social media or in person to any member of our staff can be reassured that they will be taken seriously and supported to take any appropriate actions which may be in school or with external agencies as needed.

The Ofsted published report into sexual abuse in schools and colleges June 2021 indicates that abusive behaviour or harassment is too common across schools and colleges and reporting may be low due to it being unchallenged by adults or perceived as acceptable.

In our school all adults will challenge inappropriate behaviour of any kind by following the processes to manage behaviour.

In our school all pupils are taught about appropriate behaviours towards others (age and developmentally appropriately) within our Relationships education curriculum. This includes what to do if they see/ hear or experience inappropriate behaviours or attitudes.

The curricular provision in our school includes pupils being taught about hate crime, and how this can link to mate crime in addition to Harmful Sexual Behaviours. All pupils, at a developmentally appropriate stage will undertake learning about protected characteristics and how others can groom, exploit, show prejudicial behaviours which may lead to negative outcomes for both people.

Bullying

[Research on preventing bullying DfE 2018](#)

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

[Promoting and supporting mental health and wellbeing in schools and colleges - GOV.UK \(www.gov.uk\)](#)

This is linked with our [Behaviour Policy](#) which can be found at and our PSHE programme which includes the statutory Relationships, Sex and relationships and health education.

Prejudice based abuse / Hate crime

<https://www.youngsouthampton.org/images/prejudicial-language-behaviour-leaflet-for-parents-carers.pdf>

https://www.youngsouthampton.org/images/sys/page_white_word.png incident recording form

[Inclusion services - Young Southampton](#)

[Respecting Diversity \(Prejudicial Language\) -Safe4Me](#)

Toolkit for PLAB can be found in the Inclusion services section of Young Southampton/ working with children/ guidance for schools. It includes a reporting form, surveys for KS1,2,3 and 4, parental leaflets. Reporting form is included in Annex 6 of this guidance.

- Our school will use the Pan-Hampshire prejudicial language and behaviour toolkit (PLAB, launch October 15th 2019) for all issues it applies to and to support us in tackling this issue. Thus, educating our adults and young people to understand its impact and how to tackle it if they see it or hear it effectively. We will report our findings annually (end of summer term) to the LA vulnerable pupil team to support any multi agency response to any issues that arise.
- Prejudice based abuse or hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person's real or perceived:
Any protected characteristics can be a target and additional characteristics such as related to socio-economic/ parental characteristics may also be present with protected characteristics or alone.
Protected characteristics list has been updated:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- Although this sort of crime is collectively known as 'Hate Crime' the offender doesn't have to go as far as being motivated by 'hate', they only have to exhibit 'hostility'. This can be evidenced by:
 - threatened or actual physical assault
 - derogatory name calling, insults, for example racist jokes or homophobic language
 - hate graffiti (e.g. on school furniture, walls or books)
 - provocative behaviour e.g. wearing of badges or symbols belonging to known right wing, or extremist organisations
 - distributing literature that may be offensive in relation to a protected characteristic
 - verbal abuse
 - inciting hatred or bullying against pupils who share a protected characteristic
 - prejudiced or hostile comments in the course of discussions within lessons
 - teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
 - refusal to co-operate with others because of their protected characteristic, whether real or perceived
 - expressions of prejudice calculated to offend or influence the behaviour of others
 - attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.
 - As a school we will respond by:
 - clearly identifying prejudice-based incidents and hate crimes and monitor the frequency, location and nature of them within the school
 - taking preventative action to reduce the likelihood of such incidents occurring
 - recognising the wider implications of such incidents for the school and local community
 - providing regular reports of these incidents to the Governing Body
 - ensuring that staff are familiar with formal procedures for recording and dealing with prejudice based incidents and hate crimes
 - dealing with perpetrators of prejudice-based abuse effectively
 - train staff to ensure staff recognise what constitutes hate crime, or early indicative behaviour and take action to challenge it effectively
 - supporting victims of prejudice based incidents and hate crimes
 - recognise that anyone can be a perpetrator and that this can take place within groups who have a protected characteristic as well as those who do not
 - consider the use of the [Pan-Hampshire Prejudicial language and behaviours toolkit](#) launched in October 2019 to support the school and wider agencies to tackle this issue.

Monitoring and Filtering

<https://www.gov.uk/guidance/meeting-digital-and-technology-standards-in-schools-and-colleges/filtering-and-monitoring-standards-for-schools-and-colleges>

<https://www.saferinternet.org.uk/advice-centre/teachers-and-school-staff/appropriate-filtering-and-monitoring>

All staff at Shirley Warren Primary and Nursery are made aware of their own responsibilities linked to monitoring and filtering as set out in KCSiE 2023. The DSL has overall responsibility for ensuring that this aspect of safeguarding

is compliant and effective in terms of monitoring , filtering and all associated processes, and this is an explicit part of the DSL job description.

Our governing body oversees monitoring and filtering to check that suitable processes are in place – and ensure that “over-blocking” is not restricting what can be taught about online safety. They also check that online safety is considered in our curriculum design, staff CPD and also in any parental engagement through visits to check practice, governor questions at meetings and pupil voice activity.

The DSLs at Shirley Warren are undertake regular checks as to the effectiveness of the monitoring and filtering systems in line with the PREVENT duty and as set out in the DFE guidance link above. They also receive weekly reports from our online filtering and monitoring system – SENSO.

In line with KCSiE 2023, our setting recognises it is directly responsible for ensuring that we have the appropriate level of security protection procedures in place in order to safeguard systems, staff and learners. We review the effectiveness of these procedures regularly to keep up with evolving cyber-crime technologies and check usage.

The breath of issues that fall under online safety is ever expanding, KCSiE offers a suitable list of considerations for content, contact, conduct and commerce (para 136 KCSiE 2023).

If we find staff or pupils at risk from commercial activity this will be reported to :

[APWG | Unifying The Global Response To Cybercrime](#)

Internet / e-safety/ on-line safety

[Child Exploitation and Online Protection Centre](#)

[UK Safer Internet](#)

To report/remove content online, contact the site directly or via the [Internet Watch Foundation](#)

[Child Safety Online: A practical guide for parents and carers whose children are using social media](#)

[Safeguarding children and protecting professionals in early years settings: online safety considerations for managers](#)

<https://www.thinkuknow.co.uk/Teachers/>

www.safe4me.co.uk

[trolls resource - to be published 2020- 2021](#)

[Child net online advice for parents](#)

[Cyber Ambassadors](#)

As schools and colleges increasingly work online, it is essential that children are safeguarded from potentially harmful and inappropriate online material. As such, the DSL should lead and then governing bodies and proprietors should ensure appropriate filters and appropriate monitoring systems are in place as stated above, and in line with DFE guidance and the Prevent Duty.

- With the current speed of on-line change, some parents and carers have only a limited understanding of online risks and issues. Parents may underestimate how often their children come across potentially harmful and inappropriate material on the internet and may be unsure about how to respond. Some of the risks could be:
 - unwanted contact
 - grooming
 - online bullying
 - sharing of nudes/ semi-nudes
 - leaving digital footprint
 - Accessing inappropriate material deliberately or by accident
 - Accessing inappropriate material beyond a child's capacity to comprehend

These on-line risks can be broadly categorised into four areas (the 4 C's) as set out in KCSiE 2022

- **content:** being exposed to illegal, inappropriate or harmful content, for example: pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
 - **contact:** being subjected to harmful online interaction with other users; for example: peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes'.
 - **conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images (e.g consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying;
 - **commerce** - risks such as online gambling, inappropriate advertising, phishing and or financial scams. If you feel your pupils, students or staff are at risk, please report it to the Anti-Phishing Working Group (<https://apwg.org/>)
- The school will therefore seek to provide information and awareness to teachers, pupils and their parents through:
 - Acceptable use agreements for children, teachers, parents/carers and governors
 - Clearly communicated policy around the use of mobile technologies in school and for school activities
 - Training and updates for staff around on-line safety
 - Curriculum activities involving raising awareness around staying safe online with regard to age appropriate awareness of the 4 C's
 - Regular pupil surveys to ensure that the content of lessons are up to date and relevant and effective
 - Opportunities for pupils to ask questions, anonymously if needed regarding safety on-line
 - Information included in letters, newsletters, web site, VLE
 - Parents evenings / sessions
 - High profile events / campaigns e.g. Safer Internet Day
 - Building awareness around information that is held on relevant web sites and or publications
 - Ensuring the safeguards in place for the school electronic systems are effective and monitored for any threats to safety
 - Use of personal phones or technology to record or use with children or staff should be clearly set out for all stakeholders, and this should include where it would be appropriate to use as well as where not.
- The school uses the 360 Online safety toolkit (<https://360safe.org.uk>) to assess its provision and effectiveness. Pupil, parent and staff surveys also inform leaders and governors of the relevance of our provision to ensure pupils are kept safe online in school, and also know how to keep themselves safe when using any electronic devices.
 - In developing any future home learning policy, we will follow the most recent DfE guidance regarding remote learning. We will also ensure that appropriate process is set out to protect pupils whilst on-line and provide clear protocols for staff to follow that also protect teachers from allegations. Home learning will not be used unless it is in line with government guidance, or by any professionals involved with a family. It should not be used in lieu of a child coming into school unless there is a reason supported in national guidance to do so. This is because it reduces the ability of professionals to safeguard, may increase risks to a child and is not in line with Working Together to Improve Attendance and may make it more difficult for a child/ young person to engage with others in education, work or social settings longer term.

Social Media

Resources - Safe4Me

<https://360safe.org.uk/> - online safety self review for schools

Social networking links for advice -

<https://www.childnet.com/Content/Childnet/Childnet/Assets/forms/create-send-new-letter-light.html>

[Child net online advice for parents](#)

- In addition to the above online safety guidance, and guidance around managing peer on peer abuse we recognise there are some specific risks with the use of social media platforms by increasingly younger children.
Pupils of a young age are now aware of a wide range of Social media platforms. They may access them via friends or family member's phones. Many have an age restriction mainly due to how the platform can be used.
Trends may be seen with platforms, especially those aimed at young people where they think their message or photo disappears once read, or children don't understand privacy settings. Whilst they can seem harmless, we will ensure that our educational provision sets out the responsibilities and legalities of usage as well as the dangers and risks that usage can bring in an age or developmentally appropriate way for parents and pupils.
- New apps and platforms appear regularly and a common issue is the spreading of sensitive or untrue information regarding incidents or issues.
- Also there are many users adept at targeting certain profiles with fake, misleading or extremist information. This is also linked to or referred to as FAKE news. It is very difficult for most people to distinguish between these types of information on social media.
- As a school we regularly re-visit the consideration of the use of social media in an age appropriate way, we check with pupils and parents that the learning opportunities we offer reflect their experiences with social media. We provide parents with information and engage with our pupils as to the positives but also potential negatives of social media. Within our RHE/ PSHE lessons we explore the impact social media has had over covid and also in non-covid times on relationships with others, and explore at a time indicated in our curriculum plans how negative use of social media can be harmful and how to manage this.

Cyberbullying

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

[Safe4me- resources](#)

[Child net online advice for parents](#)

- Central to the School's behaviour policy is the principle that '*bullying is always unacceptable*' and that '*all pupils have a right not to be bullied*'. It is recognised that cyber bullying can often form a part of incidents that repeatedly target a victim through the use of sexual abuse as outlined earlier in the guidance. This is not tolerated in our school and we expect all adults to address any issues they see or hear, or are brought to their attention.
- The school also recognises that it must take note of bullying perpetrated outside school which spills over into the school and so we will respond to any cyber-bullying we become aware of carried out by pupils when they are away from the site. We will always communicate any concerns to parents/carers and may also report any incidents to the police or Local Authority children's social care.
- Cyber-bullying is defined as "an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself."
- By cyber-bullying, we mean bullying by electronic media:
 - Bullying by texts or messages or calls on mobile phones
 - The use of mobile phone cameras to cause distress, fear or humiliation
 - Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
 - Using e-mail to message others

- Hijacking/cloning email accounts
 - Making threatening, abusive, defamatory or humiliating remarks in on-line forums
- Cyber-bullying may be at a level where it is criminal in character. It is unlawful to disseminate defamatory information in any media including internet sites. Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character. The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
 - If we become aware of any incidents of cyberbullying, we will need to consider each case individually as to any criminal act that may have been committed. The school will pass on information to the police if it feels that it is appropriate or are required to do so.

Sending nudes (previously referred to as Sexting)

Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK (www.gov.uk)

Safe4me- resources

Child net online advice for parents

- The sharing of naked or 'nude/semi-nude' pictures or video through mobile phones and the internet was previously referred to as Sexting. It also includes underwear shots, sexual poses and explicit text messaging. The terminology is more recognised by young people as "Sending nudes" as well as other slang terms.
- While this often takes place in a consensual relationship between two young people, the use of images in revenge following a relationship breakdown is becoming more commonplace. It can also be used as a form of sexual exploitation and take place between strangers. In our school we will treat any incidents sensitively and may inform parents if it will not raise risks for either child, children's services or the police.
- As the average age of first smartphone or camera enabled tablet is 6 years old, the sending of inappropriate photos, even unintentionally or with a lack of understanding of implications is an issue that requires awareness raising across all ages.
- The school will use age appropriate educational material to raise awareness, to promote safety and deal with pressure. Parents should be aware that they can come to the school for advice.
At our school this will be by: links and invitations of Online safety workshops, information on the school newsletters and from safe4me)
- Consensual image sharing, especially between older children of the same age, may require a different response. It might not be abusive - but children still need to know it is illegal- whilst non-consensual is illegal and abusive. UKCIS provides detailed advice about sharing of nudes and semi-nude images and videos.

Upskirting

Child net online advice for parents

120. At Shirley Warren Primary and Nursery we recognise that "Upskirting" is a criminal offence and any incidents will be recorded and reported to the DSL and the police, and may be also reported to children's services.

121. It is recognised that incidents are likely to be upsetting and support and sensitivity are required when dealing with both victim and perpetrator. The DSL will determine how the school will approach any incident on a case by case basis ensuring a clear record is made by the person who it was first reported to.

Gaming

[Professionals Online Safety Helpline | Safer Internet Centre](#)

[http://www.childnet.com/search-results/?keywords=gaming - support documents](http://www.childnet.com/search-results/?keywords=gaming-support%20documents)

[Child net online advice for parents](#)

- Online gaming is an activity that the majority of children and many adults get involved in. The school will raise awareness:
 - By talking to parents and carers about the games their children play and help them identify whether they are appropriate.
 - By support parents in identifying the most effective way of safeguarding their children by using parental controls and child safety mode.
 - By talking to parents about setting boundaries and time limits when games are played.
 - By highlighting relevant resources to support the child and parent to reduce the time or type of games played where it is indicated as being harmful to the child and their development.

Online reputation

[Young people - http://www.childnet.com/resources/online-reputation-checklist](http://www.childnet.com/resources/online-reputation-checklist)

[Professional reputation | Safer Internet Centre](#)

<http://www.kidsmart.org.uk/digitalfootprints/>

[Child net online advice for parents - hot topics](#)

- Online reputation is the opinion others get of a person when they encounter them online. It is formed by posts, photos that have been uploaded, it includes posts, photos and comments made by others on people's profiles. It is important that children and staff are aware that anything that is posted could influence their current or future professional reputation. The majority of organisations and work establishments now check digital footprint before considering applications for positions or places on courses. For an employee it can bring disciplinary action and staff are encouraged to follow any code of conduct their employer or professional body provides regarding professional reputation of the individual or their organisation or profession. For teachers, this would include for example, the teacher standards [Teachers' standards: overview \(publishing.service.gov.uk\)](#) and the Nolan principles of public life [The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/publications/the-seven-principles-of-public-life).
- We will aim to educate our pupils through our career's education provision as well as our PSHE curriculum. This will include: specific online safety sessions weekly- based on the Google Legends curriculum.
- Our staff will be made aware of their own responsibilities around reputation and the possible consequences if this affects the schools reputation, as well as the suitability to work with children criteria in KCSiE 2023 for managing allegations against staff (managing allegations processes, including LADO consultation for low level concerns that may not meet the harm threshold but may be conduct issues)
- Where allegations are made regarding an organisation or individual that hires the premises the LADO will be contacted.
- Where allegations are made against a governor the head teacher, or other staff member should contact the LADO.

