

COBHAM ACADEMY LTD (CAL)

SAFEGUARDING AND CHILD PROTECTION POLICY 2023-24

Date: 07.08.2023

Review: 07.08.2024

COBHAM ACADEMY LTD DIRECTORS:

William R Davison (WRD), cobhamacademy@gmail.com

Marlene Y Davison (MYD), cobhamacademy@gmail.com

Designated Safeguarding Lead (DSL): WRD (Level 3, Safeguarding)

Deputy Designated Safeguarding Lead (DDSL): MYD

CONTENTS

1. Policy statement and aims
2. Annual Review
3. Key Personnel
4. Training
5. Staff recruitment
6. Participant awareness and education
7. Providing a safe and secure environment
 - a) Physical Environment
 - b) Social Environment
 - c) SEND participants
8. Record Keeping, information sharing and retention of records
9. Identifying and reporting concerns about a child
 - a) Initial concerns and procedures
 - b) Support for a participant who has been abused
 - c) 'Peer on Peer Abuse' Allegations of abuse by one or more participant of another participant
10. Procedure when a member of staff faces allegations of abuse
 - a) Anonymous allegations
 - b) The first response
 - c) Next steps
 - d) Support of participants
 - e) Suspension and Alternatives
 - f) If a member of staff resigns
 - g) Settlement agreements
 - h) Length of investigatory process
 - i) Referring and recording allegations
 - j) Handling unfounded or unsubstantiated allegations
 - k) Allegations involving a child not at this CAL
 - l) Allegations involving the DSL or Headmaster
 - m) Staff Guidance on behaviour
 - n) Whistleblowing
1. Appendix 1 – Signs and Symptoms
2. Appendix 2 – Definitions of abuse.
3. Appendix 3 - Child Sexual Exploitation & Female Genital Mutilation.
4. Appendix 4 – Prevent Duty and anti-radicalisation.

1. POLICY STATEMENT AND AIMS

The Directors fully recognise CAL's responsibilities for safeguarding and child protection, the role we can fulfil as part of a wider system of safeguarding, with a child's welfare and best interests as our paramount concern, to enable all children to have the best outcomes.

The Policy applies to all who work at CAL, whether paid full time, part time and temporary staff or volunteers, and to Directors, all who have the responsibility and a role to play in safeguarding children and covers all operational sites. Safeguarding incidents could happen anywhere and all staff should be alert to possible concerns and be fully aware that child protection is everyone's responsibility.

We strongly believe that we should provide a caring, positive, safe, and stimulating environment that promotes the social, physical, and moral development of the individual child and we should be prepared to intervene at an early stage if there is a concern and we believe this will prevent a concern from escalating.

This policy has been written having regard to the latest Kingston and Richmond Safeguarding Children Partnership guidance and reflects Keeping Children Safe in Education, incorporating the additional statutory guidance, and reference to What to do if you are worried a child is being abused, 'Working Together to Safeguard Children', including non-statutory, but important advice: Information sharing (July 2018) and the Prevent Duty Guidance: for England and Wales and the use of social media for on-line radicalisation and Disqualification under the Childcare Act 2006.

2. ANNUAL REVIEW OF THE CAL'S SAFEGUARDING AND CHILD PROTECTION POLICY

WRD ensures an annual review of the CAL Safeguarding and Child Protection Policy is undertaken.

3. KEY PERSONNEL

The member of staff assigned as our Designated Safeguarding Lead is William Davison (WRD) – Level 3 qualified Safeguarding (Kingston and Richmond). In the event of the Designated Safeguarding Lead's unavailability, the Deputy Designated Safeguarding Lead is Marlene Davison (MYD). The Designated Safeguarding Lead is usually available at all times to listen directly to any concerns. Staff members are also provided with the Designated Safeguarding Lead mobile number, so contact is always available for staff to raise concerns, even if these occur outside normal CAL hours. Staff members are informed if the Designated Safeguarding Lead is away from CAL for any significant period and what additional cover arrangements are in place and what to do should they have any difficulty contacting the Deputy Designated Safeguarding Lead. Camp Risk Assessments will always identify the specific lead staff name of the camp safeguarding lead (always an experienced staff with safeguarding training and certification).

