

**Safeguarding and Child Protection Policy**  
**Ratified by the Governing Body: Autumn 2023**  
**Review: Autumn 2024**

This policy has been adapted from the Central Bedfordshire Safeguarding and Child Protection Model Policy for Educational Establishments.

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## School acknowledgement

At Russell Lower School, we are committed to safeguarding and child protection in line with the statutory guidance.

**EVERYONE** is responsible for keeping children safe. As required, all staff have read and understood part one of Keeping Children Safe in Education (2023)

The Designated Safeguarding Lead (DSL) is: Mrs Sarah Knight

The Deputy DSLs are: Mrs Louise Bunney and Mrs Nicki Walker:

The Safeguarding Governor is: Mrs Hannah Leech

The Prevent SPOC is: Mrs Sarah Knight

The Relay/Operation Encompass SPOC is: Mrs Sarah Knight

The Local authority designated officer (LADO) is: Stephen Lagan.

## Local Multi Agency Safeguarding Arrangement

### Note:

The Children and Social Work Act 2017 (the Act) replaces Local Safeguarding Children Boards with new local safeguarding arrangements led by three safeguarding partners (local authorities, chief officers of police, and clinical commissioning groups). The Act places a duty on those partners to make arrangements for themselves and **relevant agencies** they deem appropriate, to work together for the purpose of safeguarding and promoting the welfare of children in their area. Education is one of the relevant agencies. In Central Bedfordshire, the arrangements continue to be referred to as the Local Safeguarding Children and Adult's Board.

## PART ONE: SAFEGUARDING POLICY

Ratified by the Governing Body: Autumn 2023 To be reviewed (annually): Autumn 2024

### 1. Introduction

1.1 Safeguarding is defined as:

- protecting children from maltreatment
- preventing impairment of children's **mental and physical** 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.

1.2 Child Protection is defined as:

- the activity that is undertaken to protect specific children who are suffering or likely to suffer significant harm (Working Together, DfE 2018).

This includes, but is not limited to safeguarding children in specific circumstances:

- Neglect
- Emotional abuse
- Bullying, including online and prejudice-based bullying
- Gender based violence/violence against women and girls
- Child Sexual Exploitation and trafficking
- Teenage relationship abuse
- Gang/youth violence including initiation/hazing
- Female Genital Mutilation
- Fabricated/induced illness
- Online including grooming via social networking, online gaming, video messaging
- Self-harm behaviours
- Upskirting
- Physical abuse
- Sexual abuse
- Racist, disability and homophobic or transphobic abuse
- Radicalisation and/ or extremist behaviour
- Child on child abuse
- Substance abuse
- Domestic abuse/violence
- Forced marriage
- Poor parenting
- The impact of new technologies on sexual behaviour: e.g. Youth Produced Sexual Imagery
- Children with mental health difficulties or illness
- Contextual/Extra familiar risks

**Russell Lower School is committed to safeguarding and promoting the welfare of all its children.**

**We believe that:**

- all children/young people have an equal right to be protected from harm
- children/young people need support which matches their individual needs, including those who may have experienced abuse
- all children/young people have the right to speak freely and voice their values and beliefs
- all children/young people must be encouraged to respect each other's values and support each other
- all children/young people have the right to be supported to meet their emotional, and social needs as well as their educational needs

- schools can and do contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views and risk-taking behaviours (behaviours which may be perceived to be 'risky')
- all staff, volunteers and visitors have an important role to play in safeguarding children and protecting them from abuse.

**Russell Lower School will fulfil their local and national responsibilities as laid out in the following documents:**

- [Working Together to Safeguard Children](#) (DfE, 2018)
- [Keeping Children Safe in Education](#) (DfE, September 2023)
- [Information Sharing](#) (HM Government, July 2018)
- [The procedures of the Local Safeguarding Children and Adults Boards](#)
- [The Children Act](#), 1989
- [The Education Act](#), 2002 (s175 / s157)
- [What to do if you are worried a child is being abused](#) (DfE, 2015)
- [Use of reasonable force in schools](#) (DfE, 2013)
- [Mental health and behaviour in schools: departmental advice](#) (DfE, 2018)
- [Preventing and tackling bullying: Advice for head teachers, staff and governing bodies](#) (DfE, 2017)
- [Prevent Duty, Counter Terrorism and Security Act](#) 2015 (Updated April 2021)
- [Serious Crime Act](#) 2015
- [Sexting in schools and colleges: responding to incidents and safeguarding young people](#) (UK Council for Child Internet Safety, 2016)
- [Criminal exploitation of children and vulnerable adults county lines](#) (Home Office guidance)
- [Children missing education](#) (DfE, 2016)
- [Statutory guidance on children who run away or go missing from home or care](#) (DfE, 2017)
- [Child sexual exploitation: definition and guide for practitioners](#) (DfE, 2017)
- [The Domestic Abuse Act](#) 2021
- [Drugs](#) (DfE and ACPO guidance)

The purpose of this guidance is to ensure that all adults working with children at Russell Lower School are clear about their roles and the procedures that are in place to enable all pupils to remain safe and protected.

**'Everyone who comes into contact with children and families has a role to play.'**

Safeguarding and child protection is **everyone's** responsibility. This policy applies to all staff, volunteers and governors in the school. Our policy and procedures also apply to extended school and off-site activities.

## 2. The Designated Safeguarding Lead

Our Designated Safeguarding Lead **Mrs Sarah Knight**, is a member of the Senior Leadership Team and takes lead responsibility for promoting educational outcomes by knowing the welfare, safeguarding and child protection issues that children in need are experiencing, or have experienced, and identifying the impact that these issues might be having on children's attendance, engagement and achievement at school.

They will provide support to staff members to carry out their safeguarding duties and will liaise closely with other services such as the early help hub, children's social care, health, police etc.

The Designated Safeguarding Lead is supported by the following Deputy Designated Safeguarding Leads: **Mrs Louise Bunney and Mrs Nicki Walker**

The Deputy Designated Safeguarding Leads are trained to the same level as the Designated Safeguarding Lead and will undertake this role operationally with direct oversight and management from the Designated Safeguarding Lead who maintains lead responsibility for safeguarding and child protection (including online safety, filtering and monitoring).

During term time, the DSL will be available during school hours for staff to discuss any safeguarding concerns.

The DSL can be contacted out of school hours via the school email address [office@russell-lower.co.uk](mailto:office@russell-lower.co.uk) or through leaving a message on the school answer phone 01525 755664.

The Designated Safeguarding Lead is supported in developing knowledge and skills to:

- encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, and in any measures the school put in place to protect them;
- understand the difficulties that children may have in approaching staff about their circumstances and consider how to build trusted relationships which facilitate communication.

When the school has concerns about a child, the Designated Safeguarding Lead or Deputy will decide, what steps should be taken in accordance with the CBSCP Thresholds Framework and initiate a response accordingly. This may include providing a single agency early help response, undertaking an early help assessment or a referral to Children's Social Care for a statutory social work assessment. The Head Teacher will be kept apprised of cases as appropriate.

The DSL will refer to the Setting Concern Process if a concern becomes apparent regarding a child. For further information, please see Appendix Fourteen.

The DSL and deputies should liaise with the three safeguarding partners and work with agencies in line with Working Together to Safeguard Children (2018), [the NPCC – when to call police](#) should help the DSL understand when they should consider calling the police and what to expect if they do so.

For further information on the roles and responsibilities of the DSL, please see Appendix One. The full responsibilities of the DSL and deputies are set out in their job descriptions.

**The Designated Safeguarding Lead will not disclose to a parent any information held on a child if this would put the child at risk of significant harm.** In such circumstances, advice will be sought from Children's Social Care.

If a child moves from our school, the Designated Safeguarding Lead will ensure child protection records are forwarded on to the Designated Safeguarding Lead at the new school, with due regard to their confidential nature and in line with current government guidance on the transfer of such records. The Designated Safeguarding lead shall ensure the child protection files are transferred to the new school as soon as possible, and within 5 days for an in-year transfer or within the first 5 days of the start of a new term to allow the new school or college to have support in place for when the child arrives (KCSIE 2023). Direct contact between the two schools may be necessary, especially on transfer from primary to secondary schools. We will record where and to whom the records have been passed and the date.

If sending by post, children's records will be sent by "Special/Recorded Delivery". For audit purposes, a note of all children's records transferred or received should be kept in either paper or electronic format. This will include the child's name, date of birth, where and to whom the records have been sent and the date sent and/or received.

- if a child is permanently excluded and moves to a Pupil Referral Unit or Alternative Learning Provision, child protection records will be forwarded on to the relevant organisation.
- if a child is being removed from school roll in order to be home educated, the school will ensure all relevant safeguarding information is shared with the Elective Home Education team.
- when a Designated Safeguarding Lead resigns their post or no longer has child protection responsibility, there should be a full face-to-face handover/exchange of information with the new post holder - this exchange should be recorded as part of the incoming role holder's induction/performance management.
- in exceptional circumstances when a face-to-face handover is not feasible, the Head Teacher will ensure that the new post holder is fully conversant with all procedures and case files.

### 3. Overall Aims

**This policy will contribute to safeguarding our children and promoting their welfare by:**

- Clarifying standards of behaviour for staff and children
- contributing to the establishment of a safe, resilient and robust ethos in the school, built on mutual respect, and shared values
- creating an organisational culture that is safe for children
- introducing appropriate work within the curriculum
- encouraging children and parents to participate
- developing staff's awareness of the risks and vulnerabilities children face to enable them to recognise and respond to concerns
- addressing concerns at the earliest possible stage in the least intrusive way.

### 4. Key Principles

- always see the child first and consider what life is like for the child maintaining a culture of vigilance.

- provide support and intervention at the earliest possible opportunity in the least intrusive way in accordance with Central Bedfordshire CBSCP Thresholds Framework.
- have conversations, build relationships and maintain professional curiosity.
- focus on securing improved outcomes for children.
- build a culture of openness and transparency where all staff are able to demonstrate understanding of their role and responsibility to safeguard and promote the welfare of children.
- every child is entitled to a rich and rounded curriculum.
- when issues arise, the Head Teacher should speak out, addressing them internally where possible and engaging in a multi-agency response when required in accordance with interagency procedures.

## 5. Equality Statement

Some children have an increased risk of abuse, and additional barriers can exist for some children with respect to recognising or disclosing it. We are committed to anti-discriminatory practice and recognise children's diverse circumstances. We ensure that all children have the same protection, regardless of any barriers they may face.

We give special consideration to children who:

- Have special educational needs (SEN) or disabilities (Section 27)
- Are young carers
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality
- Have English as an additional language
- Are known to be living in difficult situations – for example, temporary accommodation or where there are issues such as substance abuse or domestic violence
- Are at risk of FGM, sexual exploitation, forced marriage, or radicalisation
- Are asylum seekers
- Are at risk due to either their own or a family member's mental health needs
- Are looked after or previously looked after

## 6. Key processes

All staff should be aware of the guidance issued by the CBSCP within the Threshold Framework in order to secure support and intervention for children and young people at the earliest possible opportunity in the least intrusive way. This document is integral to safeguarding children in Central Bedfordshire educational establishments and we will always use the Threshold Framework to underpin decision-making.

## 7. Expectations

### All staff and regular visitors will:

- All staff will read and understand part 1 and Annex A of the Department for Education's statutory safeguarding guidance, Keeping Children Safe in Education, and review this guidance at least annually.
- be familiar with this safeguarding policy and implement this consistently in the course of their work with children and young people
- be aware of the role and identity of the Designated Safeguarding Lead and deputies for the school
- refer child protection concerns to Children's Services in the absence of the designated safeguarding officer and be aware of the statutory assessments under Section 17 and Section 47 of the Children Act 1989 that they may contribute to
- be subject to Safer Recruitment processes and checks, whether they are new staff, supply staff, contractors, volunteers etc.

- be involved in the implementation of individual education programmes, Early Help assessments and plans, Child in Need plans and interagency Child Protection plans
- be alert to signs and indicators of safeguarding concerns and possible abuse
- record concerns and pass the record to the Designated Safeguarding Lead, or a member of the Safeguarding Team
- recognise and respond to concerns about the behaviour of staff, students and volunteers which indicates they may pose a risk of harm to children following interagency procedures agreed by the CBSCP deal with a disclosure of abuse from a child in line with the guidance in Appendix Four
- all staff and Governors will receive safeguarding training, (including online safety which, amongst other things, includes an understanding of the expectations, applicable roles and responsibilities in relation to filtering and monitoring) at the point of induction.
- the Designated Safeguarding Lead together with named deputies will undertake additional higher level training in order to ensure they have appropriate knowledge and skills to undertake the role and will utilise these training opportunities available from the CBSCP and other organisations as agreed by the governing body - this training will be regularly updated at a minimum of two-yearly intervals
- in addition to the above, all staff will receive annual safeguarding updates, which may include E-learning, circulation of information and guidance internally, staff meetings, inset training
- the subject / topics for training and updates will take into consideration CBSCP priorities, local context, and needs of our pupils and identified training needs of staff.

## **8. The Governing Body**

The Governing Body will ensure that they comply with their duties under legislation. They will have regard to Keeping Children Safe in Education (DfE, 2023) to ensure that the policies, procedures and training in our school are effective and comply with the law at all times.

The nominated governor for child protection at the school is Mrs Hannah Leech.

The nominated governor is responsible for liaising with the Head Teacher and Designated Safeguarding Lead over all matters regarding child protection issues. The role is strategic rather than operational; they will not be involved in concerns about individual children.

Please see Appendix Two for more information on the roles and responsibilities and of the Governing Body.