Grooming

<http://www.saferinternet.org.uk/search/node/grooming>

<http://www.childnet.com/search-results/?keywords=grooming>

<http://www.internetmatters.org/issues/online-grooming/>

[safe4me - resources](#)

[Harmful online challenges and online hoaxes - GOV.UK \(www.gov.uk\)](#)

[Undressed \(lgfl.net\)](#)

- Online grooming is the process by which one person with an inappropriate sexual interest in children/or will to exploit children criminally through for example, illegal employment or running errands that are exploitative and criminal in nature will approach a child online, with the intention of developing a relationship with that child, it may be so as to be able to meet them in person and is likely to be planned to intentionally cause harm. It is linked to Exploitation of young people that can be for example, sexual or criminal. It can start with very low level information and with inappropriate communication between any adult or professional and a pupil. It may also be child-on-child which must be managed with both peers as children, our staff will be aware to avoid Adultification, and not balancing decisions and consequences for both parties when working through a child-on-child issue.
- The school will build awareness amongst children and parents about ensuring that the child:
 - only has friends online that they know in real life and do not overstep professional boundaries inappropriately
 - is aware that if they communicate with somebody that they have met online, that relationship should stay online and may not be appropriate or real
 - to never give personal information or share pictures to anyone they don't know in person, and even limit information they share with friends
 - Understanding digital footprint age and stage appropriately
- That parents should:
 - recognise the signs of grooming and inappropriate contacts
 - recognise it is a form of exploitation
 - have regular conversations with their children about online activity and how to stay safe online including about unsafe online challenges and hoaxes
 - try to attend any workshops for parents regarding online safety and educate themselves of the most current issues, ways to restrict and block harmful content at home.
- The school will raise awareness by:
 - Running sessions for parents and signposting helpful information - safe4me website
 - Include awareness around grooming as part of their curriculum
 - Identifying with both parents and children how they can be safeguarded against grooming
 - Establish this learning as a part of the planned relationships education content.
 - Consider how to best raise awareness with parents and pupils of harmful online challenges, hoaxes and where to get help.

Children missing from home or care

<https://www.gov.uk/government/publications/children-who-run-away-or-go-missing-from-home-or-care>

- Children who run away from home or from care, provide a clear behavioural indication that they are either unhappy or do not feel safe in the place that they are living. Research shows that children run away from

conflict or problems at home or school, neglect or abuse, or because children are being groomed by predatory individuals who seek to exploit them. Many run away on numerous occasions.

The association of chief police officers (replaced by the National police chiefs council, NPCC) has provided the following definitions and guidance:

- *"Missing person is: 'Anyone whose whereabouts cannot be established and where the circumstances are out of character or the context suggests the person may be the subject of crime or at risk of harm to themselves or another.'*
 - *An absent person is: 'A person not at a place where they are expected or required to be.'*
 - *All cases classified as 'missing' by the police will receive an active police response - such as deployment of police officers to locate a child. Cases where the child was classified as 'absent' will be recorded by the police and risk assessed regularly but no active response will be deployed.*
 - *The absent case will be resolved when a young person returns or new information comes to light suggesting that he/she is at risk. In the latter instance, the case is upgraded to 'missing'.*
- In our school the process links with our absence from school processes if this occurs is: A phone call will be made to check where the child is. Phone calls will be made daily.
 - Within any case of children who are missing from home or care both push and pull factors will need to be considered.
 - Push factors include:
 - Conflict with parents/carers
 - Feeling powerless
 - Being bullied/abused/ harrassed
 - Being unhappy/not being listened to/ perceived unfairness/ helplessness
 - The Toxic Trio
 - Pull factors include:
 - Wanting to be with family/friends
 - Drugs, money and any exchangeable item
 - Peer pressure
 - Grooming
 - Exploitation
 - For those who have been trafficked into the United Kingdom as unaccompanied asylum seeking children there will be pressure to make contact with their trafficker
 - Less rules
 - The school will inform all parents of children who are absent (unless the parent has informed us) as soon as possible. At our school our register closes at 9.00am and 1.20pm to register attendance. If when contacted the parent is also unaware of the location of their child, and the definition of missing is met, we will advise the parent/carer to report this matter to the police, if the parent has not already done so. We will also advise the parent of our duty to ensure that the matter is reported to the police. If there is any concern the parent has not, and will not, report the child missing, we will notify the Police by telephoning 101 or 999 in a case of emergency and record this in the safeguarding log/ school recording system.
 - A discussion with the MET team or referral to MASH may be deemed appropriate action by the DSL based upon individual context and professional decision making for which a record will be kept.
 - Upon return we will support the LA MET team in completing a return interview with a young person where required (MET hub contact details in key contacts section).
 - Whilst considering the situation of a child who has gone missing from home or care, we will also consider if any Risks Outside the Home information is known, however small this may be a such a a new person/friend in discussions or a location discussed. This information will be recorded, there may be a CPI form and a CRD advice discussion in relation to ROTH processes in Southampton.

Absence from lessons or school

[Working together to improve school attendance - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[School attendance: guidance for schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Absence from school at any point may be considered, in individual contexts as a safeguarding risk. Duties relating to regular attendance at school are set out and regular attendance at school, is expected. We will engage in the new duties by Local Authorities relating to "Working together to improve school attendance" secure regular attendance at school and multi -agency working where necessary.

Staff in our school will aim to work with parents and carers to establish regular attendance for all children and young people through an approach including support and guidance, external agency support, including health colleagues where required. Where these are refused or are not effective given time we will discuss each on a case by case basis with the linked EWO to consider any additional actions or the use of the referral for Penalty notice process to aim to secure regular attendance at school. An Early Help assessment may help identify needs or barriers to support the family in order to positively impact upon improving school attendance.

The family context will also be taken into account and a referral to Children and Families First may be discussed to support with matters that may be impacting on the child being able to regularly attend on a regular basis and reduce any barriers to school attendance.

We recognise that Educational neglect is a factor that adversely affects a child into adulthood and staff will use the guidance for practitioners in liaison with partner agencies with the aim of securing regular attendance at school for all children.

Staff will proactively reach out for support when school actions have not had the desired impact, this may require significant exploration and the set- up of Alternative Learning Provision for the short or long term that will need to be reviewed regularly. If any provision is reduced the LA guidance for Reduced timetables should be followed. It is likely to require an Early Help Assessment to be completed as it is recognised that poor school attendance can often be as a result of wider challenges for parents and/or children

We will participate in the termly Targeted Support Meetings (TSM) LA Education Welfare Officer but not wait until these meetings to raise concerns about children's absence.

First day absence processes should be established taking safeguarding into account. They should be reviewed regularly to ensure they are effective and bringing a reduction in absence or lateness, and amended and reviewed if there are no improvements.

- DSLs and staff should continue to consider:
 - **Missing lessons:**
 - Are there patterns in the lessons that are being missed? Is this more than avoidance of a subject or a teacher? Does the child remain on the school site or are they absent from the site?
 - Is there potential that the child may be being exploited during this time?
 - Are they late because of a caring responsibility?
 - Have they been directly or indirectly affected by substance misuse?
 - Are other pupils routinely missing the same lessons, and does this raise other risks or concerns?
 - Is the lesson being missed one that would cause bruising or injuries to become visible?
 - **Single missing days:**

- Is there a pattern in the day missed? Is it before or after the weekend suggesting the child is away from the area? Are there specific lessons or members of staff on these days?
 - Is the parent informing the school of the absence on the day?
 - Are missing days reported back to parents to confirm their awareness?
 - Is the child being sexually exploited during this day?
 - Do the parents appear to be aware?
 - Are the pupil's peers making comments or suggestions as to where the pupil is at?
 - Are there additional vulnerabilities present for the child e.g. SEND needs?
- **Continuous missing days:**
 - Has the school been able to make contact with the parent? Is medical evidence being provided? Are siblings attending school (either our or local schools)?
 - Did we have any concerns about radicalisation, FGM, forced marriage, honour based violence, sexual or criminal exploitation?
 - Have we had any concerns about physical or sexual abuse?
 - Does the young person have SEND needs that need to be considered in the vulnerability consideration?
 - Is there any known information about Risks outside the home (ROTH) that need considering and possibly referring or use of CPI also?

Children with Alternative to full time on-site provision arrangements attendance

Alternative provision - GOV.UK (www.gov.uk)

<https://www.gov.uk/government/publications/education-for-children-with-health-needs-who-cannot-attend-school>

SCC guidance for schools in the use of Alternative Provision (most recent update November 22)

Schools may from time to time need to arrange temporary or ongoing alternative provision to that which would be full time - onsite for pupils. This may be a direction offsite to improve behaviour or to make provision around specific needs that may be SEND related that the school cannot itself provide. At our school we ensure that safeguarding arrangements are in place at the provider/setting/alternative and for communication with our DSL's and attendance leads, recognising that these are likely to be bespoke per provision and pupil. These arrangements should include first day absence processes and are always agreed at the planning and provision stage.

A risk assessment should always be in place to include any travel arrangements. It should also set out any changes to usual school day times that may be relevant. The risk assessment should be agreed with parent/carer and any other relevant professionals and reviewed regularly. The local reduced timetable process should be followed if this is applicable, and elements will support Risk Assessment where full time alternative provision is offered.

Where such arrangements are in place the school must always use appropriate coding to support an accurate registration certificate, check attendance and enable the provision provider to report any concerns to the DSL at school as well as where relevant refer to CRS or the police without delay where relevant. Where safeguarding information or training is required for the provider out school will ensure this is in place before any placement begins or will provide adequate supervision until it can be undertaken, this will be included in the Risk Assessment.

Our school follows the guidance provided by SCC in the use of Alternative Provision and completes its own Quality Assurance of each provision in order to be confident the settings are working in partnership for the best interests of the child, for their safety and educational development, direction offsite to improve behaviour and/or next steps.

KCSiE 2023 sets out some key documentation and guidance for our school to follow regarding engagement in education for those of a statutory school age:

- Guidance on school attendance [Working together to improve school attendance \(publishing.service.gov.uk\)](https://publishing.service.gov.uk) including information on how schools should work with local authority children's services where school absence indicates safeguarding concerns, not yet statutory guidance, but our school follows the guidance as it sets best practice for managing absence and securing regular attendance.
- Information regarding schools' duties regarding children missing education, including information schools must provide to the local authority when removing a child from the school roll at standard and non-standard transition points, can be found in the department's statutory guidance: [Children missing education - GOV.UK \(www.gov.uk\)](https://www.gov.uk)
- [Full-time enrolment of 14 to 16-year-olds in further education and sixth-form colleges - GOV.UK \(www.gov.uk\)](https://www.gov.uk) guidance for enrolment of 14-16 year olds (statutory school age) at FE colleges and sixth form colleges.
- General advice for schools and colleges <https://www.gov.uk/government/publications/missing-children-and-adults-strategy>

Children Missing Education

There are various reasons a child may be deemed as CME which include, but are not limited to:

- Child not starting at school when they reach compulsory school age and therefore never entering the system
- Failing to transition between schools. For example, at phase transfer or if a family moves from one local authority to another
- A delay in applying for a new school place upon arriving in the city
- Refusing an alternative offer of a school place, when the preferred school is full
- Leaving a school, with no forwarding education provision or destination

A child is not a child missing education if simply is absent from school when on roll and attendance should be expected. Usual absence processes followed for these pupils considering if there is potential safeguarding issue with the absence that needs addressing.

- Local guidance, which is updated every summer, can be found at time of policy review on young Southampton - CME guidance and procedures [Inclusion services \(southampton.gov.uk\)](https://southampton.gov.uk)

"Children Missing Education, statutory guidance for local authorities" September 2016

[Children missing education - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

<https://www.southampton.gov.uk/schools-learning/support-education/children-missing-education.aspx>

<https://www.gov.uk/government/publications/school-attendance>

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/395138/Children_missing_education_Statutory_guidance_for_local_authorities.pdf

- We recognise our statutory duty as a school to follow the guidance relating to any child we are aware of who, for example, does not begin school as expected or moves with no forwarding school known.
- We recognise that it is important that agencies work co-operatively, and information is shared in a timely manner. If anyone at our school becomes aware of a child missing education, a referral will be made to the CME Officer as soon as possible.
- If we are aware of a child who is moving and parents/carers have not provided any forwarding address or school, we will contact the CME officer for advice as soon as possible having undertaken reasonable investigation.
- When a child does not start or attend when expected the process in our school is to: Contact the parents to find out why.

The Local Authority officers for contacting to provide information and advice are:

Sophie Bains: Sophie.bains@southampton.govuk

Eliza Johnson: eliza.johnson@southampton.gov.uk

- Our school recognises that patterns of children's absence can be an indicator of either abuse or safeguarding risks. A relatively short length of time a child is missing does not reduce risk of harm to that child, and all absence or non-attendance should be considered in context with other known factors or concerns and relevant partners or agencies contacted as per safeguarding duties.

Multi-agency Public Protection Arrangements

- Where the school is made aware of a parent or person who will visit the school who has a conviction that is subject to MAPPA the school will proactively seek a confidential discussion with the individual or agencies to ensure that any necessary adjustments can be put into place with immediate effect so as to ensure safety of all.
- Our school will liaise with all agencies to ensure all recommendations are put into place, with those who need to know having awareness, and review arrangements whenever required by partners. These recommendations will be put into place for any pupil transferring school/ setting by the DSL contacting the new school prior to transfer to mitigate any risk that could arise if they were not to communicate this to the receiving setting.
- A record of the discussion will be held by the sending school, as well as the receiving school and as per other transfers a record of the transfer of information will be retained by both schools.

Harmful Practices

- Harmful Practice encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or community or an individual, including FGM, forced marriage, abuse linked to faith or cultural practices such as breast flattening (also sometimes referred to as breast ironing). It often can include a wider network of family or community pressure and can include multiple perpetrators. For example, honour linked abuse might be committed against people who (not exhaustive list):
 - become involved with a boyfriend or girlfriend from a different culture or religion
 - want to get out of an arranged marriage
 - want to get out of a forced marriage
 - wear clothes or take part in activities that might not be considered traditional within a particular culture
 - convert to a different faith from the family
 - hide or attempt to delay puberty in girls
 - are suspected of being possessed by spirits
 - are reported to have behaved outside of a families or communities expectations

Any concerns held must be reported to the DSL without delay. The DSL will contact the multi-agency safeguarding hub for advice and follow up with a written referral and may contact the police. If the abuse includes reported FGM, regulated professionals must be mindful of their statutory duty to report themselves, as well as follow usual safeguarding practices and inform DSL.

- It is recognised in our school that within lockdown harmful practices may have been carried out by people with little experience/ equipment, in turn raising the risk for this child considerably from a health and infection view.