Our local safeguarding service (for camps hosted at Shrewsbury House School) is the Kingston and Richmond Safeguarding Children Partnership.

LADO Services for the Partnership can be contacted via the Kingston Single Point of Access (SPA) telephone number, 020 8547 5008.

The Kingston Single Point of Access (SPA) team is our reference point if there is concern about a child being harmed and they can be contacted on 020 8547 5008.

For support and advice about extremism, staff can contact the local Police Force on 101 (non-emergency number) or the DFE dedicated helpline on 020 7340 7264 or e-mail at: counter-extremism@education.gsi.gov.uk.

4. TRAINING

Designated Safeguarding Lead and Staff Training, including Induction Cobham Academy Ltd recognises and fulfils the requirements for the training of the Designated Safeguarding Lead, and all the Staff. The Designated Safeguarding Lead's training is regularly updated, at least annually, and that of all staff, including part-time staff/voluntary staff, is updated frequently (note CAL staff are drawn from full-time education (schools) in which regular safeguarding training is mandatory). The importance of Safeguarding and Child Protection will be a part of the induction process of a new member of staff or volunteer at Cobham Academy Ltd. As a part of their Child Protection induction, all new staff are trained in the CAL's own Safeguarding and Child Protection Policy, including information about the identity and role of the DSL.

5. STAFF RECRUITMENT

We are careful in our recruitment, completing all the regulatory checks with the support of host facility providers (eg Shrewsbury House School) on the suitability of staff and volunteers to work with children, including Disclosure and Barring Service checks. CAL understands our obligations regarding completing a risk assessment on each volunteer (with support from host facility providers) to decide whether they need to do an enhanced DBS check or not. All staff appointments made concerning camps hosted at Shrewsbury House School (SHS), including applications from volunteers are referred to the SHS Human Resources Department, who carry out checks concerning the suitability of staff and volunteers to work with children under the statutory requirements and guidance given in Keeping Children Safe in Education, (September 2021), and with the Education (Independent CALL Standards) (England) Regulations (April 2019). All checks on SHS staff employed by CAL are recorded on the Shrewsbury House School's Single Central Register by the Human Resources Administration Assistant. The Single Central Register is checked by the Head of Human Resources and further scrutiny is undertaken by the Director of Compliance and Communications. The Governor responsible for Safeguarding undertakes termly unannounced scrutiny of new appointments.

Cobham Academy Ltd will report promptly to the Disclosure and Barring Service (DBS), any person, whether employed, contracted, a volunteer, or student, whose services are no longer used by CAL because he or she is considered unsuitable to work with children. A referral form will be found on the DBS website www.gov.uk/dbs. The address for referrals is PO Box181, Darlington DL1 9FA (tel: 01325 953 795). Where it is relevant to do so, a referral may also be made to the Teaching Regulations Agency.

6. PARTICIPANT AWARENESS AND EDUCATION

We raise awareness of the importance of safeguarding and child protection with participants at the introduction stage of each camp and by encouraging participants to speak out if something is worrying them, or if they are aware of, or witness something unacceptable, untoward, or disturbing; this may include someone 'having a laugh', but causing distress to another boy, or engaging in inappropriate banter.

7. PROVIDING A SAFE AND SECURE ENVIRONMENT

We aim to provide a safe and secure environment in which boys are encouraged to talk, are listened to, and in which they know that there are adults in CAL whom they can approach if they are worried. We define the environment as being within the premises of the chosen facility of use.

7A) SEND PARTICIPANTS

Staff are aware of the higher risks that exist for SEND participants that they could be left out or isolated from their peers and could be disproportionately affected by bullying.

7B) PHYSICAL ENVIRONMENT

All staff members and volunteers contribute to ensuring that the CAL is physically as safe and secure as circumstances permit. To this end, they are always expected to be risk assessing. Where a member of staff or volunteer has a concern that something presents a risk to a participant's health, safety, or wellbeing, they are expected to act immediately in informing the appropriate person to deal with whatever it is.