## **9. The Headteacher**

The Headteacher is responsible for the implementation of this policy, including:

- Ensuring that staff (including temporary) and volunteers are informed of our systems which support safeguarding, including this policy, as part of their induction
- Communicating this policy to parents when their child joins the school and via the school website
- Ensuring that the DSL has appropriate time, funding, training and resources, and that there is always adequate cover if the DSL is absent
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly
- Acting as the 'case manager' in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate (see appendix 7)
- Ensuring the relevant staffing ratios are met, where applicable

## 10. Confidentiality

For information around this please see our data protection policy, code of conduct, staff handbook.

It should be noted that:

- Timely information sharing is essential to effective safeguarding
- Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety, of children
- The Data Protection Act (DPA) 2018 and GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe. Safeguarding always takes priority over GDPR.
- If staff need to share 'special category personal data', the DPA 2018 contains 'safeguarding of children and individuals at risk' as a processing condition that allows practitioners to share information without consent if it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk
- Staff should never promise a child that they will not tell anyone about a report of abuse, as this may not be in the child's best interests
- The government's [information sharing advice for safeguarding practitioners](#) includes 7 'golden rules' for sharing information, and will support staff who have to make decisions about sharing information
- If staff are in any doubt about sharing information, they should speak to the designated safeguarding lead (or deputy)

## 11. A Safer School Culture

The culture at Russell Lower School is one that is safe for children and unsafe for adults that may pose a risk to children. There is a belief that safeguarding is the responsibility of all adults working or volunteering within the organisation and that all concerns will be reported to the Designated Safeguarding Lead or Head Teacher when concerns relate to an adult. The school has a culture of listening to and hearing the voice of the child.

## 12. Inspection

- From July 2021, Ofsted's inspections of early years, schools and post – 16 provision will be carried out under: [Ofsted's Education Framework](#).
- Russell Lower School will be aware of the new inspection guidance and the requirements from Ofsted. Inspectors will always report on whether or not arrangements for safeguarding children and learners are effective.

## 13. Safer Recruitment and Selection

The school pays full regard to 'Keeping Children Safe in Education' (DfE 2023). Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and undertaking appropriate checks through the Disclosure and Barring Service (DBS), Childcare (Disqualification) Regulations (where applicable) and prohibition order checks in respect of the following

which will also include historic GTCE sanctions. Schools should “inform shortlisted candidates” that online searches may be carried out in the recruitment process.

Russell Lower School acknowledge that S128 checks should be completed on those members of staff and Governors taking part in management. A section 128 would prohibit someone from:

- serving as a governor of a maintained school
- all recruitment materials will include reference to the school's commitment to safeguarding and promoting the wellbeing of children

Mrs Louise Bunney, Mrs Nicki Walker and Mrs Sarah Bremner have undertaken Safer Recruitment training. One of the above will be involved in **all** staff/volunteer recruitment processes and sit on the recruitment panel.

Russell Lower School have decided to carry out online searches for shortlisted candidates as part of due diligence in our recruitment process. (as per KCSIE, paragraph 221). The searches are conducted by either the Office Manager or Headteacher. This is recorded in the interview notes. The process will be consistent, transparent, and fair and reflected within the Safer Recruitment policy.

For further information, please see Appendix 15.

#### **14. Operation Encompass (formerly Relay)**

At Russell Lower School, we are working in partnership with Central Bedfordshire Council and Bedfordshire Police to identify and provide appropriate support to pupils who have experienced domestic abuse in their household; nationally this scheme is called Operation Encompass

The system ensures that when the police are called to an incident of domestic abuse, where there are children in the household who have experienced the domestic incident, the police will inform the key adult (usually the designated safeguarding lead (or deputy) in school before the child or children arrive at school the following day.

This ensures that the school has up to date relevant information about the child's circumstances and can enable immediate support to be put in place, according to the child's needs.

Operation Encompass does not replace statutory safeguarding procedures. Where appropriate, the police and/or schools should make a referral to local authority children's social care if they are concerned about a child's welfare.

Russell Lower School has an information sharing agreement in place with Bedfordshire Police for Operation Encompass.

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

#### **15. Our Role in the Prevention of Abuse**

In accordance with Working Together 2018, the school recognises the need to safeguard children from abuse.

Appendix Three contains more information about definitions and indicators of abuse, specifically:

- neglect
- emotional abuse
- physical abuse
- sexual abuse

In addition, the school are alert to the need to safeguard children in specific circumstances as defined within Keeping Children Safe in Education 2023.

Our safeguarding policy cannot be separated from the general ethos of the school, which should ensure that children are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

### **Other areas of work**

All our policies, which address issues of power and potential harm to ensure a whole school approach such as:

- Positive Handling Policy
- PSHRE
- Disqualification
- Social Networking
- Health and Safety
- Bullying
- Code of behaviour/conduct
- Acceptable user policy - mobile phones, smart watches and cameras
- Behaviour policy

## **16. The Curriculum**

Russell Lower School acknowledges that preventative education is most effective in the context of a whole-school or college approach that prepares pupils and students for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment.

Russell Lower School have a clear set of Russell Rights, values and standards, upheld and demonstrated throughout all aspects of school life. Children are taught explicitly about these and know that we are a 'Telling School'. Children have 'Network Hands' to support this.

Russell Lower School will provide fully inclusive and age/stage of development appropriate opportunities for children to develop skills, concepts, attitudes and knowledge that promote their safety and well-being together with preparing children for life in modern Britain and embedding Fundamental British Values.

Relevant issues will be addressed through the PSHRE curriculum, for example self-esteem, emotional literacy, assertiveness, power, relationship and sex education, online safety and bullying. Delivery will be undertaken with reference to guidance around how to promote children's spiritual, moral, social and cultural development. Issues will also be addressed through other areas of the curriculum, for example, circle time, English, History, Drama, Art etc.

Regulations have been put in place whereby the subjects Relationships and Sex Education (for primary pupils) in state funded schools are now mandatory (from September 2020).

## 17. Safeguarding in specific circumstances: Children who are vulnerable to extremism

- Russell Lower School seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.
- In accordance with the Prevent Duty placed upon the school by the Counter Terrorism and Security Act 2015 we understand the specific need to safeguard children, young people and families from violent extremism. Russell Lower School is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.
- Russell Lower School values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both children and teachers have the right to speak freely and voice their opinions. However, free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion. Essential to this school are the fundamental British Values of Democracy, Rule of Law, Equality of Opportunity, Freedom of Speech and the rights of all women and men to live free from persecution of any kind and it would be expected that views and opinions expressed would be commensurate with these.
- Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix Eight. A Prevent risk assessment can be completed in Appendix Sixteen.

### Risk reduction

- The school governors, the Head Teacher and the Designated Safeguarding Lead will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include consideration of the school's RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies, integration of children by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy.
- In addition, the school Prevent Action Plan template may be used to demonstrate how the organisation is fulfilling the prevent duty. Please see Appendix 16. This risk assessment will be reviewed as part of the annual s175 return that is monitored by the local authority and the [CBSCP](#).
- In accordance with the Prevent Duty, Mrs Sarah Knight is the Single Point of Contact (SPoC) who will be the lead within the organisation for safeguarding in relation to protecting individuals from radicalisation and involvement in terrorism.
- When any member of staff has concerns that a child may be at risk of radicalisation or involvement in terrorism, they should speak with the SPOC/Designated Safeguarding Lead. Concerns must be recorded on CPOMS or the school's safeguarding referral form.
- If a child or young person is thought to be at risk of radicalisation, a referral will be made using the National Prevent Referral Form which shall be sent directly to the Police. The referral form can be found [here](#).
- Initial advice may be sought from Bedfordshire Channel Coordinators by email to [ChannelBeds@luton.gov.uk](mailto:ChannelBeds@luton.gov.uk) or Tel: 01582 548231

- In all cases, in accordance with advice provided from the Early Help Hub, the school will ensure appropriate interventions are secured which are in line with local procedures in order to safeguard children assessed as being vulnerable to radicalisation.
- If the school are concerned that a child may be at risk of significant harm in relation to radicalisation or involvement in violent extremism, a child protection referral will be made to Children's Social Care.

## **18. Safeguarding Children in Specific Circumstances: Female Genital Mutilation / Forced Marriage / Modern Day Slavery**

- FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It can be known as female circumcision or female genital cutting and is often carried out for cultural, religious and social reasons within families and communities.
- FGM is illegal in the UK and it's also illegal to take a British national or permanent resident abroad for FGM or help someone trying to do this.
- Female Genital Mutilation Act 2003 (section 74 of the Serious Crime Act 2015) places a statutory duty upon **teachers** (along with social workers and healthcare professionals) **to report to the police** where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. This is in addition to following the school's safeguarding reporting procedures. A teacher means any person within the Education Act 2002 (section 141A(1)) employed or engaged to carry out teaching work at schools or other institutions.
- Those failing to report such cases will face disciplinary sanctions.
- If the school are concerned that a child/young person has experienced or is at risk of FGM, a Child Protection referral will be made to the Multi Agency Safeguarding Hub in accordance with interagency procedures produced by the CBSCP. In addition, all teachers will follow mandatory reporting duties. Please refer to **Pan Bedfordshire Practice Guidance for practitioners on Female Genital Mutilation (FGM)** (Further information regarding FGM can be found in Appendix Nine)
- A forced marriage is where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used. It is recognized in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights.
- The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they are bringing shame on their family). Financial abuse (taking your wages or not giving you any money) can also be a factor.
- The Anti-social Behaviour, Crime and Policing Act 2014 makes it a criminal offence to force someone to marry - this includes:
  - taking someone overseas to force them to marry (whether or not the forced marriage takes place)
  - marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)
  - breaching a Forced Marriage Protection Order.

- Further multi-agency statutory guidance for dealing with forced marriage can be found here [The right to choose: government guidance on forced marriage](#).
- Modern slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking (the definition of which comes from the Palermo Protocol). Modern slavery crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.
- Although human trafficking often involves an international cross-border element, it is also possible to be a victim of modern slavery within your own country.

## Types of human trafficking

There are several broad categories of exploitation linked to human trafficking, including:

- sexual exploitation
- forced labour
- domestic servitude
- organ harvesting
- child related crimes such as child sexual exploitation, forced begging, illegal drug cultivation, organised theft, related benefit frauds etc.
- forced marriage and illegal adoption (if other constituent elements are present).

## 19. Safeguarding Children in Specific Circumstances: Child on Child abuse

Child-on-child abuse is when children abuse other children. This type of abuse can take place inside and outside of school. It can also take place both face-to-face and online, and can occur simultaneously between the two.

All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the school or college and/or can occur between children outside of these environments.

All staff, but especially the Designated Safeguarding Lead (and deputies) should consider whether children are at risk of exploitation or abuse outside of their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including, but not limited to, sexual abuse, including harassment and exploitation, domestic abuse in their own intimate relationships (teenage relationship abuse), criminal exploitation, serious youth violence, county lines and radicalisation.

- Russell Lower School recognises that children can abuse other children and such behaviours are never viewed simply as 'banter' or as part of growing up. We recognise that child on child abuse can take many different forms such as:
  - cyber-bullying (see the behaviour policy and anti-bullying policy for more detail)
  - sending or posting sexually suggestive images including nude or semi-nude photographs via mobiles or over the internet by persons aged under 18 (referred to as youth Produced Sexual Imagery)
  - sexual assault
  - sexual violence or harassment (see Appendix 19 risk assessment)
  - upskirting
  - sexually harmful or problematic behaviour

- gang initiation or hazing type violence
  - harassing messages and misogynistic messages
  - the non-consensual sharing of indecent images
  - the sharing of abusive images and pornography, to those who do not want to receive such content
- Upskirting is an illegal offence 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.
  - Russell Lower School understands serious violence and what may signal that children are at risk from, or are involved in serious violent crime. Indicators may include increased absences, a change in friendships/relationships with older individuals or groups, a significant decline in performance, self-harm, significant change in wellbeing or signs of assaulted/unexplained injuries. Unexplained gifts or new possessions could indicate that children have been appropriated, or are involved with, individuals associated with criminal networks or gangs.
  - Contextual safeguarding/extra familial risk as referenced in KCSIE (2023) highlights that *'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. Children's social care assessments should consider such factors, so it is important that schools and colleges provide as much information as possible as part of the referral process'*.
  - Contextual safeguarding can also be known as *'risk outside the home'* (Working Together, 2018)
  - Russell Lower School has a thorough understanding of contextual safeguarding and will make a referral in the first instance if apparent.
  - Russell Lower School manage the use of mobile and smart technology on the premises and reflect this in the school's Acceptable User Policy and communications with parents.
  - Where children abuse their peers online, this can take the form of, for example, abusive, harassing, and misogynistic messages; the non-consensual sharing of indecent images, especially around chat groups; and the sharing of abusive images and pornography, to those who don't want to receive such content.
  - The children at Russell Lower School do not have in school access to learning platforms where they are in communication with other children. This minimises the risks of cyber-bullying within school however, children may be able to 'cyber bully' from their home devices. Should this be the case, school would get involved and work with parents to stop this behaviour.
  - The children at Russell Lower School learn about cyber-bullying and what to do should this happen to them in assemblies (Safer Internet Day) and the Computing curriculum as well as through the school 'Rights' and 'Rules'. The staff team take cyber-bullying very seriously and a 'zero-tolerance' approach is employed when dealing with any such incidents that may occur; actions to address cyber bullying would happen swiftly and would be carried out by the Headteacher, working with other staff where appropriate.
  - When considering instances of harmful sexual behaviour between children, we will consider their ages and stages of development. We recognise that children displaying harmful sexual behaviour have often experienced their own abuse and trauma, and will offer them appropriate support.

