

Ratified by the Board of Trustees  
Date: 9<sup>th</sup> September 2021



# Child Protection Policy

Adapted from HCC Model Policy

<b>Title</b>	Child Protection Policy
<b>Version</b>	Version 15/September 2021
<b>Owner of Policy</b>	Peter Petrou (Goffs) and Sharon Robson (Goffs-Churchgate)
<b>Committee Responsible</b>	Pastoral
<b>Trustee Link</b>	Bernard White (Goffs-Churchgate)
<b>Ratified by Board of Trustees</b>	Reviewed and ratified by Board of Trustees on 9 <sup>th</sup> September 2021
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## **Policy Review**

This policy will be reviewed in full by the Board of Trustees annually. The policy was last reviewed and agreed by the Board of Trustees on 9<sup>th</sup> September 2021.

Updates of this policy are made across the year to incorporate recommendations from the Department of Education and Herts County Council. The policy was most recently updated in September 2020 in line with the Hertfordshire County Council Model Policy. If changes are not required during the academic year, the policy will be reviewed in September 2022



Signature

Date: 9<sup>th</sup> September 2021

**Alison Garner, Executive Principal**



Signature

Date: 9<sup>th</sup> September 2021

**Andrew Clarke, Chair of Board of Trustees**



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## 1. INTRODUCTION

Safeguarding is defined as protecting children from maltreatment, preventing impairment of children's health or development, ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes (Working Together to Safeguard Children, DfE, 2018, pg.6)

This Child Protection Policy forms part of a suite of documents and policies which relate to the safeguarding responsibilities of each Academy within the Trust. All staff are aware of systems within their school which support safeguarding, and these are explained to them as part of staff induction.

In particular this policy should be read in conjunction with the:

- Behaviour and Rewards Policy
- Safer Recruitment Policy
- Code of Conduct/Staff Behaviour Policy
- E-safety Policy
- ICT Acceptable Usage Policy
- Part One Keeping children safe in education (2021)

### **Purpose of a Child Protection Policy**

To inform staff, parents, volunteers and Trustees about the Academy's responsibilities for safeguarding children.  
To enable everyone to have a clear understanding of how these responsibilities should be carried out.

### **Hertfordshire Safeguarding Children Partnership Procedures**

All Academies within the Trust follow the procedures established by the Hertfordshire Safeguarding Children Partnership (HSCP); a guide to procedure and practice for all agencies in Hertfordshire working with children and their families.

<http://hertsscb.proceduresonline.com/index.htm>

### **School Staff & Volunteers**

All school staff have a responsibility to provide a safe environment in which children can learn.

School staff, supply staff and volunteers are particularly well placed to observe outward signs of abuse, changes in behaviour and failure to develop because they have daily contact with children.

All school staff will receive appropriate safeguarding children training (which is updated regularly – Hertfordshire Safeguarding Children Partnership advises every three years), so that they are knowledgeable and aware of their role in the early recognition of the indicators of abuse or neglect and of the appropriate procedures to follow. In addition, all staff members receive safeguarding and child



protection updates (for example, via email and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.

Temporary staff, contractors, supply staff and volunteers will be made aware of the safeguarding policies and procedures by the Designated Senior Person, including the Child Protection Policy and Code of Conduct/Staff Behaviour Policy

## **Mission Statement**

Within the Generations Multi-Academy Trust, we:  
Establish and maintain an ethos and culture where children feel secure, are encouraged to talk, and are listened and responded to when they have a worry or concern.

Establish and maintain an ethos and culture where school staff and volunteers feel safe, are encouraged to talk and are listened and responded to when they have concerns about the safety and well-being of a child.

Ensure children know that there are adults in the school whom they can approach if they are worried.

Ensure that children who have additional/unmet needs are supported appropriately. This could include referral to Early Help Services or Child Protection contact to specialist services if they are a child in need or have been / are at risk of being abused and neglected.

Consider how children may be taught about safeguarding, including online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum. Refer to KCSiE(DfE 2021), pg. 31-33

Ensure that staff members working with children are advised to maintain an attitude of 'it could happen here' and 'it could be happening to this child', where safeguarding is concerned. Our staff receive the message 'think the unthinkable' to ensure potential safeguarding concerns are recognised. When concerned about the welfare of a child, staff members should always act in the interests of the child.

## **Implementation, Monitoring and Review of the Child Protection Policy**

The policy will be reviewed at least annually by the Board of Trustees. It will be implemented through each Academy's induction and training programmes, and as part of day to day practice. Compliance with the policy will be monitored by the Designated Senior Person(s) and through staff performance measures.



## 2. STATUTORY FRAMEWORK

In order to safeguard and promote the welfare of children, all Academies within the Trust will act in accordance with the following legislation and guidance:

- The Children Act 1989
  - The Children Act 2004
  - The Children and Social Work Act 2017
  - Education Act 2002 (Section 175/157)
  - Hertfordshire Safeguarding Children Board Procedures Manual (Electronic)
  - Keeping Children Safe in Education (DfE, September 2020)
  - Keeping Children Safe in Education: Part One - information for all school and college staff (DfE, September 2020) – APPENDIX 1
  - Working Together to Safeguard Children (DfE 2021)
  - The Education (Pupil Information) (England) Regulations 2005
  - Sexual Offences Act (2003)
  - Section 26, The Counter Terrorism and Security Act 2015 (PREVENT duty)
  - Female Genital Mutilation Act 2003 (Section 74 ,Serious Crime Act 2015)
  - Anti-social Behaviour, Crime and Policing Act 2014
- Serious Violence Strategy 2018
- Sexual violence and sexual harassment between children in schools and colleges (DfE 2021)

Keeping Children Safe in Education (DfE 2021) states that governing bodies and proprietors should ensure that the school or college contributes to multi-agency working in line with statutory guidance.

Furthermore, it also states that governing bodies and proprietors of all schools and colleges should ensure that their safeguarding arrangements take into account the procedures and practice of the local authority as part of inter-agency safeguarding procedures set up by the Local Safeguarding Children's Board (LSCB).



### 3. THE DESIGNATED SAFEGUARD LEAD

**N.B. Keeping Children Safe in Education, DfE 2021**

**Refers to this role as Designated Safeguarding Lead - DSL**

**The Board of Trustees should ensure that each Academy within the Trust designates an appropriate senior member of staff from the leadership team to take lead responsibility for child protection. This person should have the status and authority within the Academy to carry out the duties of the post including committing resources and, where appropriate, supporting and directing other staff.**

During term time the Designated Safeguard Lead and/or a deputy will always be available (during school hours) for staff in the school to discuss any safeguarding concerns. If staff are made aware of a serious and urgent concern outside of normal school hours they are able to contact Children's Services 'Out of Hours' Service by calling **03001234043**.