- Women and girls are the most common victims of honour linked violence however it can also affect men and boys. Crimes of 'honour' do not always include violence. Crimes committed in the name of 'honour' might include:
 - domestic abuse
 - threats of violence
 - sexual or psychological abuse
 - forced marriage
 - being held against your will or taken somewhere you don't want to go
 - assault
 - also for example, removal/limit of access to phones/ communication
- If staff believe that a pupil is at risk from honour based abuse the DSL will follow the usual safeguarding referral process, however, if it is clear that a crime has been committed or the pupil is at immediate risk the police will be contacted in the first place, followed by MASH.
NOTE: Circumstances for NON-CONSENT FOR MASH REFERRAL. It is important that if honour based abuse/ harmful practice is known or suspected that communities and family members are **NOT** spoken to prior to referral to the police or social care as this could increase risk to the child depending on individual circumstance. This decision should be recorded with the reasons not to gain consent.

Female Genital Mutilation (FGM)

<https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>

www.nationalfgmcentre.org.uk - resources and guidance

[NHS information and guidance](#)

<http://nationalfgmcentre.org.uk/wp-content/uploads/2018/05/Referral-Guide-.pdf>

- FGM comprises any of four different procedures involving partial or total cutting, removal of the external female genitalia or other deliberate injury to the female genital organs for non-medical reasons (See NHS link). It has no health benefits and harms girls and women in many ways. It is one of a number of forms of abuse that are specifically linked to gender. It involves removing and damaging healthy and normal female genital tissue, and hence interferes with the natural function of girls' and women's bodies.
- Procedures can be extremely high risk for the woman or girl, they are pre-meditated and organised. The safeguarding of the woman/girl is the priority whilst ensuring professionals remain culturally sensitive and inclusive.

The age at which girls undergo FGM varies enormously according to the community. **The procedure may be carried out when the girl is new-born, during childhood or adolescence, just before marriage or during the first pregnancy.** The majority of cases of FGM are thought to take place between the ages of 5 and 8, or before puberty and therefore girls within that age bracket are at a higher risk, but this is not always the case.

- Girls may report being excited that they are going to have a ceremony or celebration in their honor, a female relative visiting, possibly from overseas, that they are going to become a woman soon. These can be indicators of risk but are not always an indicator of FGM and should not be treated as such. They should raise awareness if appropriate and be reviewed case by case, in context. Staff should always refer to the DSL for advice and record clearly what they have heard and from whom without delay. Unless this information has come directly from the victim is not sufficient to warrant the mandatory reporting duty coming into force if it is known that FGM has occurred from this third party information

alone. It is recommended that staff seek advice from the DSL, or police if unsure if the mandatory duty applies.

- FGM is illegal in the UK. UK nationals and habitual residents are protected under the law when in the UK and when abroad. On the 31 October 2015, it became **mandatory for teachers and other regulated professionals** to report known or disclosed cases of FGM directly to the police. In these situations, the DSL and/or head must be informed that the member of teaching staff has called the police to report information that they believe indicates that FGM has happened. Advice can be sought from the DSL if required. If the information is gained by a non-regulated professional they must report to the DSL without delay for advice on actions, if a child is at immediate risk call 999, and then MASH.
- **At no time will school staff examine pupils to confirm FGM concerns.**
- For cases where it is believed that a girl (under 18) may be vulnerable to FGM or there is a concern that she may be about to be affected by this issue the staff will inform the DSL who will report it in line with any other child protection concern. If the female is 18 or over, teachers should follow local safeguarding procedures and contact the DSL, who in turn will contact MASH/police / adult social care. UK nationals and habitual residents are protected under the law when in the UK and when abroad.

Breast flattening (sometimes referred to as breast ironing)

Breast Flattening - National FGM Centre

- The process can occur in a single incident, but most likely over an extended period of time, sometimes years.
A rock, spoon, implement is heated and is then pressed and massaged over the breast area to damage the breast tissue. This causes extreme pain. The girl then is wrapped or has a band over the breast area to ensure that the tissues repair in such a way that it flattens the tissue and breast area. It can result in a range of outcomes including severe burns, infections, cancer risks as well as psychological and emotional turmoil.
- Girls are encouraged by family to be brave and not cry. They are placed under a significant emotional toll and expectations placed upon them by the family members who are likely to be carrying out this act. Family members are likely to report trying to protect the girl from becoming a woman too early, to rescue them from being attractive to males for example.
- Girls may be seen to be experiencing pain or itching, have absences from school, wearing a band across chest, reluctant to change at school, there may be smell from the damage/ burns indicating infections or lack of washing due to injury.
- Reports of concerns should be made through the usual process in school and the DSL will determine how and when to report to MASH, depending on circumstance and consider contextual factors such as a female relative staying or arriving, possibly from extended family, another area of UK, or from overseas.

Forced Marriage

[Forced marriage DfE.gov.uk document](#)

[The right to choose: government guidance on forced marriage - GOV.UK \(www.gov.uk\)](#)

The Forced Marriage Unit (FMU) has created: Multi-agency practice guidelines: handling cases of forced marriage (pages 32-36 of which focus on the role of schools and colleges) and, multi-agency statutory guidance for dealing with forced marriage, which can both be found at [The right to choose: government guidance on forced marriage - GOV.UK \(www.gov.uk\)](#) School and college staff can contact the Forced Marriage Unit if they need advice or information: Contact: 020 7008 0151 or email fmufcdo.gov.uk. In addition, since February

2023 it has also been a crime to carry out any conduct whose purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial 'marriages' as well as legal marriages.

- Forced marriage is illegal in the UK. A forced marriage is where one or both people do not (or in cases of people with learning disabilities or reduced capacity, cannot) consent to the marriage as they are pressurised, or abuse is used, to force them to do so. It is recognised in the UK as a form of domestic or child abuse and a serious abuse of human rights.

The pressure put on people to marry against their will may be:

- physical - for example, threats, physical violence or sexual violence
 - emotional and psychological - for example, making someone feel like they are bringing 'shame' on their family or will if they do not comply
 - financial abuse, for example taking someone's wages, may also be a factor.
- *The school acknowledges that forced marriage is different to arranged marriage. In developing countries 11% of girls are married before the age of 15. One on three victims of forced marriage in the UK are under 18, two out of three are under 25.*
 - It is important that all members of staff recognise the presenting symptoms, how to respond if there are concerns and where to turn for advice. Advice and help can be obtained nationally through the Forced Marriage Unit and locally through the local police safeguarding team or children's social care, the link above gives awareness and advice on how to apply for a prevention order to help safeguard the child or adult. LA MASH staff, and DSL representatives are trained in how to apply for orders, and can support if needed through contacting MASH.
 - Policies and practices in this school reflect the fact that while all members of staff, including teachers, have important responsibilities with regard to pupils who may be at risk of forced marriage, teachers and school leaders should not undertake roles in this regard that are most appropriately discharged by other children's services professionals such as police officers or social workers, but recognises that direct action may need to be taken if to not do so would increase the risk for the young person.

Characteristics that may indicate forced marriage

- While individual cases of forced marriage, and attempted forced marriage, are often very particular, they are likely to share a number of common and important characteristics, including:
 - an extended absence from school/college, including truancy;
 - a drop in performance or sudden signs of low motivation;
 - excessive parental restriction and control of movements;
 - a history of siblings leaving education to marry early;
 - poor performance, parental control of income and students being allowed only limited career choices;
 - evidence of self-harm, treatment for depression, attempted suicide, social isolation, eating disorders or substance abuse; and/or
 - evidence of family disputes/conflict, domestic violence/ abuse or running away from home
 - siblings or family members becoming withdrawn / upset due to pressure to stay silent
- On their own, these characteristics may not indicate forced marriage. However, it is important to be satisfied that where these behaviours occur, they are not linked to forced marriage. It is also important to avoid making assumptions about an individual pupil's circumstances or act on the basis of

stereotyping. For example, an extended holiday may be taken for entirely legitimate reasons and may not necessarily represent a pretext for forced marriage.

- *In our school we will consider all extended leave of absence requests sensitively and in context for each individual. Staff managing these requests will ensure they have considered, recorded and if required, referred any safeguarding concerns regarding any request for leave. Staff will consider the "one chance rule" - in the case of forced marriage it is highly likely that there will be only one chance to speak to a victim.*

Abuse linked to faith/belief or perceived to be linked to faith/belief or culture

<https://www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief>

<https://hipsprocedures.org.uk/zkyysy/harmful-practices-linked-to-faith-or-culture/child-abuse-linked-to-spiritual-cultural-or-religious-beliefs>

- Faith/belief based abuse can be targeted to individuals or groups and can be in person or online the same as any other abuse. It can be any person of any faith/belief group abusing any person of any faith/belief or group. It can also be experienced from within faith/belief groups.
- Faith/belief and no faith/belief is a protected characteristic within the Equality Act 2010 and therefore should be managed within this understanding. At our school pupils will be spoken with and asked for their account and understanding of what has been said or done. The toolkit for prejudicial language and behaviours includes a reporting form that should be used and there is also a leaflet which can be useful when discussing any incidents with parents.
([young southampton prejudicial language and behaviours - PLAB- toolkit link - leaflet for parents](#))
- Child on child toolkit also includes advice that may be helpful in this circumstance [Child-on-Child \(Peer-on-Peer\) abuse toolkit \(southampton.gov.uk\)](#).

Possession or witchcraft allegations

- Sometimes faith/belief issues are believed to be linked to accusations of "possession" or "witchcraft". Whilst this is not common, children involved can suffer damage to their physical and mental health, their capacity to learn, their ability to form relationships and to their self-esteem. Such abuse generally occurs when an adult/ carer views a child as being "different" for any reason, and this is the reason for bad things happening to them/family or community. The adult attributes this difference to the child being "possessed" by a spirit or involved in "witchcraft" and attempts to exorcise him or her. This is sometimes attributed to faith/belief, or other protected characteristics.
- A child could be viewed as "different" for a wide variety of reasons, these could include, disobedience; independence; bed-wetting; nightmares; illness; or disability. There is often a weak bond of attachment between the carer and the child or for example, different family structures present such as private fostering arrangement. There are various social reasons that make a child more vulnerable to an accusation of "possession" or "witchcraft". These include family stress and/or a change in the family structure. The attempt to "exorcise" may involve severe beating, burning, starvation, cutting or stabbing and isolation, and usually occurs in the household where the child lives, or sometimes a place of worship.
- If the school become aware of a child who is being abused in this context, the DSL will follow the normal referral route into children's social care through MASH. Referral without Consent will need to be considered in these situations with contextual information available regarding harm that may be brought to the child if consent is sought, advice should be gained from MASH.

Domestic Abuse

The domestic abuse act became law in April 2021.

Domestic Abuse Act draft statutory guidance - GOV.UK (www.gov.uk)

Tackling violence against women and girls strategy - GOV.UK (www.gov.uk)

As a school the DSL and deputy DSLs have read and understood the statutory guidance and have ensured that our staff have the relevant awareness to their roles. Note that the guidance includes 4 types of Domestic Abuse: Intimate partner, teenage relationship abuse, abuse by family members, child to parent abuse. We will continue to work with multi-agency partners where domestic abuse is suspected or known to work in the best interests of children affected who attend our school.

We will liaise with DSLs from other schools when relevant in the interests to safeguard other children who may/ may not be from a shared family or may be linked.

KCSiE 2022 para 43 states, "Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn."

At our school we acknowledge the proportions of women and girls affected by violence which can be sexual violence, and controlling behaviours and seek to educate so that our pupils recognise signs and are less likely to become victims or perpetrators, or know how to report information if they see or hear abusive behaviours.

<https://www.gov.uk/guidance/domestic-violence-and-abuse#domestic-abuse-and-young-people> - last update June 2021

We will continue to support Operation Encompass by providing the email details of our DSL to receive reports direct from the police so as to be aware and ready to support a child who has experienced a Domestic Abuse incident from the point that we receive the information in a trauma informed manner.

Operation Encompass provides an advice and helpline service for all staff members from educational settings who may be concerned about children who have experienced domestic abuse. The helpline is available 8AM to 1PM, Monday to Friday on 0204 513 9990 (charged at local rate).

National Domestic Abuse Helpline Refuge runs the National Domestic Abuse Helpline, which can be called free of charge and in confidence, 24 hours a day on 0808 2000 247. Its website provides guidance and support for potential victims, as well as those who are worried about friends and loved ones. It also has a form through which a safe time from the team for a call can be booked.

- Domestic abuse is defined as any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse:
 - Psychological
 - Physical
 - Sexual
 - Financial
 - Emotional

- Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.
- Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.
- Research indicates that living within a home where domestic abuse takes place is harmful to children and can have a serious impact on their behaviour, wellbeing and understanding of what a normal relationship is. At Shirley Warren we recognise that witnessing domestic abuse or becoming involved has an impact on a young person that needs support. All staff know, through training that they must be alert to signs and may be asked to support a young person at the request of a DSL at short notice if the school has been alerted to an incident by the police/ Operation Encompass.
- Children witnessing domestic abuse is recognised as 'significant harm' in law. These children may become aggressive; display anti-social behaviours; suffer from depression or anxiety; or fail to reach their educational potential. Staff in our school are made aware, through training and updates that the indicators that a child is living within a relationship with domestic abuse include:
 - withdrawn
 - suddenly behaves differently
 - anxious
 - clingy
 - depressed
 - aggressive
 - problems sleeping
 - eating disorders
 - wets the bed
 - soils clothes
 - takes risks
 - misses school
 - changes in eating habits
 - obsessive behaviour
 - nightmares
 - drugs
 - alcohol
 - self-harm
 - thoughts about suicide
- These behaviours themselves do not indicate that a child is living with domestic abuse, but should be considered as indicators that this may be the case. If staff believe that a child is living with domestic abuse, this will be reported to the designated safeguarding lead for referral to be considered to children's social care.
- Training that is provided in our school to staff includes information about trauma informed processes and ACE's (Adverse Childhood Experiences) so as to support the recognition and understanding of the impact domestic abuse can have on children.
- Our PSHE curriculum has planned learning for pupils to enable them to recognise and build healthy relationships, and understand where they can get help from if they, or someone they know needs help or advice. This will be in line with the statutory guidance for relationships education, sex and relationships education and health education.

- At our school it is also noted that, whilst outside of the definition, children can present the behaviours noted as examples of domestic abuse on adults- parents or carers. In all cases advice should be sought from safeguarding partners as a crime may have been committed and additional support for the child or family is likely to be needed.
- Advice on identifying children who are affected by domestic abuse and how they can be helped is available at:
 - NSPCC- UK domestic-abuse signs symptoms effects <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/domestic-abuse/signs-symptoms-effects/>
 - Refuge what is domestic violence/effects of domestic violence on children <http://www.refuge.org.uk/get-help-now/support-for-women/what-about-my-children/>
 - Safelives: young people and domestic abuse <http://www.safelives.org.uk/knowledge-hub/spotlights/spotlight-3-young-people-and-domestic-abuse>

Substance misuse including alcohol and drugs

<https://www.gov.uk/government/publications/drugs-advice-for-schools>

[safe4me - resources](#)

[Searching, screening and confiscating advice](#)

- Substance misuse applies to the misuse of alcohol as well as 'problem drug use', defined by the Advisory Council on the Misuse of Drugs as drug use which has: 'serious negative consequences of a physical, psychological, social and interpersonal, financial or legal nature for users and those around them.

Parental substance misuse

- Parental substance misuse of drugs or alcohol becomes relevant to child protection when substance misuse and personal circumstances indicate that their parenting capacity is likely to be seriously impaired or that undue caring responsibilities are likely to be falling on a child in the family.
- For children the impact of parental substance misuse can include:
 - Inadequate food, heat and clothing for children (family finances used to fund adult's dependency)
 - Lack of engagement or interest from parents in their development, education or wellbeing
 - Behavioural difficulties- inappropriate display of sexual and/or aggressive behaviour
 - Bullying (including due to poor physical appearance)
 - Isolation - finding it hard to socialise, make friends or invite them home
 - Tiredness or lack of concentration
 - Child talking of or bringing into school drugs or related paraphernalia
 - Injuries /accidents (due to inadequate adult supervision)
 - Taking on a caring role
 - Continued poor academic performance including difficulties completing homework on time
 - Poor attendance or late arrival
- These behaviours themselves do not indicate that a child's parent is misusing substances, but should be considered as indicators that this may be the case. If staff believe that a child is living with parental substance misuse, this will be reported to the designated safeguarding lead for referral to be considered for children's social care.