- If staff have any concerns about child-on-child abuse, or a child makes a report to them, they will follow the procedures set out Appendix 4 of this policy, as appropriate.
- We carry out an annual review of our approach to online safety, filtering and monitoring supported by an annual risk assessment that considers the risks to children.

'Report Abuse in Education' (NSPCC helpline) is still available. This bespoke helpline is available to provide appropriate support and advice to victims of abuse, and concerned adults, including onward action such as contacting the police if they wish to. Young people and adults can contact the NSPCC helpline, Report Abuse in Education on 0800 136 663 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

## **20. Safeguarding Children in Specific Circumstances: Sexualised behaviours**

- Where children display sexualised behaviours, the behaviours will be considered in accordance with the children's developmental understanding, age and impact on the alleged victim. Tools such as Brook Traffic Light Tool will be used to assist in determining whether the behaviour is developmental or a cause for concern. This will assist in ensuring the child/ren receive the right support at the right time either via an Early Help response or referral to Children's Social Care.
- Russell Lower School follow Keeping Children Safe in Education Guidance (DfE, 2023) when responding to such issues alongside local interagency procedures and the Harmful Sexual Behaviours strategy. This includes responding to any reports in a child-centred manner and undertaking an immediate risk and needs assessment (Appendix 19) in relation to the victim, the alleged perpetrator and other children.
- We will seek specialist advice, guidance and assessment and will work with partner agencies in relation to management of information and what should be shared with staff, parents and carers.
- All staff will reassure victims that they are being taken seriously and that they will be supported and kept safe. A victim will never be given the impression that they are creating a problem by reporting abuse, sexual violence or sexual harassment. Nor will a victim ever be made to feel ashamed for making a report.
- In all cases of child on child abuse the school will consider the vulnerability of all children including those alleged to have caused the harm and those alleged to be victims and provide a safeguarding response consistent with the Central Bedfordshire Thresholds Framework. Consideration will be given to violence in young people's relationships.
- Where issues indicate that a criminal offence may have been committed, a report will be made to Bedfordshire Police.

### **Sexual harassment and sexual violence**

At Russell Lower we have a zero-tolerance approach to sexual harassment and sexual violence. Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The following will also be considered:

- The age and developmental stage of the alleged perpetrator(s)
- The nature and frequency of the alleged incident(s)
- How to balance the consequence alongside education and safeguarding support (if necessary, these should take place at the same time)

Consequences for sexual harassment and violence may include:

- A verbal warning
- Keeping the pupil behind after class to apologise to their peer
- A letter or phone call to parents
- Being put on a behaviour tracker ( See Behaviour policy appendix 3)
- Having regular meetings with the child's parents/carers through a structured conversation (See Behaviour policy appendix 10)
- Time spent with a member of the SLT, suspension (length dependent on incident) or permanent exclusion

Following an allegation or incident of sexual harassment/violence the school may make changes to the PSHRE curriculum, make use of the pastoral support within school or make any other whole school changes deemed necessary in order to cover the issue of consent and ensure pupils remain safe. The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Due consideration will be given to balance the importance of safeguarding other pupils with the need to support, educate and protect the alleged perpetrator(s).

The school will make use of [sexual violence and sexual harassment between children in schools and colleges](#) to inform their decision making process.

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments (see appendix 19), where appropriate, to help determine whether to:
  - Manage the incident internally through things such as adaptations to the curriculum, pastoral support
  - Refer to early help
  - Refer to children's social care
  - Report to the police

## **21. Safeguarding Children in Specific Circumstances: Gang related violence (Contextual/Extra Familial Risk)**

- Russell Lower School recognises the risks posed to children in relation to involvement in gang related activity, which may be street gangs, peer group or organised crime. Young people who are involved in gangs are more like to suffer harm themselves, through retaliatory violence, displaced retaliation, and territorial violence with other gangs or other harm suffered whilst committing a crime. In addition, children may experience violence as part of an initiation or hazing practice.
- The school understands that Early Help can be crucial in the early identification of children who may need additional support due to gang related activity and as such will provide an Early Help response when concerns are raised about indicators of gang activity.

- If, however, information suggests a child may be at risk of significant harm due to gang related activity, a referral will be made to Children's Social Care.
- Where there are concerns that a child or young person may be, or is at risk of, becoming involved in gang related activity, a referral will be made to the Multi-Agency Gang panel in accordance with local procedures as part of the safeguarding response.
- Russell Lower School understand the process of completing an information sharing form which highlights broader concerns contextually occurring outside of the child's home.
- See Appendix 11 for further information on risk indicators for gang involvement

## **22. Safeguarding Children in Specific Circumstances: Youth Generated Sexualised Imagery**

- School recognises the impact of online social communication and the issue of sending or posting sexually suggestive images including nude or semi-nude photographs via mobiles or over the internet. We pay due regard to the Guidance issued by the UK Council for Child Internet Safety in relation to how we respond to incidents.
- In all cases where an incident of youth produced sexual imagery is reported, the following actions will be undertaken:
  - the incident should be reported to the Designated Safeguarding Lead as soon as possible
  - the Designated Safeguarding Lead should hold an initial review discussion or meeting with appropriate school staff
  - there should be subsequent interviews with the young people involved (if appropriate)
  - parents should be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm
  - at any point in the process if there is a concern a young person has been harmed or is at risk of harm a referral should be made to Children's Social Care and/or Bedfordshire Police immediately.
- An immediate referral will be made to Bedfordshire Police and Social Care in the following circumstances:
  - the incident involves an adult
  - there is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example, owing to special educational needs)
  - the imagery suggests the content depicts sexual acts which are unusual for the young person's developmental stage, or are violent
  - the imagery involves sexual acts and any pupil in the imagery is under 13
  - there is reason to believe a young person is at immediate risk of harm owing to the sharing of the imagery, for example, the young person is presenting as suicidal or self-harming.
- If none of the above applies, the school may choose to deal with the incident without involving Bedfordshire Police or Children's Social Care. This will usually be the case where the Designated Safeguarding Lead is confident that they have enough information to assess the risks to the pupils involved and the risks can be managed within the school

pastoral support and disciplinary framework. All decisions and rationale for decision making will be recorded. All decisions will be based on the best interests of the child/ren.

- The school will pay due regard to the Department for Education guidance: Searching, Screening and Confiscation advice.
- Adults in the school will not view youth produced sexual imagery unless there is a good and clear reason to do so. Wherever possible the Designated Safeguarding Lead will respond to an incident based on what they have been told about the imagery.
- All incidents will be recorded.

More information is available in Appendix Ten.

### **23. Safeguarding Children in specific circumstances: 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 imbalance in power or coerce, manipulate or deceive a child into sexual or criminal activity. Whilst age may be most obvious factor, 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. This 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 maybe 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.

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 (DfE, 2022).

All staff will be aware that being absent, as well as missing, from education can be warning sign of a range of safeguarding concerns, including sexual abuse, sexual exploitation or child criminal exploitation. The school have procedures in place in managing poor school attendance and this is regularly reviewed.

Child sexual exploitation can occur through use of technology without the child's immediate recognition, for example the persuasion to post sexual images on the internet/mobile phones with no immediate payment or gain. In all cases those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidation are common, involvement in exploitative relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability.

- The school recognises that both boys and girls can be vulnerable to Child Sexual Exploitation and as such ensure staff are alert to signs and indicators
  - The school recognises that there are various 'models' of CSE which include but not limited to:

- gangs and groups
  - boyfriend/girlfriend model
  - child on child
  - familial
  - online
  - abuse of authority
- Where concerns are identified in relation to Child Sexual Exploitation the Central Bedfordshire Thresholds Framework will be consulted in order to ensure the child receives support at the earliest possible opportunity.
  - An Early Help multi agency response may be initiated by completing an Early Help Assessment form and engaging with the Early Help Hub.
  - If a child is thought to be at risk of significant harm through child sexual exploitation a referral will be made to Children's Social Care.
  - Advice will be sought to establish if a [National Referral Mechanism](#) is appropriate.
  - In all cases, intelligence will be shared with Bedfordshire Police using the multi-agency information sharing form which will also be copied to the Access and Referral Hub.

#### **24. Children in specific circumstances – Further guidance**

Further guidance in relation to safeguarding children in specific circumstances can be found on the [Bedford Borough, Central Bedfordshire & Luton Safeguarding Children Boards Procedures website](#).

#### **25. Mental Health**

- All staff are 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 diagnosis of a mental health problem. However, staff will 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.
- Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. Staff are aware of how these experiences, can impact on children's mental health, behaviour and education.
- If staff have a mental health concern about a child that is also a safeguarding concern, immediate action will be taken following the child protection policy including discussion with the Designated Safeguarding Lead or Deputy. The Designated Safeguarding Lead will liaise with the Senior Mental Health Lead, or Mental Health Support Team, where the safeguarding concern is linked to mental health.
- The school will access a range of advice to help them identify children in need of extra mental health support. This includes working with external agencies as described in [Promoting and Supporting mental health and wellbeing in schools and colleges](#).

## **26. Homelessness**

- Russell Lower School recognises that being homeless or being at risk of becoming homeless presents a real risk to a child's welfare.
- The designated safeguarding lead (and any deputies) are aware of contact details and referral routes into the Local Housing Authority so they can raise/progress concerns at the earliest opportunity.
- Russell Lower School recognises that whilst in most cases school and college staff will be considering homelessness in the context of children who live with their families, it should also be recognised in some cases 16 and 17 year olds could be living independently from their parents or guardians, for example through their exclusion from the family home, and will require a different level of intervention and support. Children's services will be the lead agency for these young people and the designated safeguarding lead (or a deputy) should ensure appropriate referrals are made based on the child's circumstances.
- Staff are aware of the indicators that a family may be at risk of homelessness, to include: household debt, rent arrears, domestic abuse and anti-social behaviour, as well as the family being asked to leave a property.
- Referrals and/or discussion with the Local Housing Authority will be progressed as appropriate but will not replace a referral into children's social care where a child has been harmed or is at risk of harm.
- The Local Authority has a legal duty to address concerns under the Homelessness Reduction Act 2017. The focus is early intervention and to encourage those at risk to seek support as soon as possible, before they are facing a homelessness crisis.

## **27. Domestic Abuse**

- All staff are aware of The Domestic Abuse Act 2021 which introduced the first statutory definition of domestic abuse and recognises that children can be victims of domestic abuse; they may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (as below). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn.
  - Staff will continue to develop their understanding of domestic abuse, and how 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.
- Staff are aware exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.
- Russell Lower School recognises that domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. Domestic abuse is not limited to physical acts of violence or threatening behaviour, and can include emotional, psychological, controlling or coercive behaviour, sexual and/or economic abuse.
- Staff understand that anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home.

- Types of domestic abuse include intimate partner violence, abuse by ex-partners, family members, teenage relationship abuse and adolescent to parent violence.
- Young people can also experience domestic abuse within their own intimate relationships. This form of child on child abuse is sometimes referred to as 'teenage relationship abuse'. Depending on the age of the young people, this may not be recognised in law under the statutory definition of 'domestic abuse' (if one or both parties are under 16). However, as with any child under 18, where there are concerns about safety or welfare, child safeguarding procedures should be followed and both young victims and young perpetrators should be offered support.
- Refuge runs the National Domestic Abuse Helpline, which can be called free of charge and in confidence, 24 hours a day on 0808 2000 247.

## 28. Cybercrime

Cybercrime is criminal activity committed using computers and/or the internet.

It is broadly categorised as either 'cyber-enabled' (crimes that can happen off-line but are enabled at scale and at speed on-line) or 'cyber dependent' (crimes that can be committed only by using a computer).

Cyber-dependent crimes include;

unauthorised access to computers (illegal 'hacking'), for example accessing a school's computer network to look for test paper answers or change grades awarded;

- Denial of Service (Dos or DDoS) attacks or 'booting' - attempts to make a computer, network or website unavailable by overwhelming it with internet traffic from multiple sources;
- making, supplying or obtaining malware such as viruses, with the intent to commit further offences.

Children with a particular skill and interest in computing and technology may inadvertently or deliberately stray into cyber-dependent crime.

If there are concerns about a child in this area, the Designated Safeguarding Lead (or Deputy), should consider referring into the **Cyber Choices** programme.

- Cyber Choices is a nationwide police programme supported by the Home Office and led by the National Crime Agency which aims to intervene where young people are at risk of committing, or being drawn into, low level cyber-dependent offences.
- Additional advice can be found at: [Cyber Choices](#)

## 29. Children with additional needs

- Russell Lower School recognises that while all children have a right to be safe, some children may be more vulnerable to abuse, for example a young carer, a child frequently missing from home/care, children with disabilities or special educational needs, a child living with domestic abuse, parental mental ill health or substance abuse, or a child who has returned home to their family from care.
- We recognise that additional barriers can exist when recognising abuse and neglect in children with special educational needs and disabilities or physical health issues.
- These can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's condition without further exploration;
  - these children being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children;
  - the potential for children with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs;
  - communication barriers and difficulties in managing or reporting these challenges
  - cognitive understanding – being unable to understand the difference between fact and fiction in online content and then repeating the content/behaviours in schools or colleges or the consequences of doing so
- Any reports of abuse involving children with SEND will therefore require close liaison with the designated safeguarding lead (or deputy) and the SENCO or the named person with oversight for SEND.