#### **Goffs Academy**

The Designated Safeguard Lead for Child Protection in this school are:

NAME: Peter Petrou Vice Principal

The Designated Senior Person(s) (DSP) in the absence of the lead DSP are:

NAME: Sue Pressney, Fran Grote, Kelly McBride, Karen Lawrence and Mark Holding

#### **Goffs-Churchgate Academy**

The Designated Safeguard Lead for Child Protection in this school is:

NAME: Sharon Robson, Safeguard Lead

The Designated Senior Person(s) (DSP) in the absence of the lead DSP are:

NAME: Sarah Baker, Dave Emmott, Suzanna Renew and Lyndsay Johnson



### **The broad areas of responsibility for the Designated Senior Person(s) are:**

- Managing Child Protection Referrals Contacts and cases

Contacting the Child Protection Consultation Hub when advice is needed regarding child protection concerns which possibly meet the threshold for statutory intervention

- Completing Child Protection Contact Referrals for all cases of suspected abuse or neglect where there is a risk of significant harm to the child/young person, Police where a crime may have been committed and to the Channel programme where there is a radicalisation concern
- Liaise with the Executive Principal and/or Principal to inform them of issues - especially ongoing enquiries under Section 47 of the Children Act 1989 and police investigations
- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a Child Protection Contact referral by liaising with relevant agencies
- Support staff who make Child Protection Contacts referrals and other service referrals
- Share information with appropriate staff in relation to a child's looked after (CLA) legal status (whether they are looked after under voluntary arrangements with consent of parents or on an Interim Care Order or Care Order) and contact arrangements with birth parents or those with parental responsibility
- Ensure they have details of the CLA's social worker and the name of the virtual school Head Teacher in the authority that looks after the child.

### **TRAINING**

The Designated Safeguard Lead and Designated Senior Person(s) undergo formal training every two years. All DSL/DSPs are trained in interagency working. The DSL should also undertake Prevent awareness training. In addition to this training, their knowledge and skills should be refreshed (for example via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments) at least annually.

The designated safeguarding lead should undertake Prevent awareness training. Training should provide designated safeguarding leads with a good understanding of their own role, how to identify, understand and respond to specific needs that can increase the vulnerability of children, as well as specific harms that can put children at risk, and the processes, procedures and responsibilities of other agencies, particularly children's social care, so they:

- Understand the assessment process for providing early help and intervention, including local criteria for action and local authority children's social care referral arrangements



- Have a working knowledge of how Hertfordshire conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so
- Ensure each member of staff has access to and understands the Academy's safeguarding and child protection policy and procedures, especially new and part time staff
- Be alert to the specific needs of children in need, those with special educational needs and young carers
- Understand the importance of the role the designated safeguarding lead has in providing information and support to children social care in order to safeguard and promote the welfare of children
- Understand the lasting impact that adversity and trauma can have, including on children's behaviour, mental health and wellbeing, and what is needed in responding to this in promoting educational outcomes
- Are alert to the specific needs of children in need, those with special educational needs and disabilities (SEND), those with relevant health conditions and young carers
- Understand the importance of information sharing, both within the school and college, and with the safeguarding partners, other agencies, organisations and practitioners (Full details in Chapter one of Working Together to Safeguard Children)
- Understand and support the Academy with regards to the requirements of the Prevent duty and are able to provide advice and support to staff on protecting children from the risk of radicalisation
- Are able to understand the unique risks associated with online safety and be confident that they have the relevant knowledge and up to date capability required to keep children safe whilst they are online at school or college
- Can recognise the additional risks that children with SEN and disabilities (SEND) face online, for example, from online bullying, grooming and radicalisation and are confident they have the capability to support SEND children to stay safe online
- Be able to keep detailed, accurate, secure written records of concerns and Child Protection Contacts referrals alongside referrals to other agencies
- Obtain access to resources and attend any relevant or refresher training courses



- Encourage a culture of listening and responding to children and taking account of their wishes and feelings, among all staff, in any measures the Academy may put in place to protect them
- Deliver appropriate induction to new members of staff, including the MAT safeguarding policy, the identification of the DSL and DSPs, the staff code of conduct, the whistle blowing procedure and social media guidance

## **RAISING AWARENESS**

- The Designated Senior Person should ensure the Academy's policies are known, understood and used appropriately by all staff including part time, contractors, volunteers and supply staff
- Ensure the Academy's safeguarding and child protection policy is reviewed annually and the procedures and implementation are updated and reviewed regularly, and work with Trustees regarding this
- Ensure the safeguarding and child protection policy is available publicly and that parents are aware that advice regarding child protection concerns could be sought from the Child Protection Consultation Hub and that Child Protection Contact referrals about suspected abuse or neglect may be made. Ensure parents are aware of the role of the academy in this. Ensure parents are aware of the school or college's statutory role regarding safeguarding of children.
- Link with the Hertfordshire Safeguarding Children's Partnership (HSCP) to make sure staff are aware of training opportunities and the latest local policies on safeguarding.
- Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children who have or have had a social worker are experiencing with teachers and school and college leadership staff.
- Where children leave the Academy, ensure the file for safeguarding and any child protection information is sent to any new school /college as soon as possible but transferred separately from the main pupil file. The file should not be sent until the child is physically attending the new school.
- The Academy should obtain proof that the new school/education setting has received the safeguarding file for any child transferring and then destroy any information held on the child unless the case is currently open in line with data protection guidelines (see Record-keeping Guidance on Hertfordshire Grid for Learning for further information)



- Consider if it would be appropriate 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 and have that support in place for when the child arrives.



#### 4.THE MANAGEMENT OF SAFEGUARDING (BOARD OF TRUSTEES)

The Board of Trustees must ensure that they comply with their duties under legislation. They must also have regard to this guidance to ensure that the policies, procedures and training in their Academies are effective and comply with the law at all times.

The nominated Trustee for child protection is:

NAME: Bernard White

Chair of Trustees:

NAME: Andrew Clarke

The responsibilities placed on the Board of Trustees include:

- Their contribution to inter-agency working, which includes providing a coordinated offer of early help when additional needs of children are identified
- Ensure there are appropriate policies and procedures in place in order for appropriate action to be taken in a timely manner to safeguard and promote children's welfare
- Ensuring that an effective Child Protection policy is in place, together with a staff Behaviour policy
- Ensuring staff are provided with Part one, OR Annex A (The following is a condensed version of Part one of Keeping children safe in education. It can be provided (instead of Part one) to those staff who do not directly work with children (if the governing body or proprietor think it will provide a better basis for those staff to promote the welfare and safeguard children.) of KCSiE (DfE, 2021) and Annex B KCSiE (DfE, 2021) on specific safeguarding issues
- The Executive Principal and Principals should ensure that the above policies and procedures, adopted by Board of Trustees, and particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff.
- Ensure that the Trust contributes to multi-agency working in line with statutory guidance Working Together to Safeguard Children (DfE,2018).
- New safeguarding partners and child death review partner arrangements are in place
- 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
- The Trust should work with social care, the police, health services and other services 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.