Substance misuse including alcohol and drugs – children

Safe4me- resources

<https://nolimitshelp.org.uk/get-help/drugs-and-alcohol/>

<https://www.gov.uk/government/publications/drugs-advice-for-schools>

Searching, screening and confiscation

- The school recognises that young people need good quality education about lawful and unlawful substances. We will ensure that students are given accurate information, understand the consequences of misuse, and are taught the skills to avoid becoming involved with drugs and other substances through the curriculum and individual needs.
- For the purposes of School Policy, the term 'Drug' is used to include:
 - Illegal substances
 - Substances which are legal but can be misused

First Aid

www.gov.uk/government/publications/first-aid-in-schools

- There is a separate [First Aid Policy](#). This includes information about trained staff, retraining dates, storage of use of first aid kits, recording incidents where first aid or injury has occurred, reporting of significant injury (HS2) and responsibilities on offsite activities.
- A record of Trained first aiders will be easily accessible for all staff in case of need.
- An addendum for first aid during any changed staffing periods as a result of covid will be completed and reviewed. All staff will be made aware of any changes and who are first aiders on site daily.
- Pupils with Individual Health Care Plans/ medical conditions will be communicated with staff, especially noting where emergency actions may be required and plans reviewed in a timely manner with professionals where possible.
- Pupils with medical conditions should have all required information and resources, which may include training in line with the statutory guidance in the section below.
- Processes for notifying staff where a child/young person has received an injury e.g. head injury during the day should be in place so that symptoms can be monitored, process for further first aid if symptoms worsen should be set up and known by all adults supervising children and young people.

Pupils with medical conditions (in school) including emergency evacuation

www.gov.uk/government/publications/supporting-pupils-at-school-with-medical-conditions--3

- [Using emergency adrenaline auto-injectors in schools](#)
- [Health and safety: advice for schools](#)
- [Emergency asthma inhalers for use in schools](#)
- [Health and safety in schools](#)
- [First aid in schools](#)

<http://www.youngsouthampton.org/working-with-children/schools-guidance/health-and-safety/manual/managing-medicines-in-schools.aspx>

- As a school we will make sure that sufficient staff are trained to support any pupil with a medical condition. All staff will be made aware of the condition so as to support the child and be aware of medical needs and risks to the child. This information will be held centrally in the school office and in each classroom.

- An individual healthcare plan will be put in place to support the child and their medical needs. This will include a plan to reduce risks for any emergency situation that can be reasonably planned for or could arise due to the nature of the medical condition. It will take into account covid-19 risks for each child and include specific actions as supported by a health professional where appropriate.

Pupils with medical conditions (out of school)

<http://www.youngsouthampton.org/working-with-children/schools-guidance/health-and-safety/manual/managing-medicines-in-schools.aspx>

- There will be occasions when children are temporarily unable to attend our school on a full-time basis because of their medical needs. These children and young people are likely to be:
 - children and young people suffering from long-term illnesses
 - children and young people with long-term post-operative or post-injury recovery periods
 - children and young people with long-term mental health problems (emotionally vulnerable)
- Where it is clear that an absence will be for more than 15 continuous school days the Education Welfare Service will be contacted to discuss how to best support the pupil's education. A "bear in the seat" approach may be taken to continue a child's presence and support their return following absence.
- Where appropriate distance learning may be provided, this may be in conjunction with the hospital school in some circumstances, or directly from our school or another provider. This will be agreed with parents or health professionals on a case by case basis. As this would be defined as Alternative Provision, the guidance for Alternative Provision on .gov.uk should be followed. The safeguarding of pupils who have Alternative provision education arrangements must be checked by the home school and the DSL be satisfied that arrangements to safeguard the child on their roll are sufficient. Coding of attendance at Alternative provision must be accurate and processes for first day absence reporting should be in place, Settings should also be assured in line with KCSiE guidance as to the suitability of adults supporting children or young people with Alternative Provision including Work Placement.

Intimate care

Intimate and Personal Care including for Children with Disabilities

- [The Intimate Care Policy](#) and Guidelines Regarding Children have been developed to safeguard children and staff.
- The procedures apply to everyone involved in the intimate care of children. Disabled children can be especially vulnerable. Staff involved with their intimate care need to be sensitive to their individual needs and follow any agreed care plan. All plans have appropriate adjustments made regarding the use of PPE for tasks included or that become necessary to ensure the care of a pupil requiring intimate care. Any changes to plans for pupils requiring Intimate care will continue to ensure that staff who are trained and not on the barred list are those nominated to complete Intimate care activities.
- Intimate care may be defined as any activity required to meet the personal care needs of each individual child. Parents have a responsibility to advise staff of the intimate care needs of their child, and staff have a responsibility to work in partnership with children and parents. This advice should be recorded, as should whenever staff have had to carry out those activities.
- Intimate care can include:
 - Feeding
 - Oral care
 - Washing
 - Dressing/undressing

- Toileting
- Menstrual Care
- Photographs
- Treatments such as enemas, suppositories, enteral feeds
- Catheter and stoma care
- Supervision of a child involved in intimate self-care

Fabricated or induced illness (complex presentation) by carers or children

[NHS advice and guidance for what to do if worried about a child](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/277314/Safeguarding_Children_in_whom_illness_is_fabricated_or_induced.pdf)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/277314/Safeguarding_Children_in_whom_illness_is_fabricated_or_induced.pdf

[3.6 Fabricated or Induced Illness by Carers \(FII\) | Hampshire, Isle of Wight, Portsmouth and Southampton \(hipsprocedures.org.uk\)](https://hipsprocedures.org.uk)

- There are three main ways that a carer could fabricate or induce illness in a child. These are not mutually exclusive and include:
 - fabrication of signs and symptoms. This may include fabrication of past medical history;
 - fabrication of signs and symptoms and falsification of hospital charts and records, and specimens of bodily fluids. This may also include falsification of letters and documents;
 - induction of illness by a variety of means.

Additionally this year, we are aware anxiety and mental health reasons could be provided as a reason to not attend school.

Our school will liaise with EWO and health partners where parents are not able to ensure regular attendance. We will consider and develop an individual health care plan and/or an Early Help Assessment with parents to support reducing barriers to attendance, working with partners below statutory service levels first, and if needed, make a referral to CRS if the context of the case indicates the safety of a child is of concern.

- If we are concerned that a child may be suffering from fabricated or induced illness we will follow the established procedures of the Southampton Safeguarding Children partnership and be professionally curious to ascertain factual information that may support the illness or support our concerns. This may include a safeguarding discussion with GPs/ health colleagues. We will then refer to children's services CRS/ contact for advice if appropriate.
- When taking a decision of the need to refer, the description of the concerns referred should clearly indicate the type of abuse the concern is linked to e.g. physical or emotional abuse, neglect, impairment of health or development.
- It is also recognised that a child may be inducing illness and this could be linked to mental health needs or other forms of abuse indicating attention and exploration is needed.

Mental Health

[Mental health and behaviour in schools - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Promoting and supporting mental health and wellbeing in schools and colleges - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Southampton Mental Health in Schools Team \(MHST\) Solent](https://www.southampton.gov.uk)

[Mental wellbeing | Overview | PHE School Zone resources for teaching](https://www.phe.gov.uk)

<https://www.time-to-change.org.uk/about-us> - link with information that may be helpful

<http://www.youngminds.org.uk/> - link with information that may be helpful

[Guidance for promoting children's emotional, mental health and wellbeing](https://www.nhs.uk)

In addition to the Southampton Mental Health in Schools team resources may be found at See, Hear, Respond Support Hub: <https://www.barnardos.org.uk/support-hub>. The Support Hub is an interactive central space for

parents, carers and young people to access a range of materials and resources to help deal with some of the challenges the pandemic has presented.

- The Support Hub has lots of helpful resources, from articles to toolkits, podcasts to animations, and much more and covers the following:
 - Emotional wellbeing
 - Supporting families
 - Online life
 - Back to School
 - Special Education Needs & Disabilities
 - Young Carers

School is aware we can use the following link to refer a child for support please do so through our portal <https://www.barnardos.org.uk/see-hear-respond> . Other ways a child or family can be supported locally are through the Early Help hub, the Mental Health in Schools teams, the Educational Psychology service, the Anna Freud centre resources or through CAMHS.

- The term "mental health" is often used to cover a wide range of conditions, from eating disorders, mild depression and anxiety to psychotic illnesses such as schizophrenia or bipolar disorder. Parental mental illness does not necessarily have an adverse impact on a child's developmental needs, but it is essential to always assess its implications for each child in the family. It is essential that the diagnosis of a parent/carer's mental health is not seen as defining the level of risk. Similarly, the absence of a diagnosis does not equate to there being little or no risk. Children may also be experiencing mental health issues as a result of recent experiences during the pandemic, or for longer.
- For children the impact of parental mental health can include:
 - The parent / carer's needs or illnesses taking precedence over the child's needs
 - Child's physical and emotional needs neglected
 - A child acting as a young carer for a parent or a sibling
 - Child having restricted social and recreational activities
 - Child finds it difficult to concentrate- impacting on educational achievement
 - A child missing school regularly as (s)he is being kept home as a companion for a parent / carer
 - Adopt paranoid or suspicious behaviour as they believe their parent's delusions.
 - Witnessing self-harming behaviour and suicide attempts (including attempts that involve the child)
 - Obsessional compulsive behaviours involving the child
- Form tutors and class teachers see their pupils day in, day out. They know them well and are well placed to spot changes in behaviour that might indicate an emerging problem with the mental health and emotional wellbeing of pupils.
- In our school we recognise that a mental health issue can be as a result of previous abuse or traumatic event - staff will always report any concerns about a child using (add in the school reporting system or process) acknowledging if the behaviours observed are new or triggered in certain situations.
- The balance between the risk and protective factors are most likely to be disrupted when difficult and adverse childhood events occur in pupils' lives. These include:
 - **loss or separation** - resulting from death, parental separation, divorce, hospitalisation, loss of friendships (especially in adolescence), family conflict or breakdown that results in the child having to live elsewhere, being taken into care or adopted;
 - **life changes** - such as the birth of a sibling, moving to a new house or changing schools or during transition from primary to secondary school, or secondary school to sixth form; and

- **traumatic events** such as abuse, domestic violence, bullying, violence, accidents, injuries or natural disaster.
 - **COVID** separation from others, unexpected change, changed endings and pandemic related issues for individuals and their families
- If staff become aware of any of the above indicators, or others that suggest a child is suffering due to parental mental health, the information will be shared with the DSL to consider a referral to children's social care.
 - When concerns are identified, school staff will provide opportunities for the child to talk or receive support within the school environment. Parents will be informed of the concerns and a shared way to support the child will be discussed.
 - Where the needs require additional professional support referrals will be made to the appropriate team or service with the parent's agreement (or child's if they are competent as per Fraser guidelines).
 - Our school will endeavour to become an active partner in the Mental Health in Schools Project in partnership with health colleagues as it establishes across the city. We will ensure that all staff are aware of the indicators that may need further exploration to determine the level of support required for a child which may be internally or through external partners.

Children Looked After

<https://hipsprocedures.org.uk/gkyyht/children-in-specific-circumstances/looked-after-children-and-other-children-living-away-from-home>

<https://www.gov.uk/topic/schools-colleges-childrens-services/looked-after-children>

<https://www.gov.uk/government/publications/designated-teacher-for-looked-after-children>

- All staff have a responsibility to keep all children safe. Staff need to be aware of the child's care arrangements including the levels of authority delegated to the carer by the authority looking after him or her. The Designated Safeguarding Lead will have all details of the child's social worker, the name of the Virtual School Head Teacher in the authority that looks after the child.
- The Designated Teacher in our school is a qualified teacher, and has received training to undertake their role with regards for looked after and previously looked after children. The role is clearly set out in their job description and includes the need to promote the educational achievement of these children. They have been appointed into roles. The designated teacher will ensure that they liaise with the relevant Virtual School and ensure that a personal education plan (PEP) is in place and regularly reviewed. Appropriate staff will have the information they need in relation to a child's looked after legal status and contact arrangements in place for the child.

The Designated Teacher for our school is: Mr Tom Humphreys

The name of the Virtual School Head Teacher in Southampton is Maria Anderson.

Contact details: maria.anderson@southampton.gov.uk

- Governors in our school ensure that the Designated Teacher has the necessary training, skills and time to carry out this role on at least an annual basis. The DT should also work with the virtual school head to promote the educational achievement of PLAC.

Children who have, or have ever had a social worker

New non-statutory responsibilities have been issued for Virtual Schools. In Southampton advice can be obtained through the virtual school by emailing: helen.brown@southampton.gov.uk

Our school reviews records upon transfer of a child to check if a child has ever had a social worker. Our school also checks records upon transfer to ascertain if a child/ young person currently has a social worker. This information will be included in the revised transfer of records template form (September 2023). In our school we will monitor this group of pupils' attendance, well-being, progress and attainment to ensure that they make the best progress during their time as a pupil in our school, and we will continue to work with multi-agency colleagues where they are engaged with the child and their wider family.

In light of the new extension to the Virtual School duties it needs to be noted that the role of the Designated teacher **does not change** but the DSL can seek advice from the Virtual School for children who have had, or ever had a social worker.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/994028/Promoting_the_education_of_children_with_a_social_worker.pdf

Private fostering

Private fostering is an arrangement by a child's parents for their child (under 16 or 18 if disabled) to be cared for by another adult who is not closely related and is not a legal guardian with parental responsibility for 28 days or more.

- It is not private fostering if the carer is a close relative to the child such as grandparent, brother, sister, uncle or aunt living in the child's home. It is not an arrangement made by a social worker.
- The law requires that the carer/s and parents must notify the children's services department of any private fostering arrangement. If our school becomes aware that a pupil is being privately fostered we will inform the children's services department and inform both the parents and carers that we have done so unless there is a reasonable belief that by informing a parent/carer this may increase the risk of harm to a child. Advice can be gained from MASH if required.

Parenting

- All parents will struggle with the behaviour of their child(ren) at some point. This does not make them poor parents or generate safeguarding concerns. Rather it makes them human and provides them with opportunities to learn and develop new skills and approaches to deal with their child(ren).
- Some children have medical conditions and/or needs e.g. Tourette's, some autistic linked conditions, ADHD; that have a direct impact on behaviour and can cause challenges for parents in dealing with behaviours. This does not highlight poor parenting either.
- Parenting becomes a safeguarding concern when the repeated lack of supervision, boundaries, basic care or medical treatment places the child(ren) in situations of risk or harm.
- In situations where parents struggle with tasks such as setting boundaries and providing appropriate supervision, timely interventions, for example through school staff or the Children and Families First can make drastic changes to the wellbeing and life experiences of the child(ren) without the requirement for a social work assessment or plan being in place.
- As a school we will support parents in understanding the parenting role and provide them with strategies to make a difference by:

- providing details of community based parenting courses
- linking to web based parenting resources (<http://www.familylives.org.uk/>)
- referring to the school parenting worker/home school link worker (where available)
- discussing the issue with the parent and supporting them in making their own plans of how to respond differently (using evidence based parenting programmes)
- Considering appropriate services or referral using the Threshold document.