In order to best support these children we have a full time, non class-based Inclusion Lead, Mrs. Sarah Knight. We also offer extra pastoral support for pupils with SEND and disabilities. This may include, but is not limited to, provisions such as:

- Lego therapy
  - Desty Education mentoring
  - 1:1 pastoral sessions
- If the school is considering either a suspension or permanent exclusion for a vulnerable child and/or a child who is the subject of a child protection plan or where there is an existing child protection file, we will call a multi-agency risk-assessment meeting prior to making the decision.
  - Where a parent/carer has expressed their intention to remove a child from school with a view to educating at home, we work together with Local Authority and other key professionals to coordinate a meeting with parents/carers where possible. We will do this before a final decision has been made, to ensure the parents/carers have considered what is in the best interests of each child. This is particularly important where a child has SEND, is vulnerable, and/or has a social worker.
  - In the event of a one-off serious incident resulting in an immediate decision to permanently exclude, the risk assessment *must* be completed prior to convening a meeting of the Governing Body.

### **Children who are lesbian, gay, bi or trans (LGBT)**

Russell Lower School recognise that whilst the fact that a child or a young person may be LGBT is not in itself an inherent risk factor for harm, children who are LGBT can be targeted by other children.

A child who is perceived by other children to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.

Russell Lower School will endeavour to reduce barriers faced by children who are LGBT and will provide a safe space for them to speak out or share their concerns with members of staff. *This safe space is 'The Nest' /Inclusion Lead's office.*

### **30. What we do when we are concerned about a child**

All safeguarding concerns, discussions, decisions made and the reasons for those decisions, must be recorded in writing. If you are in any doubt about whether to record something, discuss it with the DSL.

Non-confidential records will be easily accessible and available. Confidential information and records will be held securely and only available to those who have a right or professional need to see them. Safeguarding records relating to individual children will be retained for a reasonable period of time after they have left the school.

Records at Russell Lower School are:

- Maintained on a mixed electronic (CPOMS) and Paper-based system due to the recent introduction of CPOMS (April 2021)
- Kept confidential, held securely and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation (GDPR)
- Stored in the DSL's lockable office within a lockable storage
- Staff will be informed of relevant details only when the Designated Safeguarding Lead feels their having knowledge of a situation will improve their ability to deal with an individual child and / or family.
- A written record will be made of what information has been shared with whom, and when either on CPOMS, chronologies or safeguarding forms.
- Individual files will be kept for each child: the school will not keep family files.

Appendix 15 sets out our policy on record-keeping specifically with respect to recruitment and pre-employment checks.

Appendix 7 sets out our policy on record-keeping with respect to allegations of abuse made against staff

- All concerns will be viewed alongside the Central Bedfordshire Thresholds Framework in order to ensure the appropriate support or intervention is provided at the earliest opportunity in the least intrusive way.
- The school also places due regard to the guidance contained in 'What to do if you are worried a child is being abused', 2015.
- If, in consultation with the Central Bedfordshire Thresholds Framework, the level of concern sits at Level 2 or 3, an Early Help Assessment should be completed with the consent of the parent/carer - Early Help may also be provided on a single agency basis by the school, or additional support or advice for this work may be sought from the Early Help Team as a multi-agency response.
- In cases where it is not possible to obtain consent from the parent/carer, the school will seek advice from the Early Help Team.
- The school will review each case to ensure that any support or intervention provided has impacted positively on the welfare/safety of the child or young person and that improvement is sustained.
- In the event that provision of Early Help has not led to improvements for the child/young person, or concerns escalate, the school will follow the step-up procedures published by the [CBSCP](#).

- In consultation with the Central Bedfordshire Thresholds Framework, if the concerns about the child or young person indicate that they may be at risk of or suffering significant harm, a referral will be made to Children's Social Care.
- The parent/carer will be informed of the referral unless informing the parent may place the child/young person at increased risk of harm.
- In the event of a professional disagreement in relation to a specific concern, the school will follow the **CBSCP** procedures for resolution of professional disagreements, also known as escalation procedures. Please see Appendix Five for further information.

### **31. Involving parents/carers**

In general, we will discuss any safeguarding and child protection concerns with parents / carers before approaching other agencies and will seek their consent to making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the Designated Safeguarding Lead. However, there may be occasions when the school will contact another agency **before** informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.

Parents / carers will be informed about the safeguarding policy through: [https://www.russell-lower.co.uk/website/safeguarding\\_and\\_child\\_protection](https://www.russell-lower.co.uk/website/safeguarding_and_child_protection)

### **32. Multi-agency work**

- The school understands its role in the three safeguarding partner arrangements. Governing bodies, proprietors and the senior leadership teams, especially the designated safeguarding leads, will make themselves aware of and follow their local arrangements.
- Russell Lower School work in partnership with other agencies in the best interests of children. The school will, where necessary, liaise with the school nurse, initiate an Early Help Assessment, and make referrals to Children's Social Care. Referrals and contacts should be made by the Designated Safeguarding Lead or one of the Deputy Leads to either Early Help or Children's Social Care. Where the child already has a social worker, the request for service will go immediately to the social worker involved, or in their absence to their team manager or duty social worker.
- We will co-operate with any child protection enquiries conducted by Children's Social Care. The school will ensure representation at appropriate inter-agency meetings such as Team Around the Family meetings, Initial and Review Child Protection Conferences, together with core group meetings.
- We will provide reports as required for these meetings in accordance with the **CBSCP** interagency procedures. If the school is unable to attend, a written report will be sent. The report will, wherever possible, be shared with parents/carers at least 24 hours prior to the meeting.
- Where a child is subject to an Inter-agency Child Protection Plan, Child in Need Plan or Early Help Assessment, the school will contribute to the preparation, implementation and review of the plan as appropriate.
- If a child is subject to a referral to a multi- panel such as MARAC or CHANNEL, the school will contribute to such arrangements.

### 33. Responding to an allegation or concern about a member of staff (including supply staff or volunteer)

- The school will comply with the CBSCP procedures for managing allegations and concerns about adults that work or volunteer with children in all circumstances.
- These procedures should be used in any case in which it is alleged that a member of staff (**including supply staff**), governor, visiting professional or volunteer has:
  - behaved in a way that has harmed a child or may have harmed a child
  - possibly committed a criminal offence against or related to a child; or
  - behaved in a way that indicates s/he may pose a risk of harm to children
  - behaved in a way that indicates they may not be suitable to work with children.
- We will consult with the LADO when an allegation is made against a member of staff to agree how to progress this.
- Although it is an uncomfortable thought, it needs to be acknowledged that there is the potential for staff in school to abuse or mistreat children.
- All staff working within our organisation must report any potential safeguarding concerns about an individual's behaviour towards children and young people **immediately**.
- Allegations or concerns about colleagues and visitors must be reported directly to the Head Teacher unless the concern relates to the Head Teacher. If the concern relates to the Head Teacher, it must be reported immediately to the Chair of Governors. Alternatively, concerns can be reported directly to the Local Authority Designated Officer (LADO) in Children's Social Care, who will liaise with the Chair of Governors and they will decide on any action required.
- If the Head Teacher is not available, the member of staff should report their concerns to the most senior member of staff available who will make contact with the LADO and discuss the concerns.
- We will follow our safeguarding policies and procedure in the event of an allegation regarding an "incident that happened when an individual or an organisation was using their school premises for the purposes of running activities for children." This includes events such as community groups, sports associations, and more.
- Contact with the LADO should happen at the earliest possible opportunity and within 1 working day.

#### **The LADO in Central Bedfordshire can be contacted on 0300 300 5026**

- The LADO may request a referral - if this is requested, the referral will be completed and submitted within 1 working day.
- The school will engage with the LADO at all stages of the management of the allegation/concern and comply with the statutory guidance contained within Keeping Children Safe in Education (2023) and the local procedures published by the [CBSCP](#).
- In this regard, the school will consider whether it is necessary to suspend the member of staff while the allegation or concern is investigated, however all reasonable alternatives to manage the risk will be considered.
- Due consideration will be given to the view of the LADO in relation to suspension or in-work safeguards while a matter is investigated.

- Should the school dismiss a member of staff/volunteer as a result of a substantiated allegation or should a member of staff/volunteer resign before an investigation has been completed, in accordance with statutory duty, a referral to the Disclosure and Barring Service will be made.
- If the member of staff is engaged in teaching work, the school will, in accordance with published guidance from the Department for Education, consider whether a referral to the Teaching Regulation Agency (TRA) should be made.
- The school will adhere to the statutory guidance contained within Keeping Children Safe in Education (2023) with regard to record keeping, references and compromise or settlement agreements.
- If an allegation is shown to be deliberately invented or malicious, the school will consider whether any disciplinary action is appropriate against the pupil who made it as per the school's behaviour policy.

The school has appropriate policies and processes in place to manage and record any such concerns that do not meet the harm threshold and take appropriate action to safeguard children. (Please see Appendix Five for more information).

If a member of staff, student or volunteer has any concerns about poor, unsafe practice, or failures of the safeguarding regime, they are encouraged to raise this with the Head Teacher, Senior Leadership Team or Governing Body, following the Whistle Blowing Procedures of the school.

The NSPCC whistleblowing helpline is available as an alternative route for staff who do not feel able to raise concerns regarding child protection failures internally or have concerns about the way a concern is being handled by their school or college. Staff can call 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and email [help@nspcc.org.uk](mailto:help@nspcc.org.uk). Please click [here](#) for information on the NSPCC website.

### **Positive Handling/Physical Intervention**

The School is committed to ensuring that all adults with responsibility for children's safety and welfare will deal professionally with all incidents, and use physical intervention only in emergency situations in line with DFE guidance.

Reasonable force can be used by any paid member of staff at Russell Lower School to prevent a pupil from doing, or continuing to do any of the following:

- Causing personal injury to or damage to the property of, any person (including themselves)
- Prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school, whether during a teaching session or otherwise
- Committing any criminal offence

All authorised staff have responsibility to intervene with the use of reasonable force in any of the above situations. Wherever possible, staff should not intervene without the support of another authorised person (Head, Deputy, Inclusion Lead, Zoe Hitchings or Faye Doohan). In these

circumstances they should summon assistance (using the school's emergency red card system) from another authorised adult and ideally, the Head or Deputy Headteacher.

**Further information can be found in the Positive Handling Policy.**

Mrs Knight (Inclusion Lead), Mrs Hitchings (Key Stage One Phase Leader), Mrs Cox (Y1 teacher), Mrs Doohan, Mrs Delaine, and Mrs Cullen (LSAs) all have Team Teach training to maximise the opportunity for positive handling.

Incidents of physical restraint must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents

A record of physical interventions will be made using the **Physical restraint recording form** (Appendix 20) These should be taken the Inclusion Lead for filing.

## APPENDICES

### Appendix One

#### The Designated Safeguarding Lead will:

- support staff who make referrals to the Local Authority Children's Social Care and act as a source of support, advice and expertise for all staff
- refer cases to the Police where a crime may have been committed
- inform Head Teacher of issues- especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations;
- be aware of the requirement for children to have an Appropriate Adult. Further information can be found in the Statutory guidance – [PACE Code C 2019](#)
- seek advice in regard to safeguarding matters related to radicalisation and make referrals to Channel as required
- liaise with the Designated Senior Manager for allegations to ensure where necessary referrals have been made to the Disclosure and Barring Service when a person is dismissed or resigned due to risk/harm to a child
- liaise with the senior mental health lead and, where available, the Mental Health Support Team, where safeguarding concerns are linked to mental health
- lead regular case monitoring reviews of vulnerable children. These reviews, together with any actions arising from the review and the rationale for decision-making will be recorded in case files
- ensure safeguarding and child protection information will be dealt with in a confidential manner and in accordance with the CBSCP's information sharing guidance.
- ensure staff will be informed of relevant details only when the Designated Safeguarding Lead feels their having knowledge of a situation will improve their ability to deal with an individual child and / or family.

- ensure a written record will be made of what information has been shared with whom, and when
- ensure that child protection files are kept up to date
- ensure safeguarding and child protection records will be stored securely in a central place separate from academic records
- ensure individual files will be kept for each child: the school will not keep family files
- ensure access to safeguarding and child protection records by staff other than by the Designated Safeguarding Lead will be restricted, and a written record kept of who has had access to them and when
- ensure parents are usually (subject to the point below) aware of information held on their children and are kept up to date regarding any concerns or developments by the appropriate members of staff
- ensure general communications with parents will be in line with any home school policies and give due regard to which adults have parental responsibility

## **Appendix Two**

### **The governing board will ensure that:**

- the school contribute to inter-agency working in line with statutory guidance 'Working Together to Safeguard Children 2018' - this includes providing a co-ordinated 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
- the school provides an appropriate safeguarding response in accordance with the Central Bedfordshire Thresholds Framework in order to safeguard children.
- online safety is a running and interrelated theme whilst devising and implementing the whole school approach to safeguarding and related policies and procedures. This will include considering how online safety is reflected as required in all relevant policies and considering online safety, filtering and monitoring whilst planning the curriculum, any teacher training, the role and responsibilities of the designated safeguarding lead (and deputies) and any parental engagement.
- the school pays due regard to the need to safeguard children in specific circumstances such as Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE), vulnerability to radicalisation, Female Genital Mutilation (FGM) or peer on peer abuse which can include gang related violence, cyberbullying, sexually harmful behaviours, sexual violence, sexual harassment, upskirting or youth produced sexual imagery.
- the child protection policy reflects and addresses additional challenges that exist for those children with special educational needs and disabilities and physical and mental health needs, and the school should consider extra pastoral support and attention for these children, along with ensuring any appropriate support for communication is in place.
- the school maintains information about the legal status of all children including whether a looked after child is subject to S20 voluntary agreements, interim or full care order, contact details for persons with parental responsibility, level of delegated authority,

details of the social worker and the virtual head in the authority that looks after the child.