- Ensuring arrangements are in place that set out clearly and principles for sharing information within the school or college and with the three safeguarding partners, other organisations, agencies and practitioners as required.
- Ensure child protection files are transferred to the new school or college as soon as possible, ensuring secure transit, and confirmation of receipt should be obtained
- Ensure that all staff undergo child protection training (including online safety) at induction. The training should be regularly updated. Induction and training should be in line with advice from the local three safeguarding partners (HSCP) 3 years.
- All staff should receive regular safeguarding and child protection updates (for example, via email, e-bulletins, staff meetings) as required, and at least annually
- Opportunity should therefore be provided for staff to contribute to and shape safeguarding arrangements and child protection policy.
- Ensure that children are taught about safeguarding, including online safety. Schools should consider this as part of providing a broad and balanced curriculum including Relationships and Sex Education and Health Education (Mandatory since September 2020).
- Board of Trustees should prevent people who pose a risk of harm from working with children by adhering to statutory responsibilities to check staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required and ensuring volunteers are appropriately supervised.
- Ensure the Trust has written recruitment and selection policies and procedures in place and at least one of the persons who conducts an interview has completed safer recruitment training
- Should ensure there are procedures in place (as described in part 4 of KCSiE) to manage concerns and allegations against staff including volunteers and supply staff
- There must be procedures in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns or would have been had they not resigned. (refer to Type of DBS checks in KCSiE (DfE 2021) pg. 57
- All staff should be clear about the school's policy and procedures with regard to peer on peer abuse.
- Where there is a safeguarding concern, ensure the child's wishes and feelings are taken into account when determining what action to take and what services to provide. Systems should be



in place for children to express their views and give feedback. Ultimately, all systems and processes should operate with the best interests of the child at heart.

- Ensuring that DSL and DSPs, should undergo formal child protection training every two years, in line with KCSiE and HSCP procedures, and receive regular, at least annual, safeguarding updates via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments, for example.
- Prioritising the welfare of children and young people and creating a culture where staff are confident to challenge senior leaders over any safeguarding concerns
- Ensuring appropriate filters and appropriate monitoring systems are in place to safeguard children from potentially harmful and inappropriate online material. Additional information to support governing bodies and proprietors is provided in Part 2 of KCSiE (DfE 2021).



## 5. WHEN TO BE CONCERNED

Knowing what to look for is vital for the early identification of abuse and neglect. All staff should be aware of the indicators of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection.

**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. Children may be abused by an adult or adults or by another child or children.

<b>PHYSICAL ABUSE</b>	
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.	
<b>Child</b>	
Bruises – shape, grouping, site, repeat or multiple	Withdrawal from physical contact
Bite-marks – site and size Burns and Scalds – shape, definition, size, depth, scars	Aggression towards others, emotional and behaviour problems
Improbable, conflicting explanations for injuries or unexplained injuries	Frequently absent from school
Untreated injuries	Admission of punishment which appears excessive
Injuries on parts of body where accidental injury is unlikely	Fractures
Repeated or multiple injuries	Fabricated or induced illness -

<b>EMOTIONAL ABUSE</b>
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 over protection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.



Child	
Self-harm	Over-reaction to mistakes / Inappropriate emotional responses
Chronic running away	Abnormal or indiscriminate attachment
Drug/solvent abuse	Low self-esteem
Compulsive stealing	Extremes of passivity or aggression
Makes a disclosure	Social isolation – withdrawn, a ‘loner’ Frozen watchfulness particularly pre school
Developmental delay	Depression
Neurotic behaviour (e.g. rocking, hair twisting, thumb sucking)	Desperate attention-seeking behaviour

### 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.

Child	
Failure to thrive - underweight, small stature	Low self-esteem
Dirty and unkempt condition	Inadequate social skills and poor socialisation
Inadequately clothed	Frequent lateness or non-attendance at school
Dry sparse hair	Abnormal voracious appetite at school or nursery
Untreated medical problems	Self-harming behaviour
Red/purple mottled skin, particularly on the hands and feet, seen in the winter due to cold	Constant tiredness
Swollen limbs with sores that are slow to heal, usually associated with cold injury	Disturbed peer relationships

### 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 (also known as peer on peer abuse) in education and all staff should be aware of it and of their school or colleges policy and procedures for dealing with it.

Child	
Self-harm - eating disorders, self-mutilation and suicide attempts	Poor self-image, self-harm, self-hatred
Running away from home	Inappropriate sexualised conduct
Reluctant to undress for PE	Withdrawal, isolation or excessive worrying
Pregnancy	Sexual knowledge or behaviour inappropriate to age/stage of development, or that is unusually explicit
Inexplicable changes in behaviour, such as becoming aggressive or withdrawn	Poor attention / concentration (world of their own)
Pain, bleeding, bruising or itching in genital and /or anal area	Sudden changes in school work habits, become truant
Sexually exploited or indiscriminate choice of sexual partners	

If staff members have any concerns about a child's welfare, they should act on them immediately. If staff have a concern, they should follow this policy and speak to the Designated Safeguard Lead or a DSP . The DSL (and any DSPs) are most likely to have a complete safeguarding picture and be the most appropriate person to advise on the response to safeguarding concerns.

**Any staff member should be able to make a safeguarding Child Protection Contact Referral to Children's Services if necessary.**

All staff should be aware of the process for making Child Protection Contact Referrals to Children's Services and for statutory assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm - from abuse or neglect) that may follow a contact referral, along with the role they might be expected to play in such assessments.

Staff should not assume a colleague, or another professional will take action and share information that might be critical in keeping children safe. They should be mindful that early information sharing is vital for effective identification, assessment, and allocation of appropriate service provision.

**Options will then include:**

- managing any support for the child internally via the Academy's own pastoral support processes;
- completing a Families First Assessment or a Request for Support referral.
- an early help assessment; or
- a Child Protection Contact for statutory services, for example as the child might be in need, is in



need or suffering or likely to suffer significant harm from abuse or neglect.

### **EXTRA FAMILIAL HARM (FORMERLY CONTEXTUAL SAFEGUARDING)**

Safeguarding incidents and/or behaviours can be associated with factors outside of school and/or can occur between children outside of school. All staff, but especially the Designated Senior Person and their deputies, should be considering the context within which such incidents and/or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and/or welfare.

**Where possible, there should be a conversation with the Designated Senior Person to agree a course of action, although any staff member can make a referral to Children's Services by ringing 0300 123 4043.**

**If a child is in immediate danger or is at risk of harm, a referral should be made to Children's Services and/or the police immediately. Anyone can make a referral. Where referrals are not made by the Designated Senior Person, the Designated Senior Person should be informed as soon as possible that a referral has been made.**

### **A CHILD CENTRED AND COORDINATED APPROACH TO SAFEGUARDING:**

Safeguarding and promoting the welfare of children is **everyone's responsibility**. In order to fulfil this responsibility effectively, each professional should make sure their approach is **child centred**. This means that they should consider, at all times, what is in the best interests of the child.

Schools and their staff form part of the wider safeguarding system for children. This system is based on the principle of providing help for families to stay together where it is safe for the children to do so, and looking at alternatives where it is not, whilst acting in the **best interests** of the child at all times.

### **CHILDREN WHO MAY REQUIRE EARLY HELP (KNOWN AS FAMILIES FIRST IN HERTFORDSHIRE)**

Families First is Hertfordshire's programme of early help services for families.