Children and the court system

The YOS team in Southampton can be contacted where needed through Anna Harbridge anna.harbridge@southampton.gov.uk, Southampton Youth Offending Service Manager Integrated and Restorative Service, Church View, 28-29 St Mary Street, Southampton.

Those children who themselves are going through either the out of court system or the court process for offences they have committed - there will be YOS involvement whether that be a court officer supporting in court or a YOS officer writing a report for the court. As a school we will work together with relevant agencies as required.

Once a decision has been made in the joint decision-making panel for children (in the out of court system) or a child has pleaded or been found guilty in court, those children will be allocated to the YOS. All children who are open cases to YOS regardless of the type of order, a letter will go to the headteacher to notify of them of our involvement so we can work together to support any relevant children.

Other ways children may be involved in the court system:

- Sometimes children are arrested or interviewed as part of a criminal investigation and they may have to attend court for cases where they are a defendant or to give evidence in a prosecution.
- Children are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. There are two age appropriate guides to support children 5-11-year olds ([Young witness booklet for 5 to 11 year olds - GOV.UK](#)) and 12-17 year olds ([Young witness booklet for 12 to 17 year olds - GOV.UK](#)).
They explain each step of the process and support and special measures that are available.
There are diagrams illustrating the courtroom structure and the use of video links is explained.
- Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for children. The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service. This may be useful for some parents and carers.
- If this situation arises for a child at Shirley Warren Primary and Nursery School we will work with the relevant agencies and families to ensure that the child feels supported through the process and after through assessment on a case by case basis. This would include working with relevant agencies if a child were alleged to have committed a criminal offence.

Children with family members in prison

NICCO

- Approximately 200,000 children have a parent sent to prison each year. These children are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. NICCO provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children. If this occurs at Shirley Warren Primary School we will work together with the relevant agencies including NICCO to ensure that the child is fully supported and actions can be taken to aim to mitigate the circumstances ensuring that all communication and access to information is fully adhered to.

- If we become aware of a family member being in prison without having had contact with external agencies the DSL will establish contact through taking advice from MASH professionals line advisors.

Homelessness

<https://www.southampton.gov.uk/housing/housing-help/homelessness-advice/>

- We recognise that being homeless or being at risk of becoming homeless presents a real risk to a child's welfare. The designated safeguarding lead (and any deputies) will where needed contact/ refer into the Local Housing Authority so they can raise/progress concerns at the earliest opportunity. An Early help referral may be an integral/ additional action depending on the circumstances.
- Indicators that a family may be at risk of homelessness include household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property. Referrals and/ or discussion with the Local Housing Authority/ Early Help team should be progressed as appropriate, and in accordance with local procedures, this does not, and should not, replace a referral into children's social care where a child has been harmed or is at risk of harm.
- In most cases staff will be considering homelessness in the context of the children who live with their families and intervention will be on that basis.
- Local process for homelessness concerns is to complete the referral form in the link below or contact for advice:

During office hours you can contact on:

telephone number 023 8083 2327

email homelessness.advice@southampton.gov.uk.

If the query or information is that someone is homeless as a result of an emergency outside of normal office hours, you can contact the council's out of hour's service on 023 8023 3344

Reporting and recording concerns about a child or young person – As a school we use CPOMS

Read this section together with guidance for child protection policy for actions ([Child protection policy](#))

- Any member of staff who has concerns about the welfare of any child must share this information with the DSL, without delay using the school's own systems. This includes information where a child/young person has been observed or reported being the victim, or involved in harmful actions or behaviour towards a peer. Staff will make a brief, accurate and verbatim record of the concerns including the child's own words (if a disclosure / allegation) or the evidence that has led to the concerns. This report is given to the DSL who will analyse risk and refer onwards as necessary and appropriate.
- Staff in our school, through training are aware that if a child makes a disclosure about harm that this must be reported without any delay to the DSL. Any child who reports any form of harm, including of sexual harassment by a peer will be taken seriously and the same procedure will be followed.
- Referrals, especially where urgent action is required should never be delayed for a full record to be written. CP records will be stored securely and away from the main pupil records. In our school the DSL will ensure this responsibility is met by: Using CPOMS. DSL's only have access to all information.

- We recommend that when recording information that the member of staff recording ensures a factual record is made without emotive language or opinion and any initial actions taken, the DSL records reasons for decisions made and who made them e.g. why/ why not referred to CRS or why information shared with/without consent. This enables records to be evaluated, if necessary, in the future and provide context to decisions taken were that member of staff to leave and a new staff member take over responsibility.
(Remember records may be required for court documents and therefore the factual accuracy of them is essential)
- Where it has been determined that it will not increase the risk to the child to do so consent will be sought from the parent in all cases where referral to any partner is going to be made. The reason for this decision will also be recorded. Advice calls can be made to MASH to determine if a referral to MASH or others is an appropriate and proportionate course of action.
- Records should clearly record time and date, and who has made the record, as well as who took any decisions. It should record specific words/ information used by the child, actions and any reasons for actions/ decisions taken should be kept.
- **Confidentiality**
 - We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'working together' guidance.
 - Decisions to share/ not share information will be recorded together with the reasons for this within a child protection or welfare concern record.
 - The best interests of the child will be placed at the heart of decision making to share information, especially where contextual information is included.
 - Information will only be shared with agencies who we have a statutory duty to share with or individuals within the school who 'need to know'.
 - All staff are aware that they cannot promise a child that they will keep a secret
 - Disciplinary action or re-training needs will be considered for any staff breach of confidentiality.

- **Listening and responding**

All staff receive training in how to listen and respond to children. They will allow the child to speak and only ask open questions to aid clarification.

All staff are expected to record ALL concerns however small they may be in our school system - CPOMS.

All staff are expected to respond in line with school procedures to any incidents of inappropriate behaviours that may result in harm between children/young people to support the ethos that these behaviours are unacceptable and not tolerated in our setting.

- **Reporting**

- Staff will notify DSL of any child already open to Early Help, Child in Need or a Child Protection Plan where there is an unexplained absence, behaviours/ information that may be different than usual or known who in turn will assess the info and inform the allocated Social Worker.
- Staff will record any concerns for children not open to services with the same consideration, noting a factually accurate record, including any initial actions and outcomes from that which will demonstrate each adults responsibility to safeguard all children and young people.

- Staff will report to DSL any additional concerns, disclosures or observations after the initial referral, not assuming that a referral in itself will protect children.
- In our setting reporting is completed using the following process: CPOMS
- Reporting will be without delay
- In our setting during school hours this means all staff reporting using CPOMS
- In our setting out of hours or during holidays this means reporting using CPOMS and/or informing a DSLS
- If a DSL is unavailable this means by making an advice call to MASH/ reporting to police if a crime has been committed

All staff understand, through our whole school training, that if there is a mandatory reporting duty linked to the information that they will be asked to complete this in a timely manner so as to ensure safeguarding of the child or young person. This may also involve needing to be spoken to by police.

Record keeping

- Any member of staff who has concerns about the welfare of a child must share this information with the DSL. In our school the system for recording all concerns is recording on CPOMS., if an immediate risk or a referral is required the member of staff should report to the DSL directly without delay.
 - Staff will make a brief, factually accurate and verbatim record of the concerns including the child's own words (if a disclosure / allegation) or the evidence that has led to the concerns.
 - This report is given to the DSL, and recorded first-hand by the teacher/employee of the school in the school system. The DSL will analyse risk and refer onwards as necessary and appropriate, requesting advice from Children's Services if necessary.
 - Referrals where urgent action is required should never be delayed in order for a full record to be written.
 - CP records will be stored securely and away from the main pupil records.
 - Disciplinary action will be considered for staff not reporting or recording information in a timely manner in line with school/setting policy.
- **Referral**
 - The DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then the DSL will contact MASH for further advice.
 - Usually the DSL will inform the parents and gain their consent prior to making a referral however there are situations where this may not be possible or appropriate as it would increase the risk to the child or lead to considerable delay in sharing of information which would not be in the best interests of the child.
 - A DSL will ensure that a report is always sent to every multi-agency/ child in need or child protection meeting. They or another appropriately trained and informed member of staff may also attend case conferences or other planning meetings, contributing to the assessment process alongside the report.

Transfer of child protection records or welfare concerns

- KCSiE 2023 states that it is the sending schools, responsibility to pass on any records to any new school/setting in a timely manner, and that if there is provision that should be in place for day 1 or information that should be known to safeguard a child then this can be shared prior to day 1. In such instances, this can be completed by the DSL's and both schools should keep a record that this has occurred.

- KCSIE 2023 sets out the legal position where a school can decide to share without consent - and should be read and understood by all our staff responsible for sharing information onwards.
- If our school receives information to prepare for day 1 for a child, we will record how we received the information, when, and what actions were put in place as a result of this. This discussion is not held in lieu of the transfer of the record. We will follow up with any setting where we do not receive records that we have been made aware of in a timely manner.
- We follow SCC policy for the retention and transfer of child protection and child welfare records, (September 2023) and always do this with parental consent unless to do so would increase the risk to the child. Decisions to share with/ without consent are recorded in the safeguarding log/school system. A record of transfer and receipt by the new organisation is obtained and recorded in the safeguarding log/ school system or securely in line with the storage of child protection records.

Transfer of educational records, not the CTF

[Guidance on the Retention and Transfer of Child Protection records, Child Welfare and learning records for Education, including Children Looked After \(southampton.gov.uk\)](#)

- SCC have defined Educational neglect and recognise that this can be parental, child, professional or organisational. (See Appendix 4). The failure to transfer records to the next educational establishment or training provider in a timely manner constitutes potential educational neglect if, for example, the records support assessments made that support the educational development of the child. Failure to transfer may also be neglectful under the statutory duties set out within the SEN Code of Practice 2014. Transfer of educational records is set out in the transfer of child protection, child welfare and education learning records policy September 2023
- In our school we recognise that we may have information that will support the educational development of a child/ young person that is beyond that covered in the aspects within the CTF. The CTF will be transferred as per statutory requirements and any additional supporting information transferred under local agreement or the transfer of records policy accordingly in line with GDPR and data protection Act 2018.
- Local arrangements through the transition project are in place and decisions may be made for sharing prior to the child starting their next school so as to prepare specific arrangements or provision required to maintain specific provisions, if this occurs the decisions need to be proportionate, necessary and a record of decision making retained.

Staff and recruitment and pre-employment vetting

Our school has robust recruitment and volunteer checking processes in place to ensure that no one who is unsuitable can work with the children and young people in our setting. This enables the governing body and if applicable proprietors to act reasonably in making decisions about prospective employees and volunteers using evidence and checks carried out. These include checks as set out in KCSiE 2023.

Safer Recruitment

<https://www.gov.uk/government/publications/staffing-and-employment-advice-for-schools> (February 2017, update January 2021)

[Home \(saferrecruitmentconsortium.org\)](http://www.saferrecruitmentconsortium.org) includes links to risk assessment template for volunteers

Safer recruitment consortium addendum

<https://www.saferrecruitmentconsortium.org/GSWP%20COVID%20addendum%20April%202020%20final-1.pdf>

The school follows the safer recruitment processes outlined in Part three of KCSiE 2023 that links to the school's Recruitment Policy [link to school own policy]. On all our recruitment panels there is at least one member who has undertaken safer recruitment training which is updated regularly. In our school regularly means every 3 years for safer recruitment training.

- In our school the staff and governors who are safer recruitment trained are:
Zoe Newton
- The safer recruitment courses our staff undertake are run by Hampshire County Council or the National College which provides assurance the content is up to date and in line with KCSiE 2023
- The Safer Recruitment process checks all checks outlined in KCSiE are recorded on our Single Central Register - this sets out which checks have been undertaken, when and by whom. Template for oversight of checks is in Appendix 7.
- Identity information is held for safeguarding purposes and staff are informed of what is held in their file, the reasons for it and the time it will be held for once they leave their position.
- Where a person is a supervised volunteer in a school or college the guidance in KCSiE Annex E will be followed, it is noted that if supervised, our school accepts it cannot request a barred list check for anyone in supervised activity.
- For staff employed by the Local Authority (or in health if provided) our governing body accepts the notification issued by the overarching employer indicating the checks that have been carried out relevant to the role. Identification will be checked when a person arrives onsite, including photo id, establishment id.

Applicants who have lived/live or worked outside of the UK

- All staff will have the same checks undertaken but in our school we have deemed the following additional checks necessary for those who have lived or worked outside of the UK:
 - Checks on overseas criminal records
 - For all staff, including teaching positions, your further checks could include checking criminal records from outside the UK.
 - You can do this through the relevant embassy - find guidance on how to apply for these checks from a range of different countries [here](#), and more guidance on criminal records checks for overseas applicants [here](#).
 - Most schools ask for these checks if a person has been abroad for 3 months or more in the last 5 years. However, this decision should be risk-based. For example, in a special school with a lot of vulnerable pupils, you might go back 10 years rather than 5.
 - Letter of professional standing.
 - For teaching positions, you could also obtain a letter of professional standing from the professional regulating authority in the country where the applicant has worked.
 - For applicants from Switzerland, the EU and/or the EEA, you can find contact details of regulatory bodies through the [Regulated Professions database](#). You can also contact the [UK Centre for Professional Qualifications](#) for signposting to the appropriate regulatory body.

These checks are in line with Part three KCSiE 2023

- A risk assessment will be completed and stored securely with personnel file for any member of staff who has information included within the DBS or any other checking process, it will include the names of staff and governors who undertook the risk assessment and decisions made and any review date.
- A risk assessment will also be carried out for all volunteers carrying out duties/ activities within school or organised by the school. This will include the names of staff completing this, outcomes of relevant checks and assess suitability for the role. Governors will maintain oversight of risk assessments and decisions made as to suitability or supervision.

- For those persons who may have been commissioned to work with children on site in our setting through agencies or who are employed by another body but work in our school as a trusted adult e.g. after school clubs we have undertaken assurance of the checks that have been carried out and checked the person's identity. In our setting this means we complete the following: DBS checks for all.
- For persons or organisations who work with our children offsite, for example unregistered Alternative Provision Providers the schools process for checking the suitability of the staffing checks, safeguarding arrangements and appropriateness of education is: Zoe Newton
- Where the site has activities that children and young people can attend but who may not be on roll at the school the DfE guidance linked and KCSiE 2023 guidance should be followed with regards to assurance, policy and practice (Paras 166-167) [After-school clubs, community activities, and tuition - safeguarding guidance for providers \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/guidance/after-school-clubs-community-activities-and-tuition-safeguarding-guidance-for-providers)

Single Central Register

- The Single Central Register is fully compliant with current guidance - KCSiE 2023, and in line with Ofsted's guidance, "Inspecting Safeguarding in early years, education and skills" September 2019.
- The SCR in our school includes a record of all checks undertaken and the outcome, the date they were completed and who carried out the checks. It also includes the identification of the person's role to ensure regulated or unregulated activity is accurately recorded.
- Where an individual's details or role has changed the SCR should be updated and files supporting the SCR should include the updated information e.g. Certificate to support change of name, change of role to increase checks required. It should also include the date this change took effect.
- Supply staff information should be stored securely - information should be received from the supply agency, downloaded and checked prior to the individual starting regarding checks carried out for the role. It should include the date the information was received, who it was checked by and when.
- At least termly monitoring, as recommended by the LA, of the SCR is undertaken by senior leaders or governors and a record of this monitoring and any actions required is held and checked for action, completion and effectiveness by the School Business Manager and is seen by the WGB at scheduled meetings
- Where any adults have regular access to our building, for example on-site pre-school staff, and therefore our children the information that we would require if they were a member of staff is held by the school on the single central register and is checked regularly in line with our own staff.