7C) SOCIAL ENVIRONMENT

All staff members and volunteers contribute to ensuring Cobham Academy Ltd is a place where we all feel safe and protected from any kind of abuse by:

- being good examples to the participants.
- being friendly, but not over-friendly, supportive, interested, helpful, and caring, always looking out for each other.
- upholding and supporting the CAL's regulations and routines in a sensitive, but, where appropriate, firm manner.
- being proactive.
- using good sense.
- listening to any concerns.
- being responsible and efficient, e.g. duties – be there promptly.
- reinforcing the strong anti-bullying culture in the CAL – noticing and acting on anything which could be bullying or making another boy unhappy.
- ensuring we do not ourselves bully, especially boys, but also other staff, nor do anything which could lead to bullying or a boy being humiliated.
- not favouring a boy/or boys over other boys.
- Through the close liaison with a boy's parent or guardian, developing a good understanding of the wider context of any safeguarding concerns to ensure the right and most effective support can be put in place as soon as possible.

8. RECORD KEEPING, INFORMATION SHARING AND RETENTION OF RECORDS

Safeguarding information is retained securely by the DSL. It is only shared on a 'need to know' basis with other staff members and on request or when it is deemed necessary with appropriate professional childcare services. When participants leave Cobham Academy Ltd, the relevant information can be shared with the participant's current school, once similar assurances have been established regarding its secure storage and the confidentiality applied to the sharing of any safeguarding information. The DSL seeks to proactively contact current schools to share information when it is necessary to do so. When relevant, this could include liaison with the SENCO of that school. On admission to Cobham Academy Ltd, a minimum of one emergency contact is recorded for each child. Where applicable, copies of safeguarding records are retained securely by the CAL for the following periods:

- in the case of low-level concerns with no multi-agency involvement or action, for 25 years from the date of birth of the child.

- when the child has been the subject of a multi-agency plan, these records are retained indefinitely.

9. IDENTIFYING AND REPORTING CONCERNS ABOUT A CHILD

If a member of staff has any concerns whatsoever about a child, they must follow the procedures outlined in this policy. Staff members are in contact with children each day of respective camps and are in a position to detect possible abuse and may also be confided in by children. They are provided with training and guidance on possible signs and symptoms of abuse; please see 'signs and symptoms' and 'definitions of abuse' later in this policy, how to identify possible abuse, the different forms of abuse, and the procedures to follow if they have reasonable concerns that abuse may be occurring. Everyone is assured that by voicing a concern to the designated appropriate person they are not necessarily starting procedures. The criterion for doing so should be that they have 'reasonable concern'. Anybody can make a referral and raise any concerns of immediate harm, directly, with Children's Social Care services or by calling the Police on 999. Normally staff members are encouraged to discuss any concerns initially with the Designated Safeguarding Lead. If the Designated Safeguarding Lead considers the child will benefit from early help, appropriate support will be sought in line with local protocols. Staff members are aware of the early help process and their obligations in such circumstances. The staff of Cobham Academy Ltd understands our obligations and the arrangements that need to be put in place for Looked After children, should such a circumstance arise within a CAL camp.

9A) INITIAL CONCERNS AND PROCEDURES FOR REPORTING CONCERNS ABOUT A CHILD

If a child begins to confide in a member of staff or speaks about a matter which raises concern the member of staff must:

- Listen carefully and sensitively to the child and keep an open mind. Staff should not decide as to whether or not the abuse has taken place.

- Not ask leading questions, that is, questions that suggest their answers.

- Reassure the child, but not promise that the information will be kept a secret. The child should be told what will happen next, that the designated person will be informed who will ensure the correct action is taken.

Make a written record of the conversation as soon as possible after the conversation has taken place, noting the date, time and place of the conversation and the essence of what was said and done, by whom and in whose presence. The record should be signed by the person making it.

Retain and preserve any evidence, such as mobile phones with text messages, scribbled notes, clothing, or computers.

The child's best interests should always be recognised as being of paramount importance.