A directory of early help services is available at [www.hertfordshire.gov.uk/familiesfirst](http://www.hertfordshire.gov.uk/familiesfirst) which will help practitioners and families find information and support to prevent escalation of needs and crisis.

All staff should be aware of the **early help process**, and understand their role in identifying emerging problems, sharing information with other professionals to support early identification and assessment of a child's needs. It is important for children to receive the right help at the right time to address risks and prevent issues escalating. This also includes staff monitoring the situation and feeding back to the Designated Senior Person any ongoing/escalation of concerns so



that consideration can be given to a Child Protection Contact Referral to Children's Services (Safeguarding and Specialist Services) if the child's situation doesn't appear to be improving.

If early help is appropriate, the DSL or deputy will generally lead on liaising with other agencies and setting up an Families First assessment as appropriate.

**Any child may benefit from early help, but all school and college staff should be particularly alert to the potential need for early help for a child who:**

- is disabled and has specific additional needs;
- has special educational needs (whether or not they have a statutory education, health and care plan);
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups;
- is frequently missing/goes missing from care or from home;
- is misusing drugs or alcohol themselves;
- Is at risk of modern slavery, trafficking or exploitation;
- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
- has returned home to their family from care;
- is showing early signs of abuse and/or neglect;
- is at risk of being radicalised or exploited;
- is a privately fostered child.

School and college staff members should be aware of the main categories of maltreatment: **physical abuse, emotional abuse, sexual abuse and neglect** as well as being aware of the indicators of maltreatment and **specific safeguarding issues** so that they are able to identify cases of children who may be in need of help or protection.

*See Appendix 4 of this policy for information on indicators of abuse and Appendix 1 of KCSIE for specific safeguarding issues.*

#### **Children with special educational needs and disabilities:**

Additional barriers can exist when recognising abuse and neglect in this group of children.

This can include:

- ❖ Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's impairment without further exploration
- ❖ Assumptions that children with SEN and disabilities can be disproportionately impacted by things like bullying - without outwardly showing any signs
- ❖ Communication barriers and difficulties
- ❖ Reluctance to challenge carers , (professionals may overly empathise with carers because of the



perceived stress of caring for a disabled child)

- ❖ Disabled children often rely on a wide network of carers to meet their basic needs and therefore the potential risk of exposure to abusive behaviour can be increased
- ❖ A disabled child's understanding of abuse
- ❖ Lack of choice/participation
- ❖ Isolation

### **PEER ON PEER ABUSE**

Education settings are an important part of the inter-agency framework not only in terms of identifying, evaluating and referring concerns to Children's Services and the Police, but also in the assessment and management of risk that the child or young person may pose to themselves and others in the education setting.

If one child or young person causes harm to another, this should not necessarily be dealt with as abuse. When considering whether behaviour is abusive, it is important to consider:

- whether there is a large difference in power (for example age, size, ability, development) between the young people concerned; or
- whether the perpetrator has repeatedly tried to harm one or more other children; or
- whether there are concerns about the intention of the alleged perpetrator.

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence and sexual harassment; such as rape, assault by penetration and sexual assault;
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse
- upskirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- sexting (also known as youth produced sexual imagery); and



- initiation/hazing type violence and rituals.

**All staff should be aware that abuse is abuse and peer on peer abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. Furthermore they should recognise the gendered nature of peer on peer abuse (i.e. that it is more likely that girls will be victims and boys perpetrators), but that all peer on peer abuse is unacceptable and will be taken seriously.**

Hertfordshire County Council recommends that education settings use The Sexual Behaviours Traffic Light Tool by the Brook Advisory Service to help professionals assess and respond appropriately to sexualised behaviour. The traffic light tool can be found at [www.brook.org.uk/our-work/the-sexual-behaviours-traffic-light-tool](http://www.brook.org.uk/our-work/the-sexual-behaviours-traffic-light-tool).

In order to minimise the risk of peer on peer abuse the Academy:

- Provides a developmentally appropriate PSHE curriculum which develops students understanding of acceptable behaviour and keeping themselves safe, including through a programme of activities in form time and assemblies
- Have systems in place for any student to raise concerns with staff, knowing that they will be listened to, believed and valued
- Ensure victims, perpetrators and any other child affected by peer on peer abuse will be supported
- Develop robust risk assessments where appropriate (e.g. Using the Risk Assessment Management Plan and Safety and Support Plan tools)
- Has relevant policies in place (e.g. Behaviour policy)

**Where there is an allegation or concern that a child has abused others, staff should refer to Section 4.4 of the Hertfordshire Safeguarding Children Partnership Procedures Manual, ‘Children Who Abuse Others’:**

[http://hertsscb.proceduresonline.com/chapters/p\\_chil\\_abuse.html](http://hertsscb.proceduresonline.com/chapters/p_chil_abuse.html)

**Staff should also refer to Part five of KCSiE (DfE 2021) – ‘Child on child sexual violence and sexual harassment’:**

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

## **SERIOUS VIOLENCE**

All staff should be aware of indicators, which may signal that children are at risk from, or are involved with serious violent crime.

- Increased absence from school
- Change in friendships or relationships with older individuals or groups
- Significant decline in performance
- Signs of self-harm or significant change in wellbeing
- Signs of assault or unexplained injuries
- Unexplained gifts/new possessions



Also refer to Schools Toolkit the characteristics of young peoples' vulnerability to CSE and CCE on the HGFL;<https://thegrid.org.uk/safeguarding-and-child-protection/child-protection/specific-safeguarding-issues/child-sexual-and-criminal-exploitation>

### **CHILD SEXUAL EXPLOITATION (CSE) AND CHILD CRIMINAL EXPLOITATION (CCE)**

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity. 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. In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator. The abuse 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. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence. Victims can be exploited even when activity appears consensual, and it should be noted exploitation as well as being physical can be facilitated and/or take place online. More information include definitions and indicators are included in Annex B KCSiE DfE 2021.

### **MENTAL HEALTH**

All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken by following the procedures in this policy and speaking to the schools DSL.

### **PREVENT: SAFEGUARDING CHILDREN AND YOUNG PEOPLE FROM RADICALISATION**

Our staff receive training on the Prevent agenda. They have the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism and are shared by terrorist groups. If a member of the school staff, volunteer, supply staff, visitor or other member of the school community has any concerns over views or opinions expressed they should report these to the Designated Senior Person (or deputy).

Children can be vulnerable to extreme ideologies and radicalisation. Similar to protecting children from other forms of harm and abuse, protecting children from radicalisation must be part of all school and college safeguarding approaches.

All schools and colleges are subject to the Prevent Duty under Section 26 of the Counter Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions to have "due regard to the need to prevent people from being drawn into terrorism." KCSiE DfE 2020

There are signs and vulnerability factors that may indicate a child is susceptible to radicalisation or is in the process of being radicalised. It is possible to protect vulnerable people from extremist



thinking and intervene to safeguard those at risk of radicalisation. Staff must be alert to changes in children's behaviour, which could indicate that they may be in need of Prevent support. They must act proportionately to the concern using the Prevent 'notice, check, share' approach, which may lead to the DSL making a Prevent referral.