- there is a designated teacher with the appropriate training skills and knowledge appointed to promote the academic achievement of looked after children and children previously looked after.
- the school's safeguarding arrangements take into account the procedures and practice of the Local Authority as part of the inter- procedures, set up by the Central Bedfordshire Safeguarding Childrens Partnership (CBSCP). This includes working with Children's Social Care from other areas when children attend school in Central Bedfordshire however live outside of Central Bedfordshire.
- the school shares information with other professionals in the interests of safeguarding children in accordance with the guidance within Working Together to Safeguard Children 2018 and Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers, 2015.
- they recognise the importance of information sharing between practitioners and local agencies. This should include ensuring arrangements are in place that clearly set out the processes and principles for sharing information within the school and with children's social care, the safeguarding partners, other organisations, agencies, and practitioners as required.
- that School staff be proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of children, whether this is when problems are first emerging, or where a child is already known to the local authority children's social care.
- they are aware that among other obligations, the Data Protection Act 2018, and the UK General Data Protection Regulation (UK GDPR) place duties on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure.
- relevant staff have due regard to the relevant data protection principles.
- the school will follow local procedures for sharing intelligence in relation to Child Sexual Exploitation and Child Criminal Exploitation with Bedfordshire Police, and the Single Point of Contact within Central Bedfordshire Council.
- the school initiates appropriate safeguarding responses to children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse, exploitation or radicalisation and to help prevent the risks of their going missing in future.
- the Head Teacher ensures that safeguarding policies and procedures which have been adopted by the Governing Body are consistently implemented.
- the school has a staff behaviour policy (Code of conduct) which should amongst other things include - staff/child relationships and communications including the use of social media and other online platforms.
- the school has procedures for managing allegations and concerns about adults that work or volunteer with children and that these include the procedures for making referrals to the Disclosure and Barring Service and TRA as the teaching professional body where appropriate.

- the school operates, “safer recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers in accordance with Keeping Children Safe in Education 2023.
- the Designated Safeguarding Lead is a member of the Senior Leadership Team and has lead responsibility for safeguarding which is not delegated - this is clearly defined within the role holder’s job description and that this person has the appropriate authority, time, training, funding and resources to undertake this role as per Appendix B Keeping Children Safe in Education 2023.
- the Designated Safeguarding Lead maintains management oversight of any work undertaken by the Deputy Designated Safeguarding Lead.
- any Deputy Designated Safeguarding Lead has the appropriate training skills and knowledge to undertake the operational function of the Designated Safeguarding Lead as per appendix B of Keeping Children Safe in Education 2023.
- the Designated Safeguarding Lead and any Deputies undertake CBSCP higher level training to ensure they have the appropriate training, skills and knowledge to carry out this role.
- in addition, the Designated Safeguarding Lead and any Deputies will update their knowledge by receiving safeguarding updates via the designated safeguarding officer network events, attendance at training and learning events offered by the CBSCP, online updates via NSPCC or attendance at professional development events.
- the Head Teacher and all other staff who work with children undertake safeguarding training in accordance with Keeping Children Safe in Education 2023 and that they receive annual safeguarding updates to ensure their continued professional development.
- all Governors and Trustees receive appropriate safeguarding and child protection (including online) training at induction. This training should equip them with the knowledge to provide strategic challenge to test and assure themselves that the safeguarding policies and procedures in place in schools and colleges are effective and support the delivery of a robust whole school approach to safeguarding. Their training should be regularly updated.
- training updates take account of CBSCP priorities, the local context, the needs of the pupils and other identified training needs.
- all training will incorporate safeguarding children in specific circumstances which includes, but is not limited to: Child Sexual Exploitation (CSE), Female Genital Mutilation (FGM), vulnerability to radicalisation and child on child abuse.
- the training will ensure that child on child abuse is never seen as ‘banter’ or part of growing up and incorporates issues of sexually harmful behaviours such as sexual touching or assault and gang initiation or hazing type violence - the training recognises how alcohol use, drug use, truancy and youth generated sexualised imagery increases risks of harm to children. In addition, the training will also ensure staff have the skills and knowledge about the additional vulnerability of Looked After Children.
- the school has appropriate safeguarding responses for children who go missing from education which should include holding more than one emergency contact number for pupils.

- temporary staff and volunteers are made aware of the school's procedures for child protection and their responsibilities.
- the school remedies any deficiencies or weaknesses brought to its attention without delay and recognises the importance of utilising the expertise of the Designated Safeguarding Lead and Deputies in shaping safeguarding arrangements.
- there are appropriate online filtering and monitoring systems within the school which safeguards children from accessing inappropriate or harmful online material. Over blocking of material which could impair children's independent research and learning will be avoided.
- the curriculum is delivered in such a way to include educating children about how to stay safe which will include Relationship and Sex Education (RSE), online safety and broader safeguarding messages within PSHE.
- children are taught about how to keep themselves and others safe, including online. It should be recognised that effective education will be tailored to the specific needs and vulnerabilities of individual children, including children who are victims of abuse, and children with special educational needs or disabilities.
- 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, and they should be well promoted, easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.
- the governing board reviews the policies/procedures annually.
- a member of the governing board, usually the chair, is nominated to liaise with the designated officer(s) from the relevant local authority and partner agencies in the event of allegations of abuse made against the Head Teacher.

## **Appendix Three**

### **Definitions and indicators of abuse**

#### **Abuse**

Abuse is 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.

Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse.

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.

## 1. Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result 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.

The following may be indicators of neglect (this is not designed to be used as a checklist):

- constant hunger
- stealing, scavenging and/or hoarding food
- frequent tiredness or listlessness
- frequently dirty or unkempt
- often poorly or inappropriately clad for the weather
- poor school attendance or often late for school
- poor concentration
- affection or attention seeking behaviour
- illnesses or injuries that are left untreated
- failure to achieve developmental milestones, for example growth, weight
- failure to develop intellectually or socially
- responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings
- the child is regularly not collected or received from school; or
- the child is left at home alone or with inappropriate carer.

## 2. Physical abuse

Physical abuse 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.

The following may be indicators of physical abuse (this is not designed to be used as a checklist):

- multiple bruises in clusters, or of uniform shape
- bruises that carry an imprint, such as a hand or a belt
- bite marks
- round burn marks
- multiple burn marks and burns on unusual areas of the body such as the back, shoulders or buttocks
- an injury that is not consistent with the account given
- changing or different accounts of how an injury occurred
- bald patches
- symptoms of drug or alcohol intoxication or poisoning
- unaccountable covering of limbs, even in hot weather
- fear of going home or parents being contacted
- fear of medical help
- fear of changing for PE
- inexplicable fear of adults or over-compliance

- violence or aggression towards others including bullying; or
- isolation from peers.

### 3. Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males; women can also commit acts of sexual abuse, as can other children.

The following may be indicators of sexual abuse (this is not designed to be used as a checklist):

- sexually explicit play or behaviour or age-inappropriate knowledge
- anal or vaginal discharge, soreness or scratching
- reluctance to go home
- inability to concentrate, tiredness
- refusal to communicate
- thrush, persistent complaints of stomach disorders or pains
- eating disorders, for example anorexia nervosa and bulimia
- attention seeking behaviour, self-mutilation, substance abuse
- aggressive behaviour including sexual harassment or molestation
- unusual compliance
- regressive behaviour, enuresis, soiling
- frequent or open masturbation, touching others inappropriately
- depression, withdrawal, isolation from peer group
- reluctance to undress for PE or swimming; or
- bruises or scratches in the genital area.

### 4. Sexual exploitation

Child sexual exploitation occurs when a child or young person, or another person, receives 'something' (for example food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of the child/young person performing sexual activities, or another person performing sexual activities on the child/young person.

The presence of any significant indicator for sexual exploitation should trigger a referral to children's social care. The significant indicators are:

- having a relationship of concern with a controlling adult or young person (this may involve physical and/or emotional abuse and/or gang activity)
- entering and/or leaving vehicles driven by unknown adult
- possessing unexplained amounts of money, expensive clothes or other items
- frequenting areas known for risky activities
- being groomed or abused via the Internet and mobile technology; and
- having unexplained contact with hotels, taxi companies or fast food outlets.

The intelligence reporting form on the CBSCP website will be used to share information with Bedfordshire Police and Children's Social Care that raises a concern around CSE.

## 5. Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children 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 the 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 also involve seeing or hearing the ill-treatment of another person. 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.

The following may be indicators of emotional abuse (this is not designed to be used as a checklist):

- the child consistently describes him/herself in very negative ways – as stupid, naughty, hopeless, ugly
- over-reaction to mistakes
- delayed physical, mental or emotional development
- sudden speech or sensory disorders
- inappropriate emotional responses, fantasies
- behaviours such as rocking, banging head, regression, tics and twitches
- self-harming, drug or solvent abuse
- fear of parents being contacted
- running away
- compulsive stealing
- appetite disorders - anorexia nervosa, bulimia; or
- soiling, smearing faeces, enuresis.

N.B: Some situations where children stop communication suddenly (known as “traumatic mutism”) can indicate maltreatment.

## 6. Responses from parents

Research and experience indicate that the following responses from parents may suggest a cause for concern across all four categories:

- delay in seeking treatment that is obviously needed
- unawareness or denial of any injury, pain or loss of function (for example, a fractured limb)
- incompatible explanations offered, several different explanations or the child is said to have acted in a way that is inappropriate to her/his age and development
- reluctance to give information or failure to mention other known relevant injuries
- frequent presentation of minor injuries
- a persistently negative attitude towards the child
- unrealistic expectations or constant complaints about the child
- alcohol misuse or other drug/substance misuse
- parents request removal of the child from home; or
- violence between adults in the household.

## 7. Disabled children

When working with children with disabilities, practitioners need to be aware those additional vulnerabilities to abuse and neglect such as:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- children with SEN and disabilities can be disproportionately impacted by things like bullying without outwardly showing any signs
- communication barriers and difficulties in overcoming these barriers.

Possible indicators of abuse and/or neglect may also include:

- a bruise in a site that might not be of concern on an ambulant child such as the shin, might be of concern on a non-mobile child
- not getting enough help with feeding leading to malnourishment
- poor toileting
- lack of stimulation
- unjustified and/or excessive use of restraint
- rough handling, extreme behaviour modification such as deprivation of medication, food or clothing, disabling wheelchair batteries
- unwillingness to try to learn a child's means of communication
- ill-fitting equipment, for example callipers, sleep boards, inappropriate splinting
- misappropriation of a child's finances; or
- inappropriate invasive procedures.

## Appendix Four

### Dealing with a disclosure of abuse

Staff, volunteers and governors must follow the procedures set out below in the event of a safeguarding issue. In this section any reference to DSL will mean DSL or Deputy DSL.

It is our duty to report concerns immediately. **CPOMs** should be used for this purpose whenever possible. Should this not be possible, all classrooms, lunchtime and Club areas have black safeguarding folders which contain Niggle forms (blue) and full recording forms (white).

#### Child is suffering or likely to suffer harm, or in immediate danger

If a child is suffering or likely to suffer harm, or in immediate danger and you consider the concern to be urgent, immediately take appropriate actions to keep the child/children safe, find the DSL when appropriate but as soon as possible. Make a referral to children's social care and/or the police immediately if you believe a child is suffering or likely to suffer from harm, or in immediate danger. **Anyone can make a referral.** Tell the DSL as soon as possible if you make a referral directly.

#### When a child tells me about abuse s/he has suffered, what must I remember?

- stay calm
- do not communicate shock, anger or embarrassment
- reassure the child
- tell her/him you are pleased that s/he is speaking to you
- never enter into a pact of secrecy with the child
- assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this (state who this will be and why)
- tell her/him that you believe them
- children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed
- tell the child that it is not her/his fault
- encourage the child to talk but do not ask "leading questions" or press for information
- listen and remember
- check that you have understood correctly what the child is trying to tell you
- praise the child for telling you
- communicate that s/he has a right to be safe and protected
- do not tell the child that what s/he experienced is dirty, naughty or bad
- it is inappropriate to make any comments about the alleged offender
- be aware that the child may retract what s/he has told you. It is essential to record all you have heard
- at the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know
- as soon as you can afterwards, make a detailed record of the conversation using the child's own language – include any questions you may have asked. Sign and date this and pass it to the DSL. Alternatively, if appropriate, make a referral to children's social care and/or the Police directly and tell the DSL as soon as possible that you have done so.
- Do not add any opinions or interpretations.

NB It is not education staff's role to seek disclosures; their role is to observe that something may be wrong, ask about it, listen, be available and make time to talk.

## **Immediately afterwards**

**You must not deal with this on your own.** Clear indications or a disclosure of abuse must be reported to Children's Social Care without delay, by the Head Teacher or the Designated Safeguarding Lead.

Children making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. Listening to and supporting a child/young person who has been abused can be traumatic for the adults involved. Support for you will be available from your Designated Safeguarding Lead or Head Teacher.

## **If you have concerns about a child (as opposed to believing a child is suffering or likely to suffer from harm, or is in immediate danger)**

The diagram in **Appendix Five** illustrates the procedure to follow if you have any concerns about a child's welfare.

Where possible, speak to the DSL first to agree a course of action.

If in exceptional circumstances the DSL is not available, this should not delay appropriate action being taken. Speak to a member of the senior leadership team and/or take advice from local authority children's social care. You can also seek advice at any time from the NSPCC helpline on 0800 800 5000. Share details of any actions you take with the DSL as soon as practically possible.