If a member of staff has any concerns whatsoever about a child, he or she must notify the Designated Safeguarding Lead. There should be no delay in reporting a concern or handing over the notes of an informal conversation with a child or revealing to the Designated Safeguarding Lead a confidence a child has shared. No member of staff except the Designated Safeguarding Lead who has received specialist training should attempt to interview a child without express permission from the Designated Safeguarding Lead. Whenever there is suspicion of abuse, within 24 hours, the Designated Safeguarding Lead, under current arrangements, will contact the Kingston Single Point of Access (SPA) Team on 0208 547 5008. If there is a risk of harm, an immediate referral will be made.

9B) SUPPORT FOR A PARTICIPANT WHO HAS BEEN ABUSED

We would support a participant who has been abused under his agreed Child Protection Plan. If a boy has been abused or has witnessed violence, he is likely to find it difficult to develop a sense of self-worth. He could feel helplessness, humiliation, and some sense of blame. When at a CAL camp his behaviour may be challenging or defiant or he may be withdrawn. The CAL staff would endeavour to support such a participant through:

- our CAL ethos which promotes a positive, supportive, and secure environment and gives participants a sense of being valued.

- ensuring that he knows that some behaviour is unacceptable, but he is valued and not to be blamed for any abuse which has occurred.

- liaison with other agencies that support the participant such as Social Services, Child and Adult Mental Health Service, Education Welfare Service and Educational Psychology Service.

- ensuring that, if the participant is on the Child Protection Register when he leaves his information is transferred to his current school immediately and that his social worker is informed.

9C) PEER ON PEER ABUSE - ALLEGATIONS OF ABUSE BY ONE OR MORE PARTICIPANTS OF ANOTHER PARTICIPANT

Any allegations of abuse by one or more participants of another participant should immediately be reported to the Designated Safeguarding Lead.

This includes:

- bullying, (including cyberbullying).

- physical abuse, such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.

- sexual violence, 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.

It is important to recognise that such abuse can take place between children of any age and can occur on and off-line. Normal safeguarding procedures, as outlined in this policy, in line with local specifics would be followed, when there is 'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm'. This could include a referral to the Local Authority Designated Officer or other local agency, including the police. All children involved would be treated as being 'at risk' and would be offered appropriate support in line with any advice received.

10. PROCEDURES WHEN A MEMBER OF STAFF, VOLUNTARY STAFF, DESIGNATED SAFEGUARDING LEAD OR A DIRECTOR FACES ALLEGATIONS OF ABUSE

Allegations against staff are dealt with urgently, with all necessary delays eradicated. Rather than undertaking our own investigations, allegations will be immediately referred to the LADO and the Local Safeguarding Children Partnership for advice, or in more serious cases, the police.

Allegations that a member of staff, voluntary staff or the Designated Safeguarding Lead has abused a participant or participants on a CAL camp could be made by:

Parents

The abused participant

Other members of staff

Other participants

The Police or Social Services

A third party

An allegation of such seriousness should normally be made directly to the Designated Safeguarding Lead. But if another member of staff is told first, he/she will ensure that the Designated Safeguarding Lead is informed immediately. If the Designated Safeguarding Lead is absent or is the subject of the allegation, the allegation should be passed to the Deputy Designated Safeguarding Lead. If the allegation concerns the Designated Safeguarding Lead, the recipient of the allegation should immediately inform the Single Point of Access (SPA) Team on 0208 547 5008. In a case of serious harm or commission of a serious criminal offence, the Designated Safeguarding Lead should inform the police immediately and allow the police to make investigations without carrying out any investigations himself. Restrictions concerning the reporting or publishing of allegations before any charge being made will be fully respected and every effort will be made to maintain confidentiality and guard against unwanted publicity.

10A) ANONYMOUS ALLEGATIONS

If CAL receives an allegation of child abuse from an anonymous source, we will handle it in the same way as if we knew the identity of the person making the allegation and will contact the Local Safeguarding Children Partnership for advice.

10B) THE FIRST RESPONSE

We will respond promptly and sensitively to the legitimate concerns of the alleged victim and his family. We undertake to:

Take any allegation of abuse, involving a member of staff or volunteer, very seriously, even if the person raising the concern indicates they feel it is of a 'low level' nature.

Contact the Kingston and Richmond Safeguarding Children Partnership for advice.

Establish the facts before jumping to any conclusion.