Local Hertfordshire County Council guidance on Prevent is featured at 6.25 of the Hertfordshire Safeguarding Children's Partnership CP procedures

[https://hertsscb.proceduresonline.com/chapters/p\\_prevent\\_guide.html](https://hertsscb.proceduresonline.com/chapters/p_prevent_guide.html) which outlines the specific duties in Hertfordshire. This guidance also features advice on making a Prevent referral. (please note: at the time of writing this policy 6.25 of the HSCP CP procedures is under review)

### **DOMESTIC ABUSE**

Domestic abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological; physical; sexual; financial; and emotional.

All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. See Appendix 4 for information regarding Operation Encompass



## 6. DEALING WITH A DISCLOSURE

If a child confides in a member of staff/volunteer and requests that the information is kept secret, it is important that the member of staff/volunteer tell the child in a manner appropriate to the child's age/stage of development that they cannot promise complete confidentiality – instead they must explain that they may need to pass information to other professionals to help keep the child or other children safe.

If a child discloses that he or she has been abused in some way, the member of staff / supply staff or volunteer should:

- Listen to what is being said without displaying shock or disbelief
- Accept what is being said
- Allow the child to talk freely
- Reassure the child, but not make promises which it might not be possible to keep
- Never promise a child that they will not tell anyone - as this may ultimately not be in the best interests of the child.
- Reassure him or her that what has happened is not his or her fault
- Stress that it was the right thing to tell
- Listen, only asking questions when necessary to clarify, which are not leading
- Not criticise the alleged perpetrator
- Explain what has to be done next and who has to be told
- Make a written record (see Record Keeping)
  - Pass the information to the Designated Safeguard Lead or Designated Senior Person without delay (if a DSL or DSP is not available, staff must inform a senior member of staff or complete a child protection contact referral if this disclosure indicates that the child may be at risk of immediate harm and/or have been suffered significant harm to ensure reporting to Police and/or Children's Services where necessary is not delayed)

### THIRD PARTY DISCLOSURES

It's everyone's responsibility to report concerns related to children and make referrals to Children Services and the Police if suspected that a child has been abused or is at risk of abuse.

Therefore, when safeguarding concerns are shared to the DSL in a school by a parent or member of the public, it is important to note that there is equal responsibility by the complainant to report the matter also directly rather than assume the responsibility is that of the school. If unsure of how to do this speak to the DSL / Principal and they will advise accordingly.



## **SUPPORT**

Dealing with a disclosure from a child, and safeguarding issues can be stressful. The member of staff/supply staff or volunteer should, therefore, consider seeking support for him/herself and discuss this with the Designated Senior Person.

**If an Academy staff member receives a disclosure about potential harm caused by another staff member, they should see Section 11 of this policy – *Allegations involving school staff/volunteers.***



## 7.RECORD KEEPING

All practitioners should be confident of the processing conditions under the Data Protection Act 2018 and the General Data Protection Regulation (GDPR) 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'.

All concerns, discussions and decisions made and the reasons for those decisions should be recorded in writing. If in doubt about recording requirements staff should discuss with the Designated Senior Person.

When a child has made a disclosure, the member of staff/volunteer should:

- Record as soon as possible after the conversation. Use the schools Child Protection Recording system which may be electronic or using a record of concern sheet.
- Record the date, time, place and any noticeable non-verbal behaviour and the words used by the child
- Use the body map on the schools recording system or the proforma body map available on HGFL, to indicate the position of any injuries and a clear description of the injury
- Record statements and observations rather than interpretations or assumptions

All records need to be given to the Designated Senior Person promptly. The Record of Concern form and additional details will be recorded on 'CPOMS' by the Designated Person, and hard copies will be disposed of securely. No copies should be retained by the member of staff or volunteer.

The Designated Senior Person will ensure that all safeguarding records are managed in accordance with the Education (Pupil Information) (England) Regulations 2005.

Where children leave the Academy, the Designated Senior Person 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. For schools, this should be transferred separately from the main pupil file. Receiving schools and colleges should ensure key staff such as Designated Senior Persons and SENCOs or the named person with oversight for SEN in a college, are aware as required. If the child has an allocated social worker, they will also inform them of the change of school.

In addition to the child protection file, the Designated Senior Person should also consider if it would be appropriate 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 and have that support in place for when the child arrives.



## 8. CONFIDENTIALITY

Safeguarding children raises issues of confidentiality that must be clearly understood by all staff/volunteers in schools.

- All staff in schools, both teaching and non-teaching staff, have a responsibility to share relevant information about the protection of children with other professionals, particularly the investigative agencies (Children's Services: Safeguarding and Specialist Services and the Police)
- If a child confides in a member of staff/supply staff/volunteer and requests that the information is kept secret, it is important that the member of staff/supply staff/volunteer tell the child in a manner appropriate to the child's age/stage of development that they cannot promise complete confidentiality – instead they must explain that they may need to pass information to other professionals to help keep the child or other children safe. This will ultimately be in the best interests of the child.
- Staff/supply staff and volunteers who receive information about children and their families in the course of their work should share that information only within appropriate professional contexts.



## 9. SCHOOL PROCEDURES

*Please see Appendix 3: What to do if you are worried a child is being abused: flowchart. KCSiE (DfE 2021) pg.23*

If any member of staff is concerned about a child he or she must inform the Designated Senior Person. The Designated Senior Person will decide whether the concerns should be raised to Children's Services and if deemed to have met the threshold a Child Protection Contact Referral will be completed. If a Child Protection Contact Referral to Children's Services is made the DSL will discuss the referral with the parents, unless to do so would place the child at further risk of harm.

While it is the DSL's or DSPs role to make Child Protection Contact Referrals, any staff member can make a Child Protection Contact Referral to Children's Services if a child is in immediate danger or is at risk of harm (e.g. concern that a family might have plans to carry out FGM, Forced Marriage etc). In these circumstances a Child Protection Contact Referral should be made to Children's Services and/or the Police immediately. Where Child Protection Contacts are Child Protection Contact Referrals are made by another member of staff, the DSL should be informed as soon as possible.

If a **teacher** (persons employed or engaged to carry out teaching work at schools and other institutions in England) , in the course of their work in the profession, discovers that an act of Female Genital Mutilation (FGM) appears to have been carried out on a girl under the age of 18 the **teacher** must report this to the police via 101. This is a mandatory reporting duty. KCSiE (DfE 2021) pg. 131-132.

The contact telephone number for Hertfordshire Children's Services (including out of hours) is **0300 123 4043**.

If the allegations raised are against other children, the school should follow section 4.4 of the Hertfordshire Safeguarding Children Partnership Procedures Manual – Children Who Abuse Others. Please see the Academy Anti-Bullying policy for more details on procedures to minimise the risk of peer on peer abuse.

The member of staff must record information regarding the concerns on the same day. The recording must be a clear, precise, factual account of the observations any verbal disclosures and observations. (The Record of Concern pro-forma is available on the Hertfordshire Grid for Learning, as well as being available in staff workrooms within the Academy).