## **Early help/Building resilience in families (BRIF)**

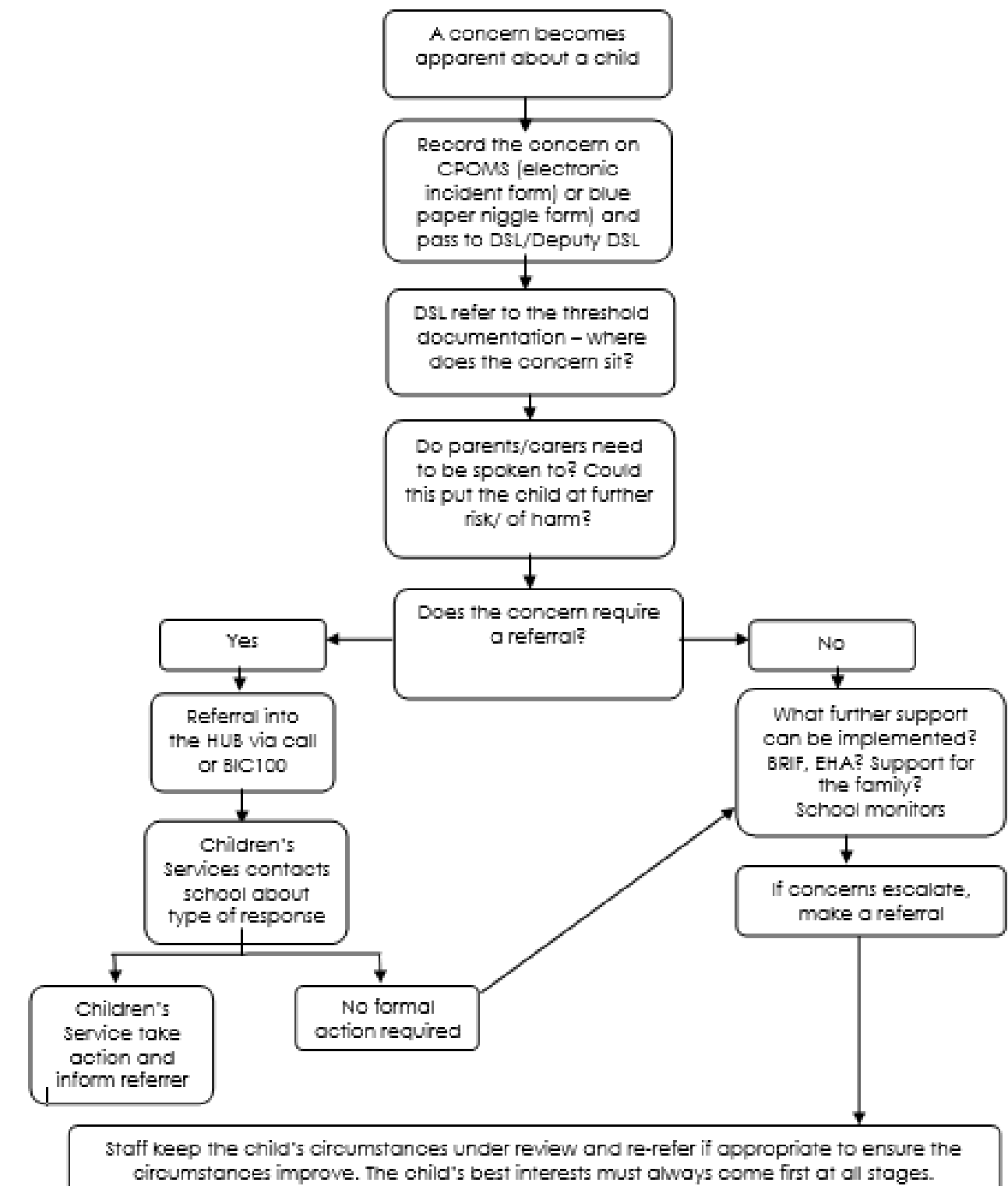
If early help is appropriate, the DSL will generally lead on liaising with other agencies through the BRIF or EHA process and setting up an inter-agency assessment as appropriate. Staff may be required to support other agencies and professionals in an early help assessment, in some cases acting as the lead practitioner.

The DSL will keep the case under constant review and the school will consider a referral to local authority children's social care if the situation does not seem to be improving. Timelines of interventions will be monitored and reviewed.

## Appendix Five

### Procedure if you have concerns about a child's welfare (as opposed to believing a child is suffering or likely to suffer from harm, or in immediate danger)

(Note – if the DSL is unavailable, this should not delay action. See Page 38 for what to do.)



## Appendix Six CBSCP Thresholds Framework



Level 1: Universal Needs	Level 2: Additional Needs/Early Help	Level 3: Complex needs/Child in need	Level 4: Urgent, Immediate or Other High Priority Needs
Universal support for all children and families.	Children and families, including disabled children and young people, experiencing difficulties and requiring additional support to enable achievement of good outcomes for children in the family and to prevent abuse and neglect.	Children and families including disabled children and young people whose needs are complex and without co-ordinated support are likely to escalate into specialist services.	Children and families, including disabled and young people, whose needs are complex and enduring and cross many domains.  They are at risk of significant harm or removal from home.
Needs are met by universally accessible services such as: <ul style="list-style-type: none"> <li>• Schools and colleges</li> <li>• Early Years settings</li> <li>• GPs</li> <li>• Health visitors and school nurses</li> <li>• Midwifery</li> <li>• Housing</li> <li>• Police</li> <li>• Children's Centres</li> </ul>	Needs are met by universal and targeted services such as: <ul style="list-style-type: none"> <li>• Children's Centre Services</li> <li>• Early Education and childcare</li> <li>• Family learning and access to work</li> <li>• Welfare rights/benefits advice</li> <li>• Positive activities for young people</li> <li>• Emotional well-being and counselling services</li> <li>• Parenting and family support</li> <li>• Healthy lifestyles and reducing risky behaviours</li> </ul>	Needs are met by a combination of universal and targeted services and are overseen by a social worker.	Needs are met by a combination of universal, targeted and specialist services which are co-ordinated by a social worker.
No referral needed	Professional to complete an Early Help Assessment, where service is unable to meet the full needs of the child and send to the Access and Referral Hub.	Professional to refer on to the Access and Referral Hub.  If the threshold for a Child and Family Assessment is not met, the professional may be asked to complete an Early Help Assessment.	Professional to make immediate referral to the Access and Referral Hub.



# Safeguarding Children

## Useful Contact Numbers

<b>Ofsted</b>	0300 123 1231
<b>Central Bedfordshire Council</b>	0300 300 8000
<b>Access &amp; Referral (Children's Services)</b> Mon – Thurs 8.45am – 5.20pm, Fri 8.45am – 4.20pm	0300 300 8585
Out of hours: <b>Social Care Emergency Duty Team</b>	0300 300 8123
<b>Prevent Officer</b> (Channel Panel)	0300 300 8585
<b>Children's Specialist Services</b> For enquiries to establish if a child is subject to a child protection plan	0300 300 8585
<b>LADO</b> Local Authority Designated Officer – Stephen Lagan To be notified in the event of a concern about a staff member Email: <a href="mailto:lado@centralbedfordshire.gov.uk">lado@centralbedfordshire.gov.uk</a>	0300 300 8142 0300 300 4825
<b>National Whistleblowing Advice Line</b> 8am – 8pm Mon – Fri	0800 028 0285
<b>Bedfordshire Police</b> North & Mid Bedfordshire, Luton & South Bedfordshire Luton & South Bedfordshire If in immediate danger	01234 841212 999
<b>Other Useful Numbers</b>	
Early Help Support & Information	0300 300 8585
Fostering including Private Fostering	0300 300 8181/ 0300 300 8585
The Academy	0300 300 8131
<a href="#">National Domestic Abuse Helpline.</a> for free at any time, day or night.	0808 2000 247
NSPCC <a href="#">ChildLine</a> - Help for children & young people	0800 1111
NSPCC - Help for adults concerned about a child	0808 800 5000
Central Bedfordshire Safeguarding Children Board website <a href="http://www.centralbedfordshirelscb.org.uk">www.centralbedfordshirelscb.org.uk</a>	
Public Health England - Health Protection Team	0300 303 8537

## Appendix Seven

## **Allegations about a member of staff, governor or volunteer**

Inappropriate behaviour by staff/volunteers could take the following forms:

- **Physical**

For example: the intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or inappropriate physical handling.

- **Emotional**

For example: intimidation; belittling; scapegoating; sarcasm; lack of respect for children's rights; excessive and/or aggressive shouting; and attitudes that discriminate on the grounds of race, gender, disability or sexuality.

- **Sexual**

For example: sexualised behaviour towards peers; sexual harassment; sexual communication including via social networking, email, text; grooming behavior; and sexual assault and rape.

- **Neglect**

For example: failing to act to protect a child or children, failing to seek medical attention or failure to meet a child's basic needs.

- **Behaviours which may pose a risk**

Some behaviours which may take place outside of the workplace could present a transferable risk in an employee's professional role working with or in the vicinity of children. For example, alleged perpetrator of domestic abuse, offences demonstrating a sexual interest in children, abuse or neglect of their own children or behaviours that are incompatible with a professional role working with children.

If a child makes an allegation or raises a concern about a member of staff (including supply staff), governor, visitor or volunteer the Head Teacher should be informed immediately. If the allegation or concern falls within the following criteria, the LADO will be contacted at the earliest possible opportunity and within 1 working day:

- 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 in a way that indicates s/he may pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

### **The Head Teacher will not carry out the investigation herself or interview pupils.**

If a child makes an allegation of physical abuse against an adult that works with children and there are visible bruises, marks or injuries, or if a child makes an allegation of sexual abuse against an adult that works with children, child protection procedures will be followed and a referral made to Children's Social Care. The LADO will also be informed.

The Head Teacher must exercise, and be accountable for, their professional judgement on the action to be taken, as follows –

- If the actions of the member of staff are felt likely to fall within the scope of the Interagency Allegation Management Procedures (as stated in point 2), the Head Teacher will notify the Local Authority Designated Officer (0300 300 8142/0300 300 4825). The LADO will liaise with

the Head Teacher and advise about actions to be taken which will be in accordance with the Interagency Allegation Management Procedures.

- If the Head Teacher is uncertain, whether the concern or allegation falls within the scope of the Interagency Allegation Management Procedures, a consultation with the LADO will take place and the advice provided will be acted upon. This consultation and the advice offered will be recorded and held on file.
- Where an allegation has been made against the Head Teacher, then the Chair of the Governing Body takes on the role of liaising with the LADO team in determining the appropriate way forward. For details of this specific procedure see the section on Allegations against Staff and Volunteers in the procedures of the CBSCP.

### **Concerns that do not meet the harm threshold**

Our Governing body have policies and processes to deal with concerns (including allegations) which do not meet the harm threshold.

We recognise that concerns may arise in several ways and from a number of sources, for example:

- suspicion;
- complaint;
- disclosure made by a child, parent or other adult within or outside of the organisation;
- as a result of vetting checks undertaken.

Russell Lower School understand that the term 'low-level' concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the threshold set out (as per KCSIE 2023, paragraph 424)

A low-level concern is any concern that an adult working in or on behalf of the school or college may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work, and
- does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Russell Lower School have appropriate policies and processes in place to manage and record any such concerns and take appropriate action to safeguard children.

We understand that creating a culture in which **all** concerns about adults (including allegations that do not meet the harms threshold (are shared responsibly and with the right person, recorded and dealt with appropriately, is critical.

As good practice our Governing bodies will:

- set out their low-level concerns policy within their staff code of conduct and safeguarding policies
- ensure procedures are implemented effectively
- ensure their staff are clear about what appropriate behaviour is, and are confident in distinguishing expected and appropriate behaviour from concerning, problematic or inappropriate behaviour, in themselves and others
- empower staff to share any low-level safeguarding concerns with the Designated Safeguarding Lead (or a deputy)

- address unprofessional behaviour and support the individual to correct it at an early stage
  - provide a responsive, sensitive and proportionate handling of such concerns when they are raised,
  - help identify any weakness in the school safeguarding system.
- If staff have a safeguarding concern or an allegation about another member of staff (including supply staff, volunteers or contractors) that does not meet the harm threshold, then this should be shared with the DSL or Deputy DSL.
  - Low-level concerns about a member of staff will be reported to the Designated Safeguarding Lead (or deputy).
  - Where a low-level concern is raised about the Designated Safeguarding Lead, it will be shared with the Headteacher.
  - Where a low-level concern relates to a person employed by a supply agency or a contractor to work in a school or college, that concern will be shared with the Designated Safeguarding Lead (or deputy), and/or Headteacher, and recorded in accordance with the school's staff code of conduct, and their employer notified about the concern, so that any potential patterns of inappropriate behaviour can be identified.
  - All low-level concerns will be recorded in writing by the Designated Safeguarding Lead (or deputy).
  - The record will include:
    - details of the concern,
    - the context in which the concern arose,
    - action taken,
    - the name of the individual sharing their concerns will also be noted, however if the individual wishes to remain anonymous then that will be respected as far as reasonably possible.
  - The Head Teacher will be the ultimate decision maker in respect of all low-level concerns and may consult with the DSL to take a more collaborative decision-making approach.
  - Records will be kept confidential, held securely and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR).
  - Where a pattern of such behaviour is identified, Russell Lower School will decide on a course of action, either through our disciplinary procedures or, where a pattern of behaviour moves from a concern to meeting the harms threshold, be referred to the LADO.
  - Low level concerns would not be included in references unless they relate to issues which would normally be included in a reference, for example, misconduct or poor performance. However, where a low-level concern (or group of concerns) has met the threshold for referral to the LADO and found to be substantiated, it would be referred to in a reference.