Inform the member of staff or volunteer concerned honestly of the allegation that has been made, and advise him or her to contact their Trade Union or Professional Association for advice and support.

Inform the child's parents in confidence, inviting them to maintain confidentiality whilst the investigation takes place, unless the allegation involves the parents, in which case we will contact the Social Services before making contact.

10C) NEXT STEPS

We recognise that a formal investigation is a matter for specialists, so where the facts suggest that there may be reasonable grounds for suspecting actual abuse, or grooming of a child, or other criminal behaviour, we will always:

Invite the police to conduct the investigation.

Involve the Local Safeguarding Children Partnership under current guidelines.

Consider suspending the member of staff or volunteer concerned whilst the investigation is progressed to its conclusion.

10D) SUPPORT OF PARTICIPANTS

Our priority is to safeguard the young people in our care. We will give all the support that we can to a participant who has been abused. The CAL's Designated Safeguarding Lead will consider how best to support and monitor the participant concerned through any process of investigation, liaising closely with parents, guardians (if appropriate), the Local Safeguarding Children Partnership, or other agencies involved to identify the support strategies that will be appropriate.

10E) SUSPENSION AND ALTERNATIVES

Suspension of a member of staff is a neutral act and does not imply that the member of staff is guilty of the conduct alleged. Even so, it is a serious step, and we will take advice from the LADO, as well as legal advice beforehand, and will normally only suspend a member of staff where:

There is a serious risk of harm, (or further harm), to the child.

The allegations are so serious as to constitute grounds for dismissal, if proven.

There is the need for a full and fair investigation which cannot be carried out unless the member of staff is suspended.

The police are investigating allegations of a criminal offence.

We recognise fully that we have a duty of care towards all our staff, and we will always:

Under current protocols, contact the LADO and Local Safeguarding Children Partnership for advice.

Keep an open mind until a conclusion has been reached.

Interview a member of staff before suspending him or her.

Keep him or her informed of progress of the investigation.

Any member of staff who is invited to a meeting whose outcome is likely to result in his or her suspension, is entitled to be accompanied by a friend, who is not legally qualified, or Trade Union Representative.

We will always consider whether an alternative to suspension might be appropriate. Possibilities include:

Sending the member of staff on leave.

Giving him or her non-contact duties.

Ensuring that a second adult is always present in the classroom when he or she coaches.

10F) IF THE MEMBER OF STAFF RESIGNS

The resignation of a member of staff or volunteer mid-way through an investigation would not lead to the investigation being abandoned. Our policy is always to complete every investigation into allegations of child abuse.

10G) SETTLEMENT AGREEMENTS

CAL aims to follow the Department for Education guidance set out in Keeping Children Safe in Education, and if the criteria are met, a referral must be made to the Disclosure and Barring Service and where applicable the Teaching Regulation Agency. It is illegal to reach a Settlement Agreement which prevents such a referral being made should this be required.

10H) LENGTH OF INVESTIGATORY PROCESS

We recognise that everyone's interests are served by CAL facilitating the completion of any investigatory process it is undertaking as swiftly as possible. It will therefore aim to complete any investigation as soon as is practicable, consistent with a fair, full, and impartial investigation.

10I) REFERRING AND RECORDING ALLEGATIONS

CAL has a statutory legal duty to refer an individual, where there is the risk that he or she may harm, or has caused harm to children, to the Disclosure and Barring Service as soon as possible following the individual's dismissal or resignation because he or she has been considered unsuitable to work with children. Reports concerning members of staff or volunteers are normally made by the Designated Safeguarding Lead or the Head of Human Resources (of the respective school employer). If the Designated Safeguarding Lead is involved, the report is made to the Deputy Safeguarding Lead.

The referral form can be downloaded from the DBS website on (www.gov.uk/dbs). CAL plays no part in the subsequent process of barring individuals from working with children and/or vulnerable adults. We also have a legal duty to respond to any requests for information that we receive from the Disclosure and Barring Service at any time.

Cobham Academy Ltd is aware of our duty to consider making a referral to the Teaching Regulation Agency. Where a dismissal does not reach the threshold for a Disclosure and Barring Service referral, Cobham Academy Ltd gives separate consideration as to whether a referral to the Teaching Regulation Agency is appropriate.