Particular attention will be paid to the attendance and development of any child about whom the school has concerns, or who has been identified as being the subject of a child protection plan and a written record will be kept.

If a pupil who is/or has been the subject of a child protection plan changes school, the Designated Senior Person will inform the social worker responsible for the case and transfer the appropriate records to the Designated Senior Person at the receiving school, in a secure manner, and separate from the child's academic file.



The Designated Senior Person is responsible for making the senior leadership team aware of trends in behaviour that may affect pupil welfare. If necessary, training will be arranged.

## **10. COMMUNICATION WITH PARENTS**

Goffs Academy and Goffs-Churchgate Academy will ensure the Child Protection Policy is available publicly via the school websites.

Parents should be informed prior to a Child Protection Contact Referral, unless it is considered to do so might place the child at increased risk of significant harm by

- The behavioural response it prompts e.g. a child being subjected to abuse, maltreatment or threats / forced to remain silent if alleged abuser informed;
- Leading to an unreasonable delay;
- Leading to the risk of loss of evidential material;

Academies within the Trust may also consider not informing parent(s) where this would place a member of staff at risk.

Academies within the Trust will endeavour to ensure that parents understand the responsibilities placed on the schools and staff for safeguarding children.

Where reasonably possible Academies within the Trust should hold more than one emergency contact number for their pupils and students.



## 11. ALLEGATIONS INVOLVING SCHOOL STAFF/VOLUNTEERS

An allegation is any information which indicates that a member of staff/supply staff/volunteer may have:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way which indicates he or she would pose a risk of harm to children; or
- Behaved or may have behaved in a way that indicated they may not be suitable to work with children.

This applies to any child the member of staff/supply staff/volunteer has contact within their personal, professional or community life.

This relates to members of staff, supply staff and volunteers who are currently working in any school or college regardless of whether the school or college is where the alleged abuse took place. Allegations against a teacher who is no longer teaching should be referred to the police. Historical allegations of abuse should also be referred to the police.

### **WHAT ACADEMY/TRUST STAFF SHOULD DO IF THEY HAVE CONCERNS ABOUT SAFEGUARDING PRACTICES WITHIN THE ACADEMY/TRUST:**

All staff/supply staff and volunteers should feel able to raise concerns about poor or unsafe practice and potential failures in the Academy or Trust's safeguarding arrangements.

Appropriate whistleblowing procedures, which are suitably reflected in staff training and staff behaviour policies, are in place for such concerns to be raised with the Academy/Trust's senior leadership team.

If staff members have concerns about another staff member then this should be referred to the Principal. Where there are concerns about the Principal or Executive Principal, this should be referred to the Chair of the Board of Trustees. Staff may consider discussing any concerns with the school's Designated Senior Person and make any referral via them.

The Chair of the Board of Trustees in this school is:

NAME:  
Andrew Clarke

Email:  
[andrew.clarke@generationsmat.com](mailto:andrew.clarke@generationsmat.com)

In the absence of the Chair of the Board of Trustees the Vice Chair should be contacted.

In the event of allegations of abuse being made against the Executive Principal or Principal, allegations should be reported directly to the Local Authority Designated Officer (LADO). Staff



may consider discussing any concerns with the Designated Senior Person and if appropriate make any referral via them. (See Keeping Children Safe in Education: Part Four, DfE 2021, for further information).

The person to whom an allegation is first reported should take the matter seriously and keep an open mind. S/he should not investigate or ask leading questions if seeking clarification; it is important not to make assumptions. Confidentiality should not be promised and the person should be advised that the concern will be shared on a 'need to know' basis only.

Actions to be taken include making an immediate written record of the allegation using the informant's words – including time, date and place where the alleged incident took place, brief details of what happened, what was said and who was present. This record should be signed, dated and immediately passed on to the Principal.

The recipient of an allegation must **not** unilaterally determine its validity, and failure to report it in accordance with procedures is a potential disciplinary matter.

The Principal or Executive Principal/Chair of the Board of Trustees will not investigate the allegation itself, or take written or detailed statements, but will assess whether it is necessary to refer the concern to the Local Authority Designated Officer, this will also include supply staff allegations (LADO Threshold Guidance may be used to inform this decision – found at [https://hertsscb.proceduresonline.com/chapters/p\\_manage\\_alleg.html](https://hertsscb.proceduresonline.com/chapters/p_manage_alleg.html))

**CHILDREN'S SERVICES – 03001234043**

**SOOHS (OUT OF HOURS SERVICE - CHILDREN'S SERVICES) – 03001234043**

If the allegation meets any of the four criteria set out at the start of this section, contact should always be made with the Local Authority Designated Officer without delay.

If it is decided that the allegation requires a child protection strategy meeting or joint evaluation meeting, this will take place in accordance with section 4.1 of the Hertfordshire Safeguarding Children Partnership Procedures Manual.

If it is decided that the allegation does not require a child protection strategy meeting or joint evaluation meeting, the LADO will provide the employer with advice and support on how the allegations should be managed.

The Principal \ Executive Principal should, as soon as possible, **following briefing** from the Local Authority Designated Officer, inform the subject or supply agency of the allegation.

#### **FOR FURTHER INFORMATION, SEE:**

Hertfordshire Safeguarding Children Partnership Procedures Manual Section 5.1.5 Managing Allegations Against Adults who work with Children and Young People .

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



- Children's Services **0300 123 4043**
- NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. 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](mailto:help@nspcc.org.uk)

### **SAFER WORKING PRACTICE**

To reduce the risk of allegations, all staff should be aware of safer working practice and should be familiar with the guidance contained in the Staff Handbook/ Code of Conduct / Staff Behaviour policy and Safer Recruitment Consortium document: **Guidance for safer working practice for those working with children and young people in education settings (May 2019) and also Addendum April 2020 available at <https://www.saferrecruitmentconsortium.org/>**

The document seeks to ensure that the responsibilities of school leaders towards children and staff are discharged by raising awareness of illegal, unsafe, unprofessional and unwise behaviour. This includes guidelines for staff on positive behaviour management in line with the ban on corporal punishment (School Standards and Framework Act 1998). Please see the Academy Behaviour policy for more information.

### **DISQUALIFICATION UNDER THE CHILDCARE ACT 2006**

Due to changes in the law, Disqualification by Association will now only apply on domestic premises; however, disqualification under the Childcare Act 2006 still applies to any staff working with Reception age children at any time, or, working with children older than Reception until age eight years, outside of school hours. The Trust will ensure that all relevant staff running after school clubs for under eights, whether employed or volunteering, have had the relevant checks carried out. Staff who run after school clubs for under eights are asked to complete a form to self-declare that they are not disqualified under the Childcare Act 2006.



**APPENDIX 1: KEEPING CHILDREN SAFE IN EDUCATION (DfE 2021)  
Part One OR Annex A: Information for all school and college staff  
Annex B: Further information**

On publication of this Child Protection Policy (September 2021), the CPSLO Service have therefore decided to provide the hyperlink only to Keeping Children Safe in Education in this policy rather than the document in its entirety, due to the potential for updates to the content.