## **Appendix Eight**

### **Indicators of vulnerability to radicalisation**

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy as:

*'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.'*

3. Extremism is defined by the Crown Prosecution Service as:  
'The demonstration of unacceptable behaviour by using any means or medium to express views which:
  - encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
  - seek to provoke others to terrorist acts
  - encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
  - foster hatred which might lead to inter-community violence in the UK.'
4. There is no such thing as a "typical extremist": those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
5. Children may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.
6. Indicators of vulnerability include:
  - identity crisis – the child is distanced from their cultural / religious heritage and experiences discomfort about their place in society
  - personal crisis – the child may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging
  - personal circumstances – migration; local community tensions; and events affecting the child's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
  - unmet aspirations – the child may have perceptions of injustice; a feeling of failure; rejection of civic life
  - experiences of criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration
  - special educational need – children may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:
  - being in contact with extremist recruiters
  - accessing violent extremist websites, especially those with a social networking element
  - possessing or accessing violent extremist literature
  - using extremist narratives and a global ideology to explain personal disadvantage
  - justifying the use of violence to solve societal issues

- joining or seeking to join extremist organisations; and
- significant changes to appearance and/or behaviour
- experiencing a high level of social isolation resulting in issues of identity crisis and/or personal crisis.

## Appendix Nine

### Safeguarding in Specific Circumstances: Female Genital Mutilation

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but where there's no medical reason for this to be done.

It's also known as "female circumcision" or "cutting", and by other terms such as sunna, gudniin, halalays, tahur, megrez and khitan, among others.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It is illegal in the UK and is child abuse.

It's very painful and can seriously harm the health of women and girls. It can also cause long-term problems with sexual intercourse, childbirth and mental health.

#### Effects of FGM

There are no health benefits to FGM, and it can cause serious harm, including:

- constant pain
- pain and/or difficulty having sex
- repeated infections, which can lead to infertility
- bleeding, cysts and abscesses
- problems passing urine or incontinence
- depression, flashbacks and self-harm
- problems during labour and childbirth, which can be life-threatening for mother and baby.

Some girls die from blood loss or infection as a direct result of the procedure.

#### Why FGM is carried out

FGM is carried out for various cultural, religious and social reasons within families and communities in the mistaken belief that it will benefit the girl in some way (for example, as a preparation for marriage or to preserve her virginity).

However, there are no acceptable reasons that justify FGM. It's a harmful practice that isn't required by any religion and there are no religious texts that say it should be done. There are no health benefits of FGM.

FGM usually happens to girls whose mothers, grandmothers or extended female family members have had FGM themselves or if their father comes from a community where it's carried out.

#### Where FGM is carried out

Girls are sometimes taken abroad for FGM, but they may not be aware that this is the reason for their travel. Girls are more at risk of FGM being carried out during the summer holidays, as this allows more time for them to "heal" before they return to school.

Communities that perform FGM are found in many parts of Africa, the Middle East and Asia. Girls who were born in the UK or are resident here but whose families originate from an FGM practising community are at greater risk of FGM happening to them.

Communities at particular risk of FGM in the UK originate from:

Egypt

Yemen

Eritrea

Sudan

Ethiopia	Somalia	Gambia	Sierra Leone
Guinea	Nigeria	Indonesia	Mali
Ivory Coast	Malaysia	Kenya	Liberia
Iraqi Kurdistan	Oman	Saudi Arabia	

## The law and FGM

FGM is illegal in the UK. It is a criminal offence to:

- perform FGM (including taking a child abroad for FGM)
- help a girl perform FGM on herself in or outside the UK
- help anyone perform FGM in the UK
- help anyone perform FGM outside the UK on a UK national or resident
- fail to protect a girl for whom you are responsible from FGM.

Anyone who performs FGM can face up to 14 years in prison. Anyone found guilty of failing to protect a girl from FGM can face up to seven years in prison.

**The Female Genital Mutilation Act 2003 (section 74 of the Serious Crime Act 2015) places a statutory duty upon teachers (along with social workers and healthcare professionals) to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18.**

## Possible signs and indicators of FGM

A girl or woman who's had FGM may:

- have difficulty walking, sitting or standing
- spend longer than normal in the bathroom or toilet
- have unusual behaviour after an absence from school or college
- be particularly reluctant to undergo normal medical examinations
- ask for help but may not be explicit about the problem due to embarrassment or fear.

Below are some warning signs that MAY indicate a girl is at risk of FGM:

- parents requesting additional periods of leave around school holiday times
- if the girl comes from a country with a high prevalence of FGM
- mother and siblings have undergone FGM
- child may indicate that they are going for a special event (in the UK or abroad).

Further information can be obtained from:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/512906/Multi\\_Agency\\_Statutory\\_Guidance\\_on\\_FGM\\_-\\_FINAL.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/512906/Multi_Agency_Statutory_Guidance_on_FGM_-_FINAL.pdf)

Guidance on Pan Bedfordshire FGM pathways, and FGM screening tool can be found by following the below link:

**[Click here to view: Pan Bedfordshire FGM Pathways.](#)**

## Appendix Ten

## **Safeguarding in specific circumstances: Youth produced sexual imagery**

Definition: *under 18's sending or posting sexually suggestive images, including nude or semi-nude photographs via mobile devices or the internet.*

### **Incidents covered by this policy:**

- person under 18 creates a sexual image of themselves and shares it with another person under 18
- a person under 18 shares an image of another under 18 with another person under 18 or an adult
- a person under 18 is in possession of sexual imagery created by another person under 18

### **Incidents not covered by this guidance:**

- under 18s sharing adult pornography
- under 18s sharing sexual texts without sexual imagery
- adults sharing sexual imagery of under 18s. (This is child sexual abuse and must always be reported to police.)

## **The Law**

*Making, possessing, and distributing any imagery of someone under 18 which is indecent is illegal. This includes imagery of yourself if you're under 18.*

Indecent is not definitively defined in law, but images are likely to be considered indecent if they depict:

- a naked young person
- a topless girl
- an image which displays genitals
- sex acts including masturbation
- indecent images may also include overtly sexual images of young people in their underwear.

These laws were not created to criminalise young people but to protect them. Although sharing sexual images of themselves is illegal and risky, it is often the result of curiosity and exploration. We believe young people need education, support, and safeguarding, not criminalisation.

The National Police Chiefs Council has made clear that incidents of youth produced sexual imagery should be treated primarily as a safeguarding issue. However, the police may need to be involved in cases to ensure thorough investigation including collection of evidence. If a young person has shared imagery consensually, such as when in a romantic relationship, or as a joke, and there is no intended malice, it is usually appropriate for the school to manage the incident directly. In contrast any incidents with aggravating factors, for example, a young person sharing someone else's imagery without consent and with malicious intent, should generally be referred to the police and/or Children's Social Care.

If you have any doubts about whether to involve other agencies, you should make a referral to the police.

## **Assessing the risks**

The circumstances of incidents can vary widely. If at the initial review stage, a decision has been made not to refer to police and/or Children's Social Care, the DSL should conduct a further

review (including an interview with the young people involved) to establish the facts and assess the risks. When assessing the risks, the following should be considered:

- Why was the imagery shared?
- Was the young person coerced or put under pressure to produce the imagery?
- Who has shared the imagery?
- Where has the imagery been shared?
- Was it shared and received with the knowledge of the pupil in the imagery?
- Are there any adults involved in the sharing of the imagery?
- What is the impact on the young people involved?
- Do the young people involved have additional vulnerabilities?
- Does the young person understand consent?
- Has the young person taken part in this kind of activity before?

### **Informing parents/carers**

Parents/carers should be informed and involved in the process at an early stage unless informing will put the young person at risk of harm. Any decision not to inform the parents/carers would generally be made in conjunction with other services such as Children's Social Care and/or the police, who would take the lead in deciding when the parents/carers should be informed.

DSLs may work with the young people involved to decide on the best approach for informing parents. In some cases, DSLs may work to support the young people to inform their parents/carers themselves.

### **Searching devices, viewing and deleting imagery**

#### **Viewing the imagery**

Adults should not view youth produced sexual imagery unless there is good and clear reason to do so. Wherever possible, responses to incidents should be based on what DSLs have been told about the content of the imagery.

If a decision is made to view imagery, the DSL would need to be satisfied that viewing:

- is the only way to make a decision about whether to involve other agencies (i.e. it is not possible to establish the facts from the young people involved)
- is necessary to report the image to a website, app or suitable reporting agency to have it taken down, or to support the young person or parent/carer in making a report
- is unavoidable because a young person has presented an image directly to a staff member or the imagery has been found on a school device or network.

If it is necessary to view the imagery, then the DSL should:

- never copy, print or share the imagery; this is illegal
- discuss the decision with the Head Teacher
- ensure viewing is undertaken by the DSL or another member of the safeguarding team with delegated authority from the Head Teacher
- ensure viewing takes place with another member of staff present in the room, ideally the Head Teacher or a member of the senior leadership team (this staff member does not need to view the images)

- wherever possible, ensure viewing takes place on school or college premises, ideally in the Head Teacher or a member of the senior leadership team's office
- ensure wherever possible that images are viewed by a staff member of the same sex as the young person in the imagery
- record the viewing of the imagery in the school's safeguarding records including who was present, why the image was viewed and any subsequent actions and ensure the safeguarding recording procedures for the school are followed.

The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized, a teacher who has been formally authorised by the Head Teacher can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If during a search a teacher finds material which concerns them and they reasonably suspect the material has been or could be used to cause harm or commit an offence, they can decide whether they should delete the material or retain it as evidence of a criminal offence or a breach of school discipline. They can also decide whether the material is of such seriousness that the police need to be involved.

Further details on searching, deleting and confiscating devices can be found in the [DfE Searching, Screening and Confiscation advice](#) (note this advice is for schools only)

## Appendix Eleven

### Safeguarding in Specific Circumstances: Gang involvement

There are particular risk factors and triggers that young people experience in their lives that can lead to them becoming involved in gangs. Many of these risk factors are similar to involvement in other harmful activities such as youth offending or violent extremism.

Risk indicators may include:

- becoming withdrawn from family
- sudden loss of interest in school - decline in attendance or academic achievement
- starting to use new or unknown slang words
- holding unexplained money or possessions
- staying out unusually late without reason
- sudden change in appearance - dressing in a particular style or 'uniform'
- dropping out of positive activities
- new nickname
- unexplained physical injuries
- graffiti style tags on possessions, school books, walls
- constantly talking about another young person who seems to have a lot of influence over them
- broken off with old friends and hanging around with a new group
- increased use of social networking sites
- starting to adopt codes of group behaviour e.g. ways of talking and hand signs
- expressing aggressive or intimidating views towards other groups of young people some of whom may have been friends in the past
- being scared when entering certain areas
- being concerned by the presence of unknown youths in their neighbourhood

This is not an exhaustive list and should be used as a guide.

## Appendix Twelve

### Safeguarding in Specific circumstances: Child Sexual Exploitation

Child sexual exploitation takes different forms - from a seemingly 'consensual' relationship where sex is exchanged for attention, affection, accommodation or gifts, to serious organised crime and child trafficking. Child sexual exploitation involves differing degrees of abusive activities, including coercion, intimidation or enticement, unwanted pressure from peers to have sex, sexual bullying (including cyber bullying), and grooming for sexual activity. There is increasing concern about the role of technology in sexual abuse, including social networking, internet sites and mobile phones. The key issue in relation to child sexual exploitation is the imbalance of power within the 'relationship'. The perpetrator always has power over the victim, increasing the dependence of the victim as the exploitative relationship develops.

Many children and young people are groomed into sexually exploitative relationships, but other forms of entry exist. Some young people are engaged in informal economies that incorporate the exchange of sex for rewards such as drugs, alcohol, money or gifts. Others exchange sex for accommodation or money as a result of homelessness and experiences of poverty. Some young people have been bullied and threatened into sexual activities by peers or gangs which is then used against them as a form of extortion and to keep them compliant.

The school recognises that being absent, as well as missing, from education can be warning sign of a range of safeguarding concerns, including sexual abuse, sexual exploitation or child criminal exploitation

The key indicators of child sexual exploitation include:

Health-

- physical symptoms (bruising suggestive of either physical or sexual assault)
- chronic fatigue
- recurring or multiple sexually transmitted infections
- pregnancy and/or seeking an abortion
- evidence of drug, alcohol or other substance misuse
- sexually risky behaviour

## Education-

- truancy/disengagement with education or considerable change in performance at school.

## Emotional and Behavioural Issues-

- volatile behaviour exhibiting an extreme array of mood swings or use of abusive language
- involvement in petty crime such as shoplifting, stealing etc.
- secretive behaviour
- entering or leaving vehicles driven by unknown adults
- reports of being seen in places known to be used for sexual exploitation, including public toilets known for 'cottaging' or adult venues (pubs and clubs)

## Identity-

- low self-image
- low self-esteem
- self-harming behaviour, e.g. cutting, overdosing
- eating disorders
- promiscuity

## Relationships-

- hostility in relationships with staff, family members as appropriate and significant others
- physical aggression
- placement breakdown
- reports from reliable sources (e.g. family, friends or other professionals) suggesting the likelihood of involvement in sexual exploitation
- detachment from age-appropriate activities
- associating with other young people who are known to be sexually exploited
- known to be sexually active
- sexual relationship with a significantly older person, or younger person who is suspected of being abusive
- unexplained relationships with older adults
- possible inappropriate use of the Internet and forming relationships, particularly with adults, via the Internet
- phone calls, text messages or letters from unknown adults
- adults or older youths loitering outside the home
- persistently missing, staying out overnight or returning late with no plausible explanation
- returning after having been missing, looking well cared for in spite of having no known home base
- missing for long periods, with no known home base
- going missing and being found in areas where they have no known links

Please note: Whilst the focus is often on older men as perpetrators, younger men and women may also be involved and staff should be aware of this possibility.