Regulated or unregulated activity

- Regulated / Unregulated activity is determined for all staff, governors and volunteers in our school and recorded on the SCR . It means that different checks may be completed depending on the role being undertaken for example, by volunteers or governors.
- Where it is determined that a person is engaging in their role in regulated activity an enhanced DBS certificate with children's (and if relevant adults) barred list check will be carried out, in addition to any other checks relevant to the role. Guidance in KCSiE 2023 annex F is used in our school.

Where it is determined that someone is not engaging in regulated activity an enhanced DBS certificate which does not include any barred list check will be appropriate, as outlined in KCSiE 2023.

- Annex F KCSiE 2023 provides supportive guidance regarding supervision and is followed in our practice.

Teacher Status Checks

- This includes prohibition from teaching checks. These are carried out via the DfE secure access portal <https://sa.education.gov.uk/idp/Authn/UserPassword>. This information must be recorded and dated on the Schools Single Central Register. SCC expects that who carried out the check is also recorded. We check all qualified teachers that are appointed to any position in our school. We include the additional checks as set out earlier if required.
- There are a number of individuals who are subject to disciplinary sanctions imposed by the GTCE prior to its abolition in 2012- it is a pre-appointment check for all staff to whom this could apply at our school.

Section 128 checks

- For all governors in a maintained school/setting a Section 128 check will be carried out, date of check and outcome recorded on the single central register. In academies/free/ independent schools a Section 128 check will be carried out and outcome recorded on the single central record for all those in management positions (head of department or above). This is carried out via the DfE secure portal as for prohibition from teaching.
- The Section 128 check will also be disclosed **IF** an enhanced DBS with Barred list information is requested **PROVIDING THAT** "Children's workforce of independent schools is specified for the barred list check. In our school we include the Section 128 for those it is relevant for within our DBS process **or** we check the Section 128 for all new relevant roles on appointment, role change that requires it and termly. It can only be requested if the role is relevant to the Section 128 check.

Disqualification under the Childcare Act

<https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006>

- The Childcare Act of 2006 was put in place to prevent adults who have been cautioned or convicted of a number of specific offences from working within childcare.
- Staff (meaning individuals employed by the school or local authority, those undertaking training in schools (both salaried and unsalaried), casual workers and volunteers) are covered by this legislation in the following circumstances:
 - They are employed and/or provide early year's childcare (this covers the age range from birth until 1 September following a child's fifth birthday, i.e. up to and including reception age). This includes education in nursery and reception classes (e.g. teachers and support staff in a reception class) and/or any supervised activity (such as breakfast clubs, lunchtime supervision and after school care provided by the school) both during and outside of school hours for children in the early years age range; and
 - They work in childcare provided by the school outside of school hours for children who are above reception age but who have not attained the age of 8. This includes before school settings, such as breakfast clubs, after school provision and holiday clubs. It does NOT include education or supervised activity for children above reception age during school hours including

extended school hours for co-curricular learning activities, such as the school's choir or sports teams.

- The legislation also applies to any staff directly concerned in the management of such early or later years' provision.
- As a school we require all staff who may be impacted by this piece of legislation to complete a self-declaration form and to inform the head teacher immediately if they become aware of any changes to their circumstances that would require us to be aware that they may become or have become disqualified. Staff are clear the disqualification responsibilities to report relate to just themselves.
- If a member of staff is impacted we will seek advice from the LADO or HR provider as to how to manage the situation proportionately and appropriately under current guidance ensuring our ability to safeguard all children is not reduced.
- NOTE: This self-declaration is separate to the requirement for schools to consider suitability to work with children - KCSiE: part 4: section 1 4th bullet point.

Staff Induction

- The DSL or their deputy will provide all new staff with training to enable them to both fulfil their role and also to understand the child protection policy, the safeguarding policy, Duties under Prevent and also duty to report FGM, the staff behaviour policy/code of conduct, part one of Keeping Children Safe in Education, September 2023.
- This induction may be covered within the annual training if this falls at the same time; otherwise it will be carried out separately during the initial starting period. A record of training undertaken as well as clarification of understanding will be kept up to date in school.

Induction of volunteers

- Induction will be undertaken with volunteers proportionate to their role, following a satisfactory risk assessment being completed for each individual. This should include informing them of actions they are reasonably expected to take within the role they are volunteering within to safeguard children in their care, it would include how to report any incidents or concerns and how to recognise any concerns and what to avoid in line with our [Child Protection Policy](#).

Staff Code of Conduct

- All staff (paid and voluntary) are expected to adhere to a code of conduct in respect of their contact with pupils and their families. This can be found in the [Staff Code of Conduct Policy](#) and forms a part of the induction process for all staff, including expectations for volunteers.
- It sets out the expectations the actions to take is needing to challenge any inappropriate behaviours by adults or children/young people towards others with regards to sexual abuse and harassment and any personal or protected characteristics, as well as the expectation that any concerns regarding adults working with children from our setting will be reported to the DSL or head teacher, or if the headteacher to the chair of governors.
- This also sets out use of personal equipment, IT and not acting in a manner that would bring reputational damage to the school

Training

- All staff in Education should be aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to the whole school every year with separate training to all new staff on appointment if this falls at a different point in the year. The DSL will attend initial training for their role and then refresh this specific training for DSL's every two years in addition to having an annual update and regular updates in between training through for example, DSL networks, reading related articles or research and keeping a record of the ways that they have kept up to date.
- Any update in national or local guidance will be shared with all staff via annual training, regular safeguarding input at staff meetings and the sharing of emails and signposting links and then captured in the next whole school training.
- Information for visitors should be clear so as they can raise any concerns whilst in school. It should include the names of DSL/s and how to contact them. It should also set out any expectations regarding, for example, use of mobile phones.

Staff Responsibilities

- Staff understand that they all have a key role to play in identifying concerns early and provide help for children where necessary through referral to Early Help services or Children's Services at the Local Authority.

Confidentiality

- Staff understand they can get advice from the DSL regarding concerns and confidentiality.
- We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'working together' guidance.
- Information will only be shared with agencies who we have a statutory duty to share with or individuals within the school who 'need to know'.
- All staff are aware that they cannot promise a child that they will keep a secret
- Disciplinary action/ re-training will be considered for any breach of confidentiality.
- All actions will be taken in the best interests of the child, and a record of decisions will be held with the child's record of concerns or child protection file with a level of protection determined by the DSL.

Reporting and recording

- Staff will notify DSL (and attendance officer if nominated) of any child on a Child Protection Plan (CP)/ Child in Need (CiN) plan where there is an unexplained absence, who in turn will inform the DSL, and allocated Social Worker or Child Protection Chair.
- Staff will report to DSL any additional concerns, disclosures or observations after the initial referral, not assuming that a referral in itself will protect children.
- Further information and procedures can be found in Southampton City Council guidance for [Child Protection Policy](#).
- Where a child is not open to CP or CiN reports of concerns will be made using CPOMS but staff, through training, understand that they must report without delay disclosures or information identifying harm to the DSL using the schools process.
- Records will be made ensuring that the following information is set out in the record made:

How to escalate professional disagreement

7.3 Escalation Policy for the Resolution of Professional Disagreement | Hampshire, Isle of Wight, Portsmouth and Southampton

- At no time will professional dissent detract from ensuring that any child is safeguarded. If professionals are unable to resolve differences, this will then be addressed by the line manager in conjunction with the DSL in the first instance, and an email record/notes retained by both parties.
- If any professional in our school remains dissatisfied with another professional/agency's response to the raising of a concern then the relevant manager should be contacted and the SSCP/HIPS procedures for escalation should be followed. Advice may be sought from SCC officers.
- SCC provide a regular discussion with schools and for some a Team around the School so any issues can be addressed and any professional disagreement can be managed with a view to resolving or overcoming challenges.

Allegations against Staff

Part 4 KCSIE should be read and understood by staff who may be responding to allegations or reference requests. There should be a record of decisions made around this and consultation or advice sought or gained from LADO.

- **Southampton City Council's Designated Officer is: [Jemma Swann](#)**

Phone: 023 8091 5535

E-mail: LADO@southampton.gov.uk

- Shirley Warren Primary and Nursery School has clear procedures for dealing with allegations against staff. Which are clear that all allegations should be reported straight away, normally to the Head Teacher unless the allegation involves the Head Teacher. The procedures also identify the governors, to whom reports should be made in the absence of the Head Teacher or in cases where they themselves (the head teacher) are the subject of the allegation or concern. Procedures should also include contact details for the local authority designated officer (LADO) responsible for providing advice and monitoring cases.
- Note: settings and the LADO must take account of transferable risk within allegations, and LADO should be contacted for advice and consultation regarding low level concerns (KCSiE 2023)
- In our setting we will also ensure all staff are clear about how to report and manage concerns raised about any adults at our setting, or working with children we become aware of, and recognise that they may be at or below the threshold for LADO involvement, this will include a revision and if needed extension of our staff code of conduct and duty to report concerns- [low-level-concerns-guidance-2021.pdf \(farrer.co.uk\)](#)
- Where allegations made against staff are found to be unsubstantiated, unfounded, false or malicious our DSL will firstly, consider if any support is required for the child making the allegation. If a report is shown to be deliberately invented or malicious, our DSL will also consider whether any disciplinary action is appropriate against the individual who made it as per our behaviour policy, Teacher Standards and our Code of Conduct.
- Our information to staff also includes when low level concerns can be included in a reference or may meet the harm threshold for consultation for advice or referral to LADO.

FOR NOTE:

- Where a teacher or supply agency worker has been dismissed through safeguarding concerns or would have been had they not resigned our school will consider, with HR advice, and engagement with LADO if relevant if the need to refer to the DBS. This is a legal duty and failure to refer when the criteria are met is a criminal offence- See part 4 KCSiE 2023.
- Consideration of referral to the Teaching regulation agency, with HR advice must also be undertaken if any serious misconduct dismissal – or if a person would have been dismissed if a person had not resigned or left. Details about how to make a referral to the Teaching Regulation Agency can be found on GOV.UK and should be considered in consultation with LADO.
- Other than where allegations are false, malicious, unsubstantiated, or unfounded, the outcome should be made clear when providing references to prospective employers. This is particularly important where the person moves into another position involving working with children
- Whistleblowing policy - all staff are made aware of the [Whistleblowing Policy](#) and how to use it. This is through annual safeguarding training and on induction to the school.

Whistleblowing

All staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the school's or colleges safeguarding regime, and know that such concerns will be taken seriously by the senior leadership team.

Appropriate whistleblowing procedures should be put in place for such concerns to be raised with the school's or college's senior leadership team in the first instance. For our organisation this procedure can be found in the school policy.

Where a staff member feels unable to raise an issue with their employer, or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them:

General guidance on whistleblowing can be found via: <https://www.gov.uk/whistleblowing>

- NSPCC's 'what you can do to report abuse' dedicated helpline is available as an alternative route for staff who do not feel able to raise concerns regarding child protection failures internally or have concerns about the way a concern is being handled by their school or college. Staff can call 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and email: help@nspcc.org.uk <https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

Management

Leadership and governance

- It is the responsibility of the Designated Safeguarding Leads to maintain an overview of new developments, and they will attend the local Authority Network Meetings in order to do this updating staff and policy as necessary. In line with KCSiE 2023 staff training must be carried out annually with updates as required, records of training and updates, will be kept identifying that staff have attended, read and understood the information shared. The safeguarding policy and processes must be included effectively in induction including in year.
- Oversight of records of concerns made by staff will be maintained by Zoe Newton and/or in staff confidential files. Staff will be held to account for the record, timeliness and appropriateness of actions to meet their safeguarding responsibilities.

- We recognise that all staff and Governors have a full and active part to play in ensuring there is a culture of safeguarding that is effective in protecting our pupils from harm, and that the child's welfare is our paramount concern. We recognise that staff anxiety around child protection or information sharing can undermine good practice and so have established clear lines of accountability, training and advice to support the process and individual staff within that process.
- In this school any individual can contact the Designated Safeguarding Leads (DSL) if they have concerns about a young person. The school has appointed Designated Safeguarding Leads known as the DSLs who are members of the Senior Leadership Team or experienced class teachers and who have undertaken appropriate training specific for the role that is renewed every two years. Our DSLs will take responsibility to keep themselves up to date on current local safeguarding partner priorities/issues nationally/within the local authority so as to provide updates as needed to policy or procedure.
- Additional training for DSLs managing cases of sexual abuse can be sourced free through Centre of Expertise on Child Sexual Abuse. It has free evidence-based practice resources to help professionals working with children and young people to identify and respond appropriately to concerns of child sexual abuse. This will be helpful training for DSLs in addition to role specific training. [Supporting practice in tackling child sexual abuse - CSA Centre](#)
- The DSL must work with others such as the liaising with the head teacher but also CRS, Police, health, LADO to ensure that children and young people are safeguarded. They must be afforded appropriate time to undertake the role fully. Any deputy must also be provided with sufficient time to carry out any delegated responsibilities and to step-up in the absence of the DSL. They must also be aware of the requirement for children to have an Appropriate Adult. Further information can be found in the Statutory guidance - [PACE Code C 2019 \(accessible\) - GOV.UK \(www.gov.uk\)](#)

· Annex C KCSiE sets out the role and responsibilities for a DSL. The job Description in our setting takes account of Annex C

DSL is Zoe Newton and the deputy DSLs are, Sophia Ship, Tom Humphreys, Will Lyon and Matt Goodchild.
Contact details: dsl@shirleywarren.co.uk

- There is also a nominated Safeguarding Governor who will lead the monitoring of safeguarding and ensure the school meets its statutory duties effectively. A nominated governor has been identified to receive reports of allegations against the Head Teacher and act on the behalf of the Governing Body. The Safeguarding governor - Andy McHugh has received training or will undertake training for this role during this academic year.

The Chair of Governors is: Nicole Jones

The Vice-chair is: Andy McHugh

The safeguarding governor is: Andy McHugh

The governor nominated to manage allegations against the head teacher is: Nicole Jones

All can be contacted through the school, or through details on the [school website](#).

Governors are aware of the duties set out in KCSIE 2023 for governing body responsibilities for safeguarding. They receive governor training on induction and also update this annually. SCC offers annual governor safeguarding training, support for self-evaluation from governance perspective and other training throughout the year.

Our Governing Body is aware of its safeguarding responsibilities and have read KCSiE 2023 part 1 to support their understanding

A record of all governors, in addition to those who have named responsibility, having read and understood at least part one KCSiE 2023, including the governor responsibilities is held with governing body records.

A safeguarding monitoring schedule is set for each academic year which includes pupil conferencing and parental surveys carried out first hand by governors

Governors are involved in the oversight of the Safeguarding Self-evaluation submitted to the LA in Spring.