**All** staff that have direct working with children should have access and have read Part one OR Annex A and Annex B (which provides further information specific forms of abuse and safeguarding issues) of this statutory guidance. Those staff who do not work directly with children should read **either Part one or Annex A** (a condensed version of Part one) of this guidance. This is entirely a matter for the school or college and will be based on their assessment of which guidance will be most effective for their staff to safeguard and promote the welfare of children. All Staff should also have the opportunity to seek clarity from designated staff for any content. This is to assist staff to understand their role and discharge their responsibilities as set out in this guidance.

**Link to Keeping Children Safe in Education:**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/999348/Keeping\\_children\\_safe\\_in\\_education\\_2021.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999348/Keeping_children_safe_in_education_2021.pdf)



**APPENDIX 2: DECLARATION FOR STAFF**  
**Child Protection Policy and Keeping Children Safe in Education (DfE 2021)**

**Yearly Declaration**

School/College name:

Academic Year: **2021-2022**

Please sign and return this form, along with your completed Safeguarding Quiz Certificate to the Head's PA by **Friday 3<sup>rd</sup> September 2021**.

I, \_\_\_\_\_ have read and am familiar with the contents of the following documents and understand my role and responsibilities as set out in these document(s).

(1) The School Child Protection Policy (S28)

(2) **Part 1 and Annex B** of 'Keeping Children Safe in Education' DfE Guidance , 2021

(3) Other policies

R22 Anti Bullying

S3 Behaviour for Learning Policy & Behaviour Policy

R12 Whistleblowing

R3 Code of Conduct

R3a Acceptable Use

I am aware that the DSL (and DSPs) are:

and I am able to discuss any concerns that I may have with them.

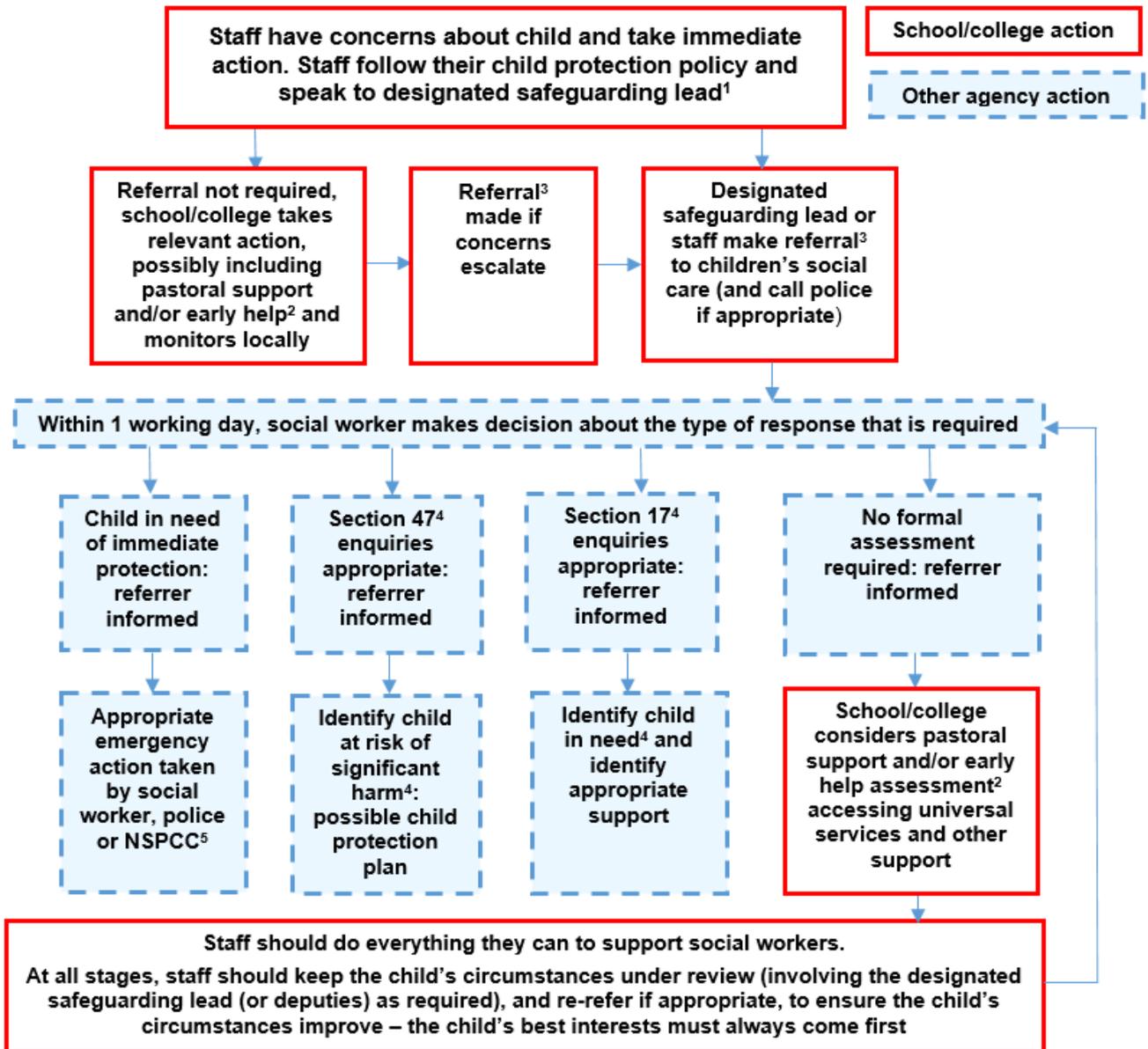
I know that further guidance, together with copies of the policies mentioned above, are available on the Academy shared area.

Signed \_\_\_\_\_

Date \_\_\_\_\_



## APPENDIX 3: ACTIONS WHERE THERE ARE CONCERNS ABOUT A CHILD Flowchart



### The National Police Chiefs' Council- When to call the police guidance

This advice covers incidents on school and college premises where students have potentially committed a crime. It provides guidance on what schools and colleges should bear in mind when considering contacting the police. This advice covers the following situations:

- Assault
- Criminal damage
- Cyber crime
- Drugs
- Harassment
- Sexual offences
- Theft
- Weapons

This advice aims to support schools and college to make defensible decisions when considering whether to involve the police. Further guidance can be found at;

<https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20the%20police%20guidance%20for%20schools%20and%20colleges.pdf>



## APPENDIX 4: OPERATION ENCOMPASS – Information sharing from Police regarding Domestic Abuse notifications (2<sup>nd</sup> December 2019)

### OPERATION ENCOMPASS SAFEGUARDING STATEMENT:

- Our school is part of Operation Encompass. This is a police and education early intervention safeguarding partnership which supports children and young people who experience Domestic Abuse.
- Operation Encompass means that the police will share information about Domestic Abuse incidents with our school PRIOR to the start of the next school day when they have been called to a domestic incident.
- Our parents are fully aware that we are an Operation Encompass school.
- The Operation Encompass information is stored in line with all other confidential safeguarding and child protection information.
- The Key Adult has also led training for all school staff and Trustees about Operation Encompass, the prevalence of Domestic Abuse and the impact of this abuse on children. We have also discussed how we can support our children following the Operation Encompass notification.
- We are aware that we must do nothing that puts the child/ren or the non abusing adult at risk.
- The Safeguarding Governor will report on Operation Encompass in the termly report to Governors. All information is anonymised for these reports.
- The Key Adult has used the Operation Encompass Toolkit to ensure that all appropriate actions have been taken by the school.