We will record all founded allegations of abuse, and how we have dealt with the matter, including any disciplinary actions, on an individual's file. A copy will be given to the individual and he or she will be told that the record will be retained in accordance with the CAL's Data Retention Policy concerning safeguarding matters.

10J) HANDLING UNFOUNDED OR UNSUBSTANTIATED ALLEGATIONS

The Child. A child who has been the centre of unfounded or unsubstantiated allegations of child abuse needs professional help in dealing with the aftermath. We will liaise closely with the child's school and through them to the Local Safeguarding Children Board to set up a professional programme that best meets his needs, which may involve the Designated Safeguarding Lead, Adolescent Mental Health Services and an Educational Psychologist as well as support from the most appropriate member of the pastoral team. We shall be mindful of the possibility that the allegation of abuse was an act of displacement, masking abuse that is occurring within the child's own family and/or community.

However, much support the child may need in such circumstances; we need to be sensitive to the possibility that the aftermath of an unfounded allegation of abuse may result in the irretrievable breakdown of the relationship with the member of staff or volunteer. In such circumstances, we may conclude that it is in the child's best interests to move to another camp provider. We would do our best to help him/her to achieve as smooth a transition as possible, working closely with the parents or guardians.

The Member of Staff. A member of staff or volunteer could be left at the end of an investigation into an allegation of child abuse which has been found to be unsubstantiated or without foundation with severely diminished self-esteem, feeling isolated and vulnerable, all too conscious that colleagues might shun him/her on the grounds of "no smoke without fire". If issues of professional competency are involved, or despite allegations of child abuse not being substantiated, disciplinary issues are raised; we recognise that he or she is likely to need both professional and emotional help. We will undertake to arrange a mentoring programme in such circumstances, together with professional counselling outside the CAL community. A short sabbatical or period of re-training may be appropriate. Where an allegation has been found to be malicious, all references to it shall be

removed from the individual's personnel records. Any allegations that are not substantiated, are unfounded or are malicious will not be referred to in employer references.

10K) ALLEGATION OF ABUSE OF A CHILD WHO IS NOT A PARTICIPANT ON A CAL CAMP

If we were given information that suggested that a member of staff or volunteer was abusing a child who was not a participant on a CAL camp, we would immediately pass such information to the Local Safeguarding Children Partnership to handle and would take advice from the LADO as to how to deal with the member of staff or volunteer. We would consider whether the member of staff or volunteer should be suspended from work or what steps should be taken in relation to him or her in a similar manner to an allegation involving a member of staff or volunteer and a CAL participant. If the allegation is subsequently proved to be unfounded, he or she would be given full support by the CAL in resuming his/her career.

10L) ALLEGATIONS INVOLVING THE DESIGNATED SAFEGUARDING LEAD

The Deputy Safeguarding Lead should be told at once of any allegation involving the Designated Safeguarding Lead. She will obtain legal advice before proceeding to the steps outlined above. The Designated Safeguarding Lead will normally be suspended for the duration of the investigatory process.

10M) STAFF GUIDANCE ON THEIR OWN BEHAVIOUR AND ACTIONS

It is crucial that staff ensure that their behaviour and actions do not place participants or themselves at risk of harm or of allegations of harm to a participant. For example, special care must be taken in one-on-one tuition, sports coaching, or meetings with participants. Where possible, avoid physically touching a participant, unless it is absolutely necessary.

Engaging in social electronic communication with a participant is considered inappropriate, for example by text message or contact through social network sites. If, at any stage, a member of staff is concerned that their own actions or an incident that has occurred, could in any way lead to a risk of an allegation, they must inform the Designated Safeguarding Lead or the Deputy Designated Safeguarding Lead.

10N) WHISTLEBLOWING

As part CAL's culture of safety and raising concerns, all staff members are required to report to the Designated Safeguarding Lead or the Deputy Designated Safeguarding Lead immediately any concern, however 'low level, or allegation about CAL practices or the behaviour of colleagues which is likely to put participants at risk of abuse or other serious harm. There will be no retribution or disciplinary action taken against a member of staff for making such a report provided it is done in good faith.