## Social Presentation-

- change in appearance
- going out dressed in clothing unusual for them (inappropriate for age, borrowing clothing from older young people)

## Family and Environmental Factors-

- history of physical, sexual, and/or emotional abuse; neglect; domestic violence; parental difficulties

Housing -

- pattern of previous street homelessness;
- having keys to premises other than those known about

Income-

- possession of large amounts of money with no plausible explanation
- acquisition of expensive clothes, mobile phones or other possessions without plausible explanation
- accounts of social activities with no plausible explanation of the source of necessary funding

This list is not exhaustive.

## **Appendix Thirteen**

### **Information sharing advice for practitioners providing safeguarding services to children, young people, parents and carers, July 2018**

Information sharing is vital in identifying and tackling all forms of abuse and neglect, and in promoting children's welfare, including their educational outcomes. Schools have clear powers to share, hold and use information for these purposes.

<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

This HM Government advice is non-statutory and has been produced to support practitioners in the decisions they take to share information, which reduces risk of harm to children and young people and promotes their well-being.

This guidance does not deal with arrangements for bulk or pre-agreed sharing of personal information between IT systems or organisations other than to explain their role in effective information governance.

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

This guidance has been updated to reflect the General Data Protection Regulation (GDPR) and Data Protection Act 2018, and it supersedes the HM Government *Information sharing guidance for practitioners and managers* published in March 2015.

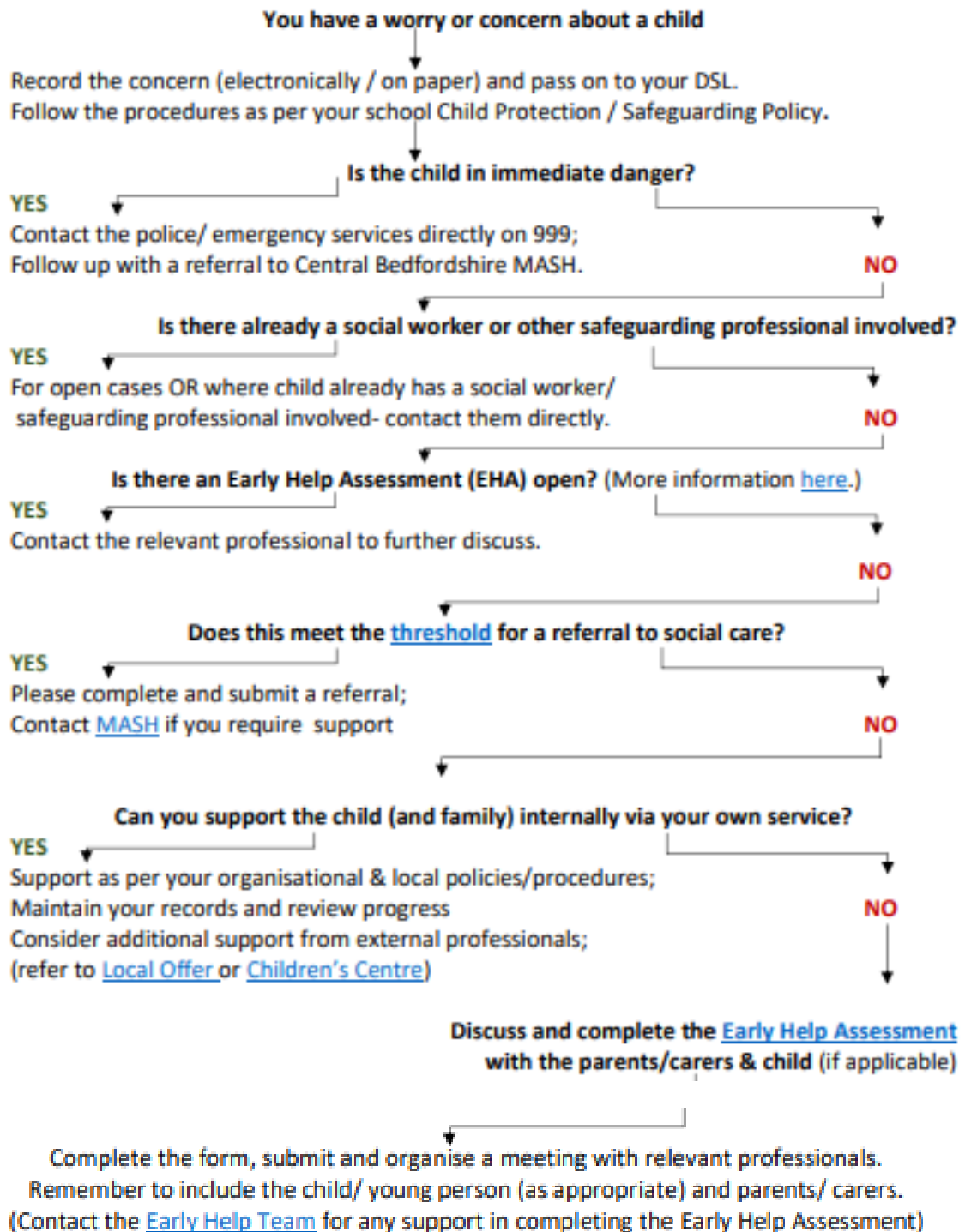
## **Appendix Fourteen – School Recording Procedure**

Wherever possible use **CPOMS** to record and share any concerns using the **Add Incident** form. Only where this can not be quickly or easily done, please use the paper safeguarding forms below and return them a.s.a.p. to the DSL/Deputy DSL for adding to CPOMS.

**If you are logging into CPOMS for the first time:**

- ▶ Please access our area from any internet enabled device from the following location:-
- ▶ <https://russelllower.cpoms.net/>
- ▶ **Logging in for the first time**
- ▶ To ensure optimum security, all members of staff must firstly create their own password. This can be done by selecting the '**Forgotten your password or using CPOMS for the first time?**' option, beneath the 'Log in' button at your CPOMS URL.
- ▶ Simply input your @russell-lower email address and click '**Reset Password**'. This will then send you a unique link to your email address where you can create your first CPOMS password.
- ▶ You are then ready to login

## Model Setting Concern Process 2022



If the child concerned is not in immediate danger but you are unsure of what to do, please contact 0300 300 8585 or [cs.accessandreferral@centralbedfordshire.gov.uk](mailto:cs.accessandreferral@centralbedfordshire.gov.uk)  
(Out of hours: 0300 300 8123)

At all stages, remember to record your concerns and actions in line with your schools' policies and procedures. Remember safeguarding is everyone's business. [Working Together to Safeguard Children](#) has details of information sharing to support safeguarding.

### Safeguarding Children 'NIGGLE' Recording Form

This 'niggle' form is for observations that are NOT serious in nature. **VERY IMPORTANT: If you consider the concern to be of an urgent nature action should be taken immediately and this recording form completed afterwards.** Safeguarding concerns should be recorded using the full form in your Safeguarding folder. **BOTH forms should be taken immediately to Sarah Knight, Louise Bunney OR Nicki Walker for filing. Duplicates of the forms should not normally be kept.**

Child's Name:		Date of niggle:	
Child's Year/Class:		Date Today (If different):	
Your Name:		Job Title:	

**'Niggle':**  
Describe the nature of the niggle you have. What caused the 'niggle'?

**Impact:**  
Is there any identifiable impact on the child? For example, emotional wellbeing.

**Action:**  
Take this form to Sarah Knight, Louise Bunney or Nicki Walker today

PLEASE KEEP THIS FORM SAFE – DO NOT LEAVE IT AROUND FOR OTHERS TO SEE. DO NOT COPY IT.  
RETURN TO DESIGNATED SAFEGUARDING OFFICER DEALING WITH THE INCIDENT FOR FILING.

### Safeguarding Children Recording Form

**VERY IMPORTANT:** If you consider the concern to be of an urgent nature action should be taken immediately and this recording form completed afterwards.

Child's Name:		Date of Concern:	
Child's Year/Class:		Date Today (If different):	
Your Name:		Job Title:	

**Concern:**

Describe the event or observation (Use 2. for drawings/detailed description or a 'body map'). If the child has made a disclosure, record what the child said, using his/her own words on a piece of paper and attach to this form.

**Impact:**

Is there any identifiable impact on the child? For example, emotional wellbeing/physical. If the concern is about a mark or injury, please draw or describe the area of the body where the mark appears and describe the mark/injury. In this event, **seek advice immediately**.

**Action:**

Take this form to Sarah Knight, Louise Bunney or Nicki Walker

**Action:**

Discuss the concerns with Sarah, Louise or Nicki and agree what action will be taken and by whom.

They will keep this form on file and add a brief summary of the concern, impact and planned actions to a chronology sheet.

**Action:**

Agree when and how the actions will be reviewed.

**Action:**

**For Designated Person Only**

When actions have been completed and reviewed (5.), make a note of the outcome in the box below.

**Action:**

Initial and date below to say you have read/seen the form.

PLEASE KEEP THIS FORM SAFE – DO NOT LEAVE IT AROUND FOR OTHERS TO SEE. DO NOT COPY IT. SHOW THOSE WHO NEED TO SEE IT AND INITIAL AT 7. ABOVE TO SAY IT HAS BEEN READ. RETURN TO DESIGNATED SAFEGUARDING OFFICER DEALING WITH THE INCIDENT FOR FILING.

**School poster**

**Safeguarding is everyone's responsibility at  
Russell Lower School**



**The Designated Safeguarding Lead is Sarah  
Knight (Inclusion Lead)**



**The Deputy Designated Safeguarding Leads are  
Louise Bunney (Deputy Headteacher) and Nicki  
Walker (Headteacher)**



**Louise Bunney**



**Nicki Walker**

**In case of emergency, any member of staff must  
contact Social Services on:**

**0300 300 8585 (office hours)**

**0300 300 8123 (out of hours)**

**LADO: 0300 300 4825**

## **Appendix Fifteen: Safer recruitment and DBS checks – policy and procedures**

We will record all information on the checks carried out in the school's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files. We follow requirements and best practice in retaining copies of these checks, as set out below.

### **New staff**

When appointing new staff, we will:

- Verify their identity
- Obtain (via the applicant) an enhanced Disclosure and Barring Service (DBS) certificate, including barred list information for those who will be engaging in regulated activity (see definition below). We will not keep a copy of this for longer than 6 months
- Obtain a separate barred list check if they will start work in regulated activity before the DBS certificate is available
- Verify their mental and physical fitness to carry out their work responsibilities
- Verify their right to work in the UK. We will keep a copy of this verification for the duration of the member of staff's employment and for 2 years afterwards
- Verify their professional qualifications, as appropriate
- Ensure they are not subject to a prohibition order if they are employed to be a teacher
- Carry out further additional checks, as appropriate, on candidates who have lived or worked outside of the UK, including (where relevant) any teacher sanctions or restrictions imposed by a European Economic Area professional regulating authority, and criminal records checks or their equivalent

We will ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we take a decision that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment on the individual's personnel file. This will include our evaluation of any risks and control measures put in place, and any advice sought.

We will ask for written information about previous employment history and check that information is not contradictory or incomplete.

We will seek references on all short-listed candidates, including internal candidates, before interview. We will scrutinise these and resolve any concerns before confirming appointments. The references requested will ask specific questions about the suitability of the applicant to work with

**Regulated activity** means a person who will be:

- Responsible, on a regular basis in a school or college, for teaching, training, instructing, caring for or supervising children; or
- Carrying out paid, or unsupervised unpaid, work regularly in a school or college where that work provides an opportunity for contact with children; or
- Engaging in intimate or personal care or overnight activity, even if this happens only once and regardless of whether they are supervised or not

### **Existing staff**

We will carry out new checks on existing members of staff every 4 years of continued employment.

If we have concerns about an existing member of staff's suitability to work with children, we will carry out all the relevant checks as if the individual was a new member of staff. We will also do this if an individual moves from a post that is not regulated activity to one that is.

We will refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- We believe the individual has engaged in relevant conduct; or
- The individual has received a caution or conviction for a relevant offence, or there is reason to believe the individual has committed a listed relevant offence, under the Safeguarding Vulnerable Groups Act 2006 (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009; or
- The 'harm test' is satisfied in respect of the individual (i.e. they may harm a child or vulnerable adult or put them at risk of harm); and
- The individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

### **Agency and third-party staff**

We will obtain written notification from any agency or third-party organisation that it has carried out the necessary safer recruitment checks that we would otherwise perform. We will also check that the person presenting themselves for work is the same person on whom the checks have been made.

### **Contractors**

We will ensure that any contractor, or any employee of the contractor, who is to work at the school has had the appropriate level of DBS check (this includes contractors who are provided through a PFI or similar contract). This will be:

- An enhanced DBS check with barred list information for contractors engaging in regulated activity
- An enhanced DBS check, not including barred list information, for all other contractors who are not in regulated activity but whose work provides them with an opportunity for regular contact with children

We will obtain the DBS check for self-employed contractors.

We will not keep copies of such checks for longer than 6 months.

Contractors who have not had any checks will not be allowed to work unsupervised or engage in regulated activity under any circumstances.

We will check the identity of all contractors and their staff on arrival at the school.

For self-employed contractors such as music teachers or sports coaches, we will ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we decide that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment. This will include our evaluation of any risks and control measures put in place, and any advice sought.

### **Trainee/student teachers**

Where applicants for initial teacher training are salaried by us, we will ensure that all necessary checks are carried out.

Where trainee teachers are fee-funded, we will obtain written confirmation from the training provider that necessary checks have been carried out and that the trainee has been judged by the provider to be suitable to work with children.

In both cases, this includes checks to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006.

## **Volunteers**

We will:

- Never leave an unchecked volunteer unsupervised or allow them to work in regulated activity
- Obtain an enhanced DBS check with barred list information for all volunteers who are new to working in regulated activity
- Carry out a risk assessment if an issue is raised within a volunteers DBS check.
- Ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we decide that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment. This will include our evaluation of any risks and control measures put in place, and any advice sought