Key SCC contacts:

- The Designated Safeguarding Lead for the school is: Zoe Newton z.newton@shirleywarren.co.uk
- The Deputy Safeguarding Leads are: Sophia Ship, Tom Humphreys, Will Lyon and Matt Goodchild. 02380773975
- The Designated Teacher for Looked After Children is: Tom Humphreys 02380773975
- The Person to contact for Prevent is: Claire Hughes 02380773975
- The Safeguarding Governor is: Andy McHugh
- Governor nominated to manage allegations against the head teacher is: Nicole Jones
How to contact CRS: 02380 832300 (Professionals line) 02380 833336 (Public line)
- Southampton Virtual School Head teacher is Maria Anderson: maria.anderson@southampton.gov.uk; 02380 833060
Queries regarding advice for children who have had/ever had a social worker contact is helen.brown@southampton.gov.uk
- The Local Authority Designated Officer is Jemma Swann: lado@southampton.gov.uk; 02380 915535
- Southampton City Council's Strategic Lead Officer for Safeguarding in Education is: Robert Henderson, Director for Children and Families:
- Safeguarding lead for education settings within Southampton Local Authority school improvement is: Alison Philpott Alison.philpott@southampton.gov.uk; 07500050277
- [Child performance and child employment and DSL trainers for Southampton City Council within the Education Welfare Service \(Service manager: Kerica Hunt \[Kerica.hunt@southampton.gov.uk\]\(mailto:Kerica.hunt@southampton.gov.uk\)\) are Grace Morris and Julie Stubbington: to \[Child.Employment@Southampton.gov.uk\]\(mailto:Child.Employment@Southampton.gov.uk\)](#)
- Bookings or queries for SCC courses: training.support@southampton.gov.uk
- [SCC MET hub - through SCC Young Persons Service](#)
- [Senior Children Missing Education Officer: sophie.bains@southampton.gov.uk](mailto:sophie.bains@southampton.gov.uk)

- [Children Not in School Manager/ EHE: eliza.johnson@southampton.gov.uk](mailto:eliza.johnson@southampton.gov.uk)
- [DSL training - training.support@southampton.gov.uk](mailto:training.support@southampton.gov.uk)
- [SSCP Childrens manager: Rebecca.holdsworth@southampton.gov.uk](mailto:Rebecca.holdsworth@southampton.gov.uk)

Appendix 1: Transporting of Pupils by Parents

Draft example letter:

Dear Parent / Volunteer

On occasions parents and volunteers are kind enough to help with the task of transporting children to visits and off-site activities arranged by the school. (This is in addition to any informal arrangements made directly between parents for after school clubs etc.) The school is very grateful for this help. In managing these arrangements the school would like to put in place sensible measures to ensure the safety and welfare of young people carried in parent's and volunteer's cars. This is based on guidance from the local authority and follows similar procedures for school staff using their own cars on school business.

Where parents/volunteers cars are used on school activities the Head should notify parents/volunteers of their responsibilities for the safety of pupils, to maintain suitable insurance cover and to ensure their vehicle is roadworthy.

The Head or Party Leader will need to consider the suitability of parents or volunteers to carry young people in their car and whether vetting is necessary. It is advisable that parents or volunteers are not put in a position where they are alone with a young person.

All parents are therefore asked to complete and return the attached form to the school before they offer to use their car to help with transporting pupils.

This form will only need to be completed once for each driver. However, you are requested to inform the school if your circumstances change and you can no longer comply with these arrangements. This includes ensuring that you inform the school if you are experiencing any changes to your health, endorsements on licences or awaiting action from the police. .

Many thanks, once again, to all parents and volunteers who have been able to help with the provision of transport. Naturally our primary concern is the safety and welfare of pupils. However, we also want to maintain a wide range of opportunities for young people to participate in off-site activities and visits.

Signed

Head Teacher

DECLARATION FORM TRANSPORTING PUPILS VOLUNTEERS

Safeguarding statement

At this school, we strongly recognise the need for vigilant awareness of safeguarding issues. It is important that all staff have appropriate training and induction so that they understand their roles and responsibilities and are

confident about carrying them out. Staff, pupils, parents and governors should feel secure that they could raise any issues or concerns about the safety or welfare of children and know that they will be listened to and taken seriously. This will be achieved by maintaining an ethos of safeguarding and promoting the welfare of children and young people and protecting staff. This is supported by clear behaviour, anti-bullying and child protection policies, appropriate induction and training, briefing and discussion of relevant issues and relevant learning in line with current legislation and guidelines. This expectation also applies to volunteers working with children in any capacity.

The school may require parents or volunteers to be checked through arrangements with the Disclosure and Barring Service, for example if they are volunteering and in regulated activity - ie who have regular unsupervised access to young people . A risk assessment will be carried out for all volunteers working with children arranged by the school and held in the personnel files, and reviewed where there is significant time between acts of volunteering.

All parents/ carers who undertake volunteering for transport or other activities arranged by the school are also asked to ensure they follow any relevant CURRENT Public Health information, for example regarding COVID-symptoms or any advice given by a health professional.

All drivers must:

- Hold a valid driving licence for the type of vehicle being driven
- Be fit to drive
- Have no medical condition which affects their ability to drive
- Have a valid MOT for any vehicle older than 3 years old
- Ensure that any vehicle is roadworthy, including brakes, lights, tyres, bodywork, wipers, mirrors etc.
- Ensure that any vehicle used has current road tax
- Ensure that they adhere to the appropriate speed limit
- Ensure that all seat belts are working and worn by everybody in the vehicle
- Ensure that they are NOT presenting COVID symptoms or haven't been given specific advice to follow regarding any health/ potential health condition/ should not be self-isolating or shielding or are awaiting the outcome of a covid-19 test.

Insurance:

- Maintain valid insurance, as a minimum, for third party liability
- Check with their insurance company and inform them that the driver occasionally conveys children on school activities. (This is unlikely to affect the cost of your insurance premium.)

Safety:

- Be familiar with, and drive in accordance with, the Highway Code at all times
- Drive safely and observe the speed limit
- Before driving not to consume alcohol or drugs which may impair driving
- Ensure that all passengers wear seat belts as appropriate
- Use child proof locks on rear doors where necessary
- Child seats such as booster seats are to be used at all times according to the height and age of each child in the vehicle

I have read and understood the above requirements and agree to comply with them.

I agree to inform the school if circumstances change and I can no longer comply with these arrangements.

Signature:

Date:

Name (Please print)

Number of seats in vehicle:

Appendix 2 - Safeguarding Concerns

This link is to the Pathways document which includes the threshold guidance for consideration when needing to seek support or make a referral and sets out how to access safeguarding support services.

[Pathways document \(southampton.gov.uk\)](#)

Appendix 3 - PREVENT

The school should use the specific national referral form for Prevent link set out below - complete send directly and securely to preventreferralsouthampton@hampshire.pnn.police.uk

Any queries before referral contact should be made with the appropriate service team, advice regarding the referral form completion can be sought by using the Prevent gateway team, contact number below or MASH prior to referral if needed.

The referral form can be accessed through: [Prevent \(southampton.gov.uk\)](http://Prevent(southampton.gov.uk))

REFERRAL PROCESS	
<p>By sending this form you consent for it to arrive with both your dedicated Local Authority safeguarding team & Prevent policing team for a joint assessment. Wherever possible we aim to give you feedback on your referral, please be aware, however, that this is not always possible due to data-protection & other case sensitivities.</p> <p>Once you have completed this form, please email it to: preventreferralsouthampton@hampshire.pnn.police.uk</p> <p>If you have any questions whilst filling in the form, please call: 01865 555618</p>	
INDIVIDUAL'S BIOGRAPHICAL & CONTACT DETAILS	
Forename(s):	First Name(s)
Surname:	Last Name
Date of Birth (DD/MM/YYYY):	D.O.B.
Approx. Age (if DoB unknown):	Please Enter
Gender:	Please Describe
Known Address(es):	
Nationality / Citizenship:	Stated nationality / citizenship documentation (if any)
Immigration / Asylum Status:	
Primary Language:	Does the Individual speak / understand English? What is the Individual's first language?
Contact Number(s):	Telephone Number(s)
Email Address(es):	Email Address(es)
Any Other Family Details:	Family makeup? Who lives with the Individual? Anything relevant.

DESCRIBE CONCERNS	In as much detail as possible, please describe the specific concern(s) relevant to Prevent.
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FOR EXAMPLE:

- How / why did the Individual come to your organisation's notice in this instance?
- Does it involve a specific event? What happened? Is it a combination of factors? Describe them.
- Has the Individual discussed personal travel plans to a warzone or countries with similar concerns? Where? When? How?
- Does the Individual have contact with groups or individuals that cause you concern? Who? Why are they concerning? How frequent is this contact?
- Is there something about the Individual's mobile phone, internet or social media use that is worrying to you? What exactly? How do you have access to this information?
- Has the Individual expressed a desire to cause physical harm, or threatened anyone with violence? Who? When? Can you remember what was said / expressed exactly?
- Has the Individual shown a concerning interest in hate crimes, or extremists, or terrorism? Consider any extremist ideology, group or cause, as well as support for "school-shooters" or public-massacres, or murders of public figures.
- Please describe any other concerns you may have that are not mentioned here.

COMPLEX NEEDS	Is there anything in the Individual's life that you think might be affecting their wellbeing or that might be making them vulnerable in any sense?
----------------------	--

Please Describe

FOR EXAMPLE:

- Victim of crime, abuse or bullying.
- Work, financial or housing problems.
- Citizenship, asylum or immigration issues.
- Personal problems, emotional difficulties, relationship problems, family issues, ongoing court proceedings.
- On probation; any erratic, violent, self-destructive or risky behaviours, or alcohol / drug misuse or dependency.
- Expressed feelings of injustice or grievance involving any racial, religious or political issue, or even conspiracy theories.
- Educational issues, developmental or behavioural difficulties, mental ill health (see **Safeguarding Considerations** below).
- Please describe any other need or potential vulnerability you think may be present but which is not mentioned here.

OTHER INFORMATION

Please provide any further information you think may be relevant, e.g. social media details, military service number, other agencies or professionals working with the Individual, etc..

Appendix 4

Southampton City Council Practitioner guidance - Educational neglect (revised May 2021)

Southampton City Council Practitioner Guidance Document- Educational Neglect (reviewed May 2021 and under review 2024)

There is no statutory definition of educational neglect. A task and finish group from across SCC education team developed this guidance as a result of recommendations from a Serious Case Review in 2019 and has since reviewed the guidance with wider colleagues. The Local Safeguarding Childrens Board, now Southampton Safeguarding Childrens Partnership has overview of the work.

Neglect is defined as, "***The persistent failure to meet a child's basic physical, emotional, and/or psychological needs, likely to result in the serious impairment of the child's health or development***" Working Together to Safeguard Children (July 2018).

The definition agreed for Southampton and included in the Safeguarding Partnership Neglect Strategy is:

"Neglect is the most common form of child abuse. In Southampton we recognise neglect as the ongoing failure to meet a child's basic needs in order for them to thrive. Neglect means that a child may be left hungry or dirty without adequate clothing, shelter, supervision or medical care. A child may be put in

danger or not protected from harm. Neglect also includes psychological and emotional harm; a child needs care and attention and opportunities to relax, play and learn”.

[Neglect - Southampton Safeguarding Children Partnership \(southamptonscp.org.uk\)](https://southamptonscp.org.uk)

Within this definition the Local Authority recognises that educational neglect exists and can be a factor within physical, emotional, sexual or criminal harm. It is a likely outcome of a range of contributing factors that could be attributable to parent(s)/carer(s), professionals or organisations. It could also be the continued persistent failure of a parent or young person, deemed old enough to determine their own actions, to manage their own travel to and from school and to attend school regularly.

In attendance guidance published by the DFE May 2021 for Local Authorities and Schools ([School attendance: guidance for schools](#), and , <https://www.gov.uk/government/publications/school-attendance/framework-for-securing-full-attendance-actions-for-schools-and-local-authorities>) it is clear that educational attendance and provision should be a central part of any multi-agency planning for children.

It includes the statements below regarding where pupils are at risk of persistent absence, in addition to those who are already classed as persistently absent.

SCC has clear process for how attendance issues should be managed and escalated if unresolved, making clear for all when to follow different steps of intervention and involving all relevant agencies, including for social workers to engage with linked EWS officers when pupil absence or arrangements for education are of concern.

The May 2021 guidance specifically states that Social workers and family support workers should:

- *convey high expectations for attendance*
- *make sure school attendance is prioritised within multi-agency plans*
- *in line with local guidance, use children in need or other multi-agency plans to identify barriers to attendance and engage schools and services in providing early intervention support*

For looked-after children, Virtual School Heads should ensure personal education plans identify and address any barriers to good attendance.

It also states actions that are recommended for:

- Leadership and management in schools
- Teachers and tutors
- Attendance officers, pastoral staff and family support workers
- Local Authorities and external partners
- Pupils

In Early Years, it is recognised that educational neglect can begin to establish behaviours by adults that can impact on later routines and provision. Whilst attendance in early years education (that is before the term after the child's 5th birthday) is not statutory, non-attendance at an early years setting can equally be recognised as educational neglect if this absence is likely to seriously impair the learning and educational development of the child.

SCC has clear processes for how attendance issues in early years settings should be managed, making clear for all when to follow different steps of intervention. All opportunities should be taken by professionals working or involved with families with 2year olds who are eligible for funded sessions, and families with 3 and 4 year olds, to promote the benefits of regular attendance.

Similar risk and preventative factors apply to under 5s as to over 5s

In Southampton we recognise that educational neglect can be any one or more of the following:

Parental:

- Failure to identify provision for their child or adequately maintain schooling/education provision
- Failure to engage in most school/ Local Authority/ trust meetings -even where support is offered - that leads to a disengagement of a child in their schooling with a detrimental impact on their learning and development
- Failure to engage as required with agencies beyond school, for example health services that leads to a delay/ deterioration in their child's development, taking into account of a child's needs that impacts negatively on their child's learning and development
- Parental failure to provide substantiated reasons for absences from school
- At least one court intervention which fails to improve attendance
- Ineffective take up of support that may have been likely through identified need to improve the educational development of their child

Young person(s):

Consideration of educational neglect could be applied when a young person is old enough to determine their own actions and independently travel to and from school safely where:

- Full parental co-operation is clearly demonstrated, and educational provision offered is appropriate for the young person's needs
- Pupil engagement and attendance levels are identified as seriously impeding their development
- Action may have been taken previously against the parent for failing to secure regular attendance of the young person and the young person will have awareness of the impact of their disengagement

Professional(s):

- Where one or more professionals or organisation(s) have failed to report concerns that require additional intervention to avoid serious impairment of a child's learning and development
- Where educational provision that is alternative to full-time education is not provided/is not in line with needs and is not monitored effectively or changed/adapted to reduce the serious impairment of a child's educational development, taking into account an individual child's needs and wishes
- Where a school putting in place an alternative provision has not met the checks to ensure the safeguarding of a pupil in the placement
- Where transfer of records or known information that supports a child's learning and developmental needs, including their social, emotional, mental health and well-being and learning needs are not shared with other professionals or transferred to new settings in a timely manner
- Where a child is 'off-rolled' from a school that does not follow correct process, or is off-rolled not in the best interests of the child where learning is lost but is in the interest of the school.. Ofsted currently define 'off-rolling' as; *"The practice of removing a pupil from the school roll without a formal, permanent exclusion or by encouraging a parent to remove their child from the school roll, when the removal is primarily in the interests of the school rather than in the best interests of the pupil"*. It must be noted that there are circumstances where off-rolling is not unlawful - where it is in the best interests of the child and has followed due process.
- Where an agency has failed to take timely action to minimise the impact of known and recognised poor parental management of educational attendance or provision
- Where an agency has not put into place in a timely manner, or sufficiently taken into account advice from health professionals, to establish an Individual Health Care Plan to support individual health needs.
- Where a lead agency has not ensured the child's learning and development needs are central to multi-agency planning, monitored and challenged where improvement is required.
- Where an LA officer has received information about a young person no longer attending a post-16 provision - they **MUST** notify the post-16 education team without delay so the young person can be supported back into education, employment or training.

In Southampton

Abuse/neglect is a broad category for Child in Need cases therefore most children will have this as an identified feature in their assessments.

52% of children on a Child Protection Plan in Southampton have neglect as a primary feature identified (May 2021). It may be a feature in other planning also, but not the primary concern.

Additionally, many of these pupils have had attendance issues that may have been heightened during the pandemic, or upon return to full opening of schools. They may also be persistent absentees and/ or are known to have a reduced/or had experienced a reduced timetable.