Appendix 1

SIGNS AND SYMPTOMS

This is intended as a guide. Please remember that the presence of one or more factors does not necessarily give proof that child abuse has occurred. It may, however, indicate that investigation should take place following contact with statutory agencies:

Unexplained delay in seeking treatment which is needed

Incompatible explanations

Constant minor injuries

Unexplained bruising

Bruise marks in or around the mouth

Black eyes, especially if both eyes are black and there are no marks to forehead or nose

Grasp marks

Finger marks

Bruising of the ears

Linear bruising (particularly buttocks or back)

Differing age bruising

Bite marks

Burns and scalds

Cigarette burns

General physical disability

Unresponsiveness in the child

Soiling and wetting

Change in behavioural patterns

'Frozen' look

Attention seeking

Apprehension

Antisocial behaviour

Unkempt appearance

Sexually precocious behaviour

Sexualised drawings and play

Sudden poor performance in a CAL camp

Poor self-esteem

Self-mutilation

Withdrawal

Running away

Reluctance to return home after a CAL camp

Confusing affectionate displays

It is not unusual for children with Special Educational Needs and disabilities to exhibit additional barriers e.g., behaviour, mood and injury related signs can be mistaken for being part of the child's impairment. They may be disproportionately impacted by bullying but may cover this up. They may have communication challenges and experience difficulties in overcoming these.

Appendix 2

DEFINITIONS OF ABUSE

A form of maltreatment of a child. Someone 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 (e.g., via the internet). They may be abused by an adult or adults or 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.

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 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 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 because 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 caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

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 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.

Appendix 3

Keeping Children Safe in Education also recognises the following as specific safeguarding issues:

CHILD SEXUAL EXPLOITATION

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.

Some of the following signs may be indicators of sexual exploitation:

Children who appear with unexplained gifts or new possessions.

Children who associate with other young people involved in exploitation.

Children who have older boyfriends or girlfriends.

Children who suffer from sexually transmitted infections or become pregnant.

Children who suffer from changes in emotional well-being.

Children who misuse drugs and alcohol.

Children who go missing for periods of time or regularly come home late.

Children who regularly miss CAL or education or don't take part in education.

FEMALE GENITAL MUTILATION (FGM)

Teachers are aware of their statutory duty to report to the Police any cases of Female Genital Mutilation disclosed directly to them by a victim under the age of 18 and staff members also understand that any disclosures made by a parent, guardian, sibling, or other individual should be handled in line with their wider safeguarding responsibilities which would be likely to include a referral to the Local Safeguarding Children Board.

Appendix 4

FURTHER GUIDANCE ON PREVENTING RADICALISATION

As per KCSIE (September 2021) and Prevent Duty Guidance: For England and Wales (updated April 2021) CAL is aware of recent guidelines given on protecting children from the risk of radicalisation and understands this is an important part of our overall safeguarding responsibilities.

As per Section 26 of the Counter Terrorism and Security Act 2015 (CTSA 2015), CAL is aware of its Prevent Duty to have “due regard to the need to prevent people from being drawn into terrorism.” CAL assesses the risk of children being drawn into terrorism. Staff should be aware of the dangers of radicalisation for individuals, and how people can be drawn into such activity in various ways, including the use of the internet and social media. As with all safeguarding issues, staff should be alert to such things as changes in children’s behaviour, which could indicate a need for help or protection.

Where any concern is identified, staff should act proportionately, which could involve following the normal referral processes, or include a referral to the Channel programme. If there are reasonable grounds to believe that a child is at risk of significant harm through concerns over radicalisation, a referral will be made, and not necessarily with the consent of the parents or participants.

As part of staff training (conducted within key school employers), Prevent Awareness, through using the online CHANNEL General Awareness course, is undertaken by the DSL and by requisite teaching staff (within host schools).

THIS POLICY WAS UPDATED IN August 2023.

THIS POLICY IS REVIEWED IMMEDIATELY IF ANY DEFICIENCIES OR WEAKNESSES ARE FOUND, AND ANNUAL REVIEW IS UNDERTAKEN BY THE DESIGNATED SAFEGUARDING LEAD.