Role	Name	Contact number	Email
<b>Designated Safeguarding Lead</b>	Peter Petrou (Goffs Academy)	01992 424200	<a href="mailto:ppe@goffs.herts.sch.uk">ppe@goffs.herts.sch.uk</a>
	Sharon Robson (Goffs Churchgate)	01992 624375	<a href="mailto:s.robson@goffschurchgate.herts.sch.uk">s.robson@goffschurchgate.herts.sch.uk</a>
<b>Designated Senior Person (s)</b>	Goffs: Sue Pressney Mark Holding Fran Grote Karen Lawrence Kelly McBride	01992 424200	<a href="mailto:spr@goffs.herts.sch.uk">spr@goffs.herts.sch.uk</a> <a href="mailto:mho@goffs.herts.sch.uk">mho@goffs.herts.sch.uk</a> <a href="mailto:fgr@goffs.herts.sch.uk">fgr@goffs.herts.sch.uk</a> <a href="mailto:kla@goffs.herts.sch.uk">kla@goffs.herts.sch.uk</a> <a href="mailto:kmc@goffs.herts.sch.uk">kmc@goffs.herts.sch.uk</a>
	Goffs Churchgate: Lyndsay Johnson Dave Emmott Sarah Baker Suzanna Renew	01992 624375	<a href="mailto:l.johnson@goffschurchgate.herts.sch.uk">l.johnson@goffschurchgate.herts.sch.uk</a> <a href="mailto:d.emmott@goffschurchgate.herts.sch.uk">d.emmott@goffschurchgate.herts.sch.uk</a> <a href="mailto:s.baker@goffschurchgate.herts.sch.uk">s.baker@goffschurchgate.herts.sch.uk</a> <a href="mailto:s.renew@goffschurchgate.herts.sch.uk">s.renew@goffschurchgate.herts.sch.uk</a>



<b>Executive Principal</b>	Alison Garner		<a href="mailto:aga@generationsmat.herts.sch.uk">aga@generationsmat.herts.sch.uk</a>
<b>Principal</b>	Mark Ellis (Goffs Academy)	01992 424200	<a href="mailto:mel@goffs.herts.sch.uk">mel@goffs.herts.sch.uk</a>
	Tom Sparks (Goffs Churchgate)	01992 624375	<a href="mailto:t.sparks@goffschurchgate.herts.sch.uk">t.sparks@goffschurchgate.herts.sch.uk</a>
<b>Safeguarding Trustee</b>			
<b>Chair of Trustees</b>	Andrew Clarke		<a href="mailto:andrew.clarke@generationsmat.com">andrew.clarke@generationsmat.com</a>

### **CHILDREN MISSING FROM EDUCATION IN ACCORDANCE WITH SETTING ATTENDANCE POLICY**

All children, regardless of their circumstances, are entitled to an efficient, full time education which is suitable to their age, ability, aptitude and any special educational needs they may have. Children missing education are children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school. Children missing education are at significant risk of underachieving, being victims of harm, child sexual exploitation or radicalisation, and becoming NEET (not in education, employment or training) later in life.

Department for Education guidance makes it clear that in carrying out this duty, local authorities must have in place arrangements for joint working and information sharing with other local authorities and partner agencies. It also states that all agencies which come into contact with children must cooperate with the local authority's arrangements for identifying children thought to be missing from education.

Separate guidance is available for schools on Herts Grid for Learning; about the legitimate removal of pupils from a school roll. A child legitimately removed from roll is not in most cases missing from education and all schools, including academies and independent schools are legally required to notify the local authority when they remove/plan to remove a child from their roll.



## APPENDIX 5:

### Ofsted school Inspection Handbook September 2021

This handbook is primarily a guide for inspectors on how to carry out school inspections. However, it is made available to schools and other organisations to ensure that they are informed about the processes and procedures of inspection. It seeks to balance the need for consistency in inspections with the flexibility required to respond to the individual circumstances of each school.

On publication of this Child Protection Policy, September 2021, the CPSLO Service has decided to provide the hyperlink only to the Ofsted School Inspection Handbook rather than the document in its entirety, due to the potential for updates to the content.

<https://www.gov.uk/government/publications/school-inspection-handbook-eif/schools-inspection-handbook-for-september-2021>



## APPENDIX 6:

### Sexual violence and sexual harassment between children in schools and colleges guidance (2021)

This is advice provided by the Department for Education (the department). Its focus is child on child sexual violence and sexual harassment at schools and colleges. The advice covers children of all ages, from primary through to secondary stage and into colleges and online. For the purposes of this advice, a child is anyone under the age of 18. Whilst the focus of the advice is on protecting and supporting children, schools and colleges should of course protect any adult students and engage with adult social care, support services and the police as required.

The advice sets out what sexual violence and sexual harassment is, how to minimise the risk of it occurring and what to do when it does occur or is alleged to have occurred. The advice highlights best practice and cross-references other advice, statutory guidance and the legal framework.

It is for individual schools and colleges to develop their own policies and procedures. It is important that policies and procedures are developed in line with their legal obligations, including the Human Rights Act 1998 and the Equality Act 2010, especially the Public Sector Equality Duty, and their local multi-agency safeguarding arrangements. It is important that schools and colleges consider how to reflect sexual violence and sexual harassment in their whole school or college approach to safeguarding and in their child protection policy.

On publication of this Child Protection Policy, September 2021, the CPSLO Service has decided to provide the hyperlink to the document rather than the document in its entirety, due to the potential for updates to the content.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/999239/SVSH\\_2021.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999239/SVSH_2021.pdf)



## APPENDIX 7

### Online Safety Guidance

On publication of this Child Protection Policy, September 2021, the CPSLO Service has decided to signpost to the document rather than provide the document in its entirety, due to the potential for updates to the content.

**Annex D:** KCSiE (DfE,2021) for national guidance

Hertfordshire Guidance:

<https://thegrid.org.uk/safeguarding-and-child-protection/online-safety/online-safety-national-guidance>

## APPENDIX 8

### Covid guidance into new academic year 2021-2022

On publication of this Child Protection Policy, September 2021, the CPSLO Service has decided to provide the hyperlink to the document rather than the document in its entirety, due to the potential for updates to the content.

<https://www.gov.uk/government/collections/guidance-for-schools-coronavirus-covid-19>

## APPENDIX 9

### GDPR, data protection and Freedom of Information

Our policies can be found using the following link:

**Policy Area - Goffs Academy** - Freedom of Information

**Policy Area - Goffs - Churchgate Academy** - Freedom of Information