Advice for practitioners

The term "educational neglect" can be used to challenge colleagues, agencies and parents to consider if their actions could be viewed as neglectful i.e. likely to seriously impair the learning and educational development of the child.

It may be helpful to use the neglect strategy and practitioners guide [Neglect - Southampton Safeguarding Children Partnership \(southamptonscp.org.uk\)](https://www.southamptonscp.org.uk) when considering educational neglect.

NOTE: A simple overall total percentage attendance does not provide enough detail to know if there is an issue to be tackled or not. Absence can be authorised or unauthorised by a school and therefore will relate to a range of factors some of which may indicate less concern than others. So, it is important to understand the coding, and reasons for it where overall attendance appears to be of concern. Contacting the linked EWO will be of importance in understanding absence coding. It is important to note that reduced timetables are not illegal and can be used, although SCC would encourage all schools to follow the SCC reduced timetable protocol and guidance for schools and school leaders regarding any reduction and the monitoring of it [Inclusion services - Young Southampton](#).

Key questions to consider:

- Are the child's educational development needs being met? Is this in line with expected learning milestones nationally for all children?
- Are learning needs being addressed so that learning and educational progress can be seen appropriate to identified needs?
- Are there aspects of the provision that are impacting negatively on the educational development of the child?
- Is a full-time education offer in place?
- Has each child in a family had an application made for a school place or a parental decision to Electively Home educate been made?
- Have I notified other LA teams/ agencies who may be able to support a young person e.g. if post-16 or any additional needs.

Each child's education is paramount and therefore needs should be considered equally alongside health and well-being or other factors, when determining what support a family requires and not after all other family needs are addressed, but alongside.

1. Where needed set appropriate, achievable steps within a clear timeframe in addressing the health, well-being and educational needs being discussed. Parents usually want the best for their child and so ensure they are supported to achieve this at the earliest possible opportunity with engagement through individual organisation teams and CRS support. Where parents are not supporting the educational

learning and development of their child this should be clearly recorded and the necessary steps taken to minimise the impact of this together with other professionals.

2. Observe, engage and support the child - a range of professionals' perspectives may be required. Ensure the child's voice is heard and give time for this to happen in a meaningful way, with reassurance they will be taken seriously.
3. It is expected and reasonable to challenge behaviour and provision with regard to a child's educational needs, including transfer of records that appears may be neglectful. Be sensitive in any challenge of parents or professionals and record reasons for challenge and any outcome. Escalate where a child's basic needs are often not met, challenge parents where children present in a manner that is different to that which is expected for every child, on all occasions. Different parenting styles can affect what expectations are manageable and understood, these can also be cultural differences therefore be sensitive and knowledgeable, but do not fail to challenge. It is possible that there may be other aspects of neglect that may cross over with educational neglect therefore clear recording is essential.
4. Review a child in the context of their family and previous events or patterns. Record your thoughts and reasons for decisions, be professionally curious when safeguarding children and always consider their educational development in addition to other needs.
5. Discuss cases with another appropriate person, consider if others may hold different/ similar or the same concerns, build a picture of different professionals' views. Be proactive and call a professionals' meeting if you, as the professional, consider that the picture/understanding of the concerns is likely to be clearer as a result. Ensure there is a planned and cohesive approach to tackling neglectful adult behaviour and escalate to the appropriate managers/ supervisors to make them aware.
6. Consider if other aspects are present, such as but not limited to: exclusions (lawful or unlawful); Children Missing Education - what has been discovered or looked in to and what actions have been taken; whether there is a full-time offer of education; whether there is a reduced timetable that is reviewed regularly and amended to support education need; whether there is a provision relative to needs that may be short or long term for medical needs; whether parents are fully aware of their responsibilities if removing a child to be Electively Home Educated - how do they know?
7. Always ensure that on any change of schools - at normal transition points or in-year - that the records to facilitate the educational development of a child/young person are shared to ensure that the child will be supported appropriately from arrival. This should include any information that supports their attendance such as start of day arrangements that support arrival/settling in to school.
8. Ensure that where any change or reduction in an offer of full-time education is made that parents understand and agree with this in the interests of their child. Check that Southampton City Council guidance for reduced timetables or flexi-school arrangements are followed and review is planned and regular.

Educational neglect may be more likely if any of the following factors are present:

Child Risk factors	Parental risk factors	Wider agency & professionals risk factors
<ul style="list-style-type: none"> ● Adverse childhood experiences (neglect/abuse) ● Disability ● Substance misuse 	<ul style="list-style-type: none"> ● Previous action regarding poor attendance at school ● Poor parental mental and emotional well-being ● Substance misuse 	<ul style="list-style-type: none"> ● Poverty ● Unemployment ● Lack of positive personal networks

<ul style="list-style-type: none"> • Learning difficulties • Family unit breakdown • Bereavement • Views not taken into account in decision making about education • Chronic ill-health • Poor mental health • Child subjected to exploitation (sexual or criminal) • Living in poverty • Going missing • Reduced or inappropriate educational or timetable provision • Child performing role of carer 	<ul style="list-style-type: none"> • Domestic Abuse/violence • Learning difficulties • Lack of positive parenting in childhood • Adverse childhood experiences • Being obese or underweight • Poor parental engagement in education • Family history of poor engagement of other siblings in education • Unable to provide/uninterested in development of child of any age • Disguised compliance/ non-compliance with agencies • Exploitation or criminality • Bereavement • Family breakdown • Ill health • Not following health advice that enables engagement in education • Low/poor pre-school developmental experiences provided for child 	<ul style="list-style-type: none"> • Lack of sharing of information between agencies regarding concerns • Ineffective monitoring and review of reduced timetables or alternative provision • Lack of triangulation or challenge regarding information provided by parent where it raises query/ may not be substantiated • Lack of substantiated / reasonable information for absence • Inconsistent or unsustainable responses to agency support • Lack of health information to support a suitable Individual health care plan that supports engagement in education • Lack of consideration of wider context e.g of family history of poor engagement of siblings in education or previous actions not sustained • Lack of transfer of information
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<p>Protective factors:</p> <ul style="list-style-type: none"> • Parental interest and action to support the educational development of their child, including providing a suitable education if EHE • Full educational provision that meets needs or amendments that are effectively reviewed regularly • Positive and effective engagement with agencies to support the child, parent/ family (health, social care, early help, education) • Sustained improvements in attendance managed independently by pupil or parent • Effective agency communication and sharing of information to safeguard a child including for their attendance at school or educational provision

Appendix 5

Prejudicial language and behaviours toolkit

Example Bullying and prejudice-based incident report form

Report form completed by:	
Date of report:	
Time of incident:	

Type of report/incident:

Bullying	<input type="checkbox"/>	Prejudice-based incident	<input type="checkbox"/>	Both	<input type="checkbox"/>
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Concern raised by:

Victim	<input type="checkbox"/>	Perpetrator	<input type="checkbox"/>	Third party - staff	<input type="checkbox"/>
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Child/young person	<input type="checkbox"/>	Parent/carer	<input type="checkbox"/>	Other	<input type="checkbox"/>
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Where did the incident take place? Tick all that apply.

Bus	<input type="checkbox"/>	Corridor	<input type="checkbox"/>	Park	<input type="checkbox"/>
Taxi	<input type="checkbox"/>	Classroom	<input type="checkbox"/>	Playground	<input type="checkbox"/>
Toilets/Cloakroom	<input type="checkbox"/>	Locker/changing room	<input type="checkbox"/>	Online/social media	<input type="checkbox"/>
On the way to/from school	<input type="checkbox"/>	Other (please describe below)			<input type="checkbox"/>

Other

Details of reported bullying/incident (please include any derogatory language used):

Name and age/year/tutor group of target/s (some incidents may not have a target):

Ethnicity of target (please refer to Appendix 4 for ethnic groups):

Gender of target: Name and age/year/tutor group of perpetrator/s:

Name and age/year/tutor group of perpetrator/s:

Ethnicity of perpetrator (please refer to Appendix 4 for ethnic groups):

Gender of perpetrator:

Bullying/incident was to do with:

(Tick all the boxes that apply from sections A and B).

Section A (protected characteristics under the Equality Act and statutory requirements under Prevent) - for definitions see Appendix 1.

Disability/special educational needs/medical condition/mental health	
Ethnicity/race	
Gender identity	
Religion/belief	
Sex	
Sexual orientation	
Pregnancy	
Expressing/supporting extremist views	

Other (please describe):

Section B (other non-statutory characteristics) - for definitions see Appendix 1.

Appearance	
Home circumstances/socio-economic factors	

Other (please describe):

Behaviour involved in the bullying/incident - tick the main behaviour(s) used in the bullying or incident:

Cyberbullying	
Damage to property	
Indirect/social	
Physical Abuse (against staff)	
Physical Abuse (against pupil/student)	
Possession/distribution of offensive materials	
Sexual abuse/harassment (against staff)	
Sexual abuse/harassment (against pupil/student)	

Verbal Abuse (against staff)	
Verbal Abuse (against pupil/student)	
Other (please describe):	

Frequency and duration of behaviour:

--

Risk Assessment screening questions

Is the victim safe (if not, consider immediate response)?	
Does the victim need additional support?	
Is this a repeat victim?	
Is this a repeat perpetrator?	
Are any of the individuals at risk of radicalisation?	
For school use - actions and decisions following incident (to include contact with parents, pupil advice, referrals etc).	

If appropriate to your setting:

Restorative approaches used?

Yes/No

Date recorded on school electronic behaviour record:

--

Disability/special educational needs/medical condition/mental health

Real or perceived disability, special need, gifted or talented or health conditions or association with someone in those categories (related derogatory language for example: retard/spaz/geek/nerd) or association with someone with a disability/special need.

Ethnicity/race (racism)

Ethnic origin, skin colour, national origin, culture, language, real or perceived or because of their association with someone of a particular ethnicity, culture etc.

Gender identity (transphobia)

Transgender, perceived to be transgender, someone whose gender or gender identity is seen as being different to typical gender norms, or some- one who has a transgender family member. Language/stereotyped perceptions of gender (sissy, butch, she/he, gender bender, tranny).

Religion/belief

Beliefs, faith, identity (Islamophobia and anti-Semitism, for example). It may also be because of a perception or assumption about religion, belief or lack of belief (which may or may not be accurate), or because of their association with an individual or group of a particular religion or belief.

Sex; sexist bullying (misogyny/misandry)

Based on sexist language, attitudes and behaviours that when expressed demean, intimidate or harm another person because of their sex or gender.

Sexual orientation

Related to sexual orientation, or perceived orientation, of target or target's family/friends and/or homophobic/bi-phobic abuse and language used. Bisexual people may experience homophobic bullying, but they are also likely to experience biphobia, that is, prejudice which is specifically related to their bisexual identity. Biphobia often takes the form of stereotypes: for example, that bisexual people are 'greedy', 'promiscuous' or 'confused'.

Appearance

Hair colour, body shape, clothing etc.

Home circumstances

Class background, low income, free school meals, young carer, looked after children.

Homophobic bullying

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people. This can affect:

- young people who are lesbian, gay or bisexual (LGB)
- young people who are thought to be lesbian, gay or bisexual
- young people who are different in some way – they may not act like the other boys or girls
- young people who have gay, lesbian or bisexual friends, or family, or parents/carers who are gay, lesbian or bisexual
- teachers, who may or may not be lesbian, gay or bisexual.

Bi-phobic bullying

Bisexual people may experience homophobic bullying but they are also likely to experience biphobia, that is, prejudice which is specifically related to their bisexual identity. Biphobia often takes the form of stereotypes: for example, that bisexual people are 'greedy', 'promiscuous' or 'confused'. Bisexual people can experience bi-phobic prejudice from both heterosexual people and lesbian and gay people.

Bullying that targets disabled children and children with Special Educational Needs (SEN)

Behaviour by an individual or group that intentionally hurts disabled children, or those with special needs, either physically or emotionally or those who are perceived to have special needs or a disability, or because of their association with someone with a special need or disability. Bullying can involve verbal taunts, name calling, physical injury, and damage to property, rumour spreading, shunning or ridicule. It can be manipulative, making the disabled pupil do something they should not, or deliberately engineering their discomfort or isolation. It can be done through social media (cyberbullying). Some children with SEN and disabilities may not recognise that they are being bullied or that their own behaviour may be seen by someone else as bullying.

Racist bullying

This is behaviour by an individual or group that intentionally hurts another individual or group, either physically or emotionally, and makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, community, national origin or national status. It may also be because of a perception or assumption about ethnicity or culture (which may or may not be accurate), or because of their association with someone of a particular ethnicity, culture etc. (for example a parent/carer).

Bullying based on religion or belief

This is behaviour, by an individual or group, that intentionally hurts another individual or group either physically or emotionally and makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their religion, belief or lack of religion or belief. It may also be because of a perception or assumption about religion or belief (which may or may not be accurate), or because of their association with someone of a particular religion or belief (for example a parent/carer).

Transphobic Bullying

'Trans' is an umbrella term that describes people whose sense of their gender or gender identity is seen as being different to typical gender norms. Where children and young people are perceived not to be conforming to the dominant gender roles that may be widely expected of them, schools should be alert for signs of bullying. Transphobic bullying is commonly underpinned by sexist attitudes and can affect any child or young person.

PLAB Appendix 3 – behaviour involved in the bullying/incident

Cyberbullying: Internet, mobile phones, social media, trolling, sexting, coercion, blackmail, grooming, promoting any hate-based views.

Damage to property: damage, interference, withholding, demanding or stealing of personal possessions, money and loaned or allocated equipment/resources, graffiti.

Indirect/social: intentionally socially excluding or isolating an individual or group from activities/community both on and offline eg gossiping, spreading rumours, intimidating looks, gestures and behaviours.

Physical abuse: any form of violence or physical force eg pushing, kicking, hitting, pinching, tripping, spitting etc.

Possession/distribution of offensive materials: disseminating inappropriate materials.

Sexual abuse/harassment: suggestive sexual comments, innuendo or behaviour including offensive comments about sexual reputation; or using sexual language that is designed to embarrass, humiliate, intimidate or subordinate.

Verbal abuse: using language in a derogatory or offensive manner, such as banter, name-calling, sarcasm, personal threats, nasty comments or 'jokes' or persistent teasing and taunting.

PLAB Appendix 4 - ethnicity descriptions and codes

Ethnicity description	Ethnic Code
White - British	WBRI
White - Irish	WIRI
Gypsy / Roma	WROM
Traveller of Irish Heritage	WIRT
Any Other White Background	WOTH
White and Black Caribbean	MWBC
White and Black African	MWBA
White and Asian	MWAS
Any Other Mixed Background	MOTH
Indian	AIND
Pakistani	APKN
Bangladeshi	ABAN
Any Other Asian Background	AOTH
Black - Caribbean	BCRB
Black - African	BAFR
Any Other Black Background	BOTH
Chinese	CHNE
Any Other Ethnic Group	OOth

PLAB Useful Links:

<https://www.stonewall.org.uk/>

<https://www.hants.gov.uk/educationandlearning/hias/curriculum-support/resource-centres/rade-centre>

<http://www.educateandcelebrate.org/>

<https://www.theredcard.org/>

<https://www.mermaidsuk.org.uk/>

www.hants.gov.uk/emtas

<https://www.stophateuk.org/>

<http://report-it.org.uk/home>

<https://tellmamauk.org/>

<https://cst.org.uk/antisemitism/hate-crimes>

<http://www.galop.org.uk/>

<https://www.hampshire.police.uk>

<https://www.hampshire-pcc.gov.uk>

<https://www.hants.gov.uk/educationandlearning/hias/curriculum-support/resource-centres/re-centre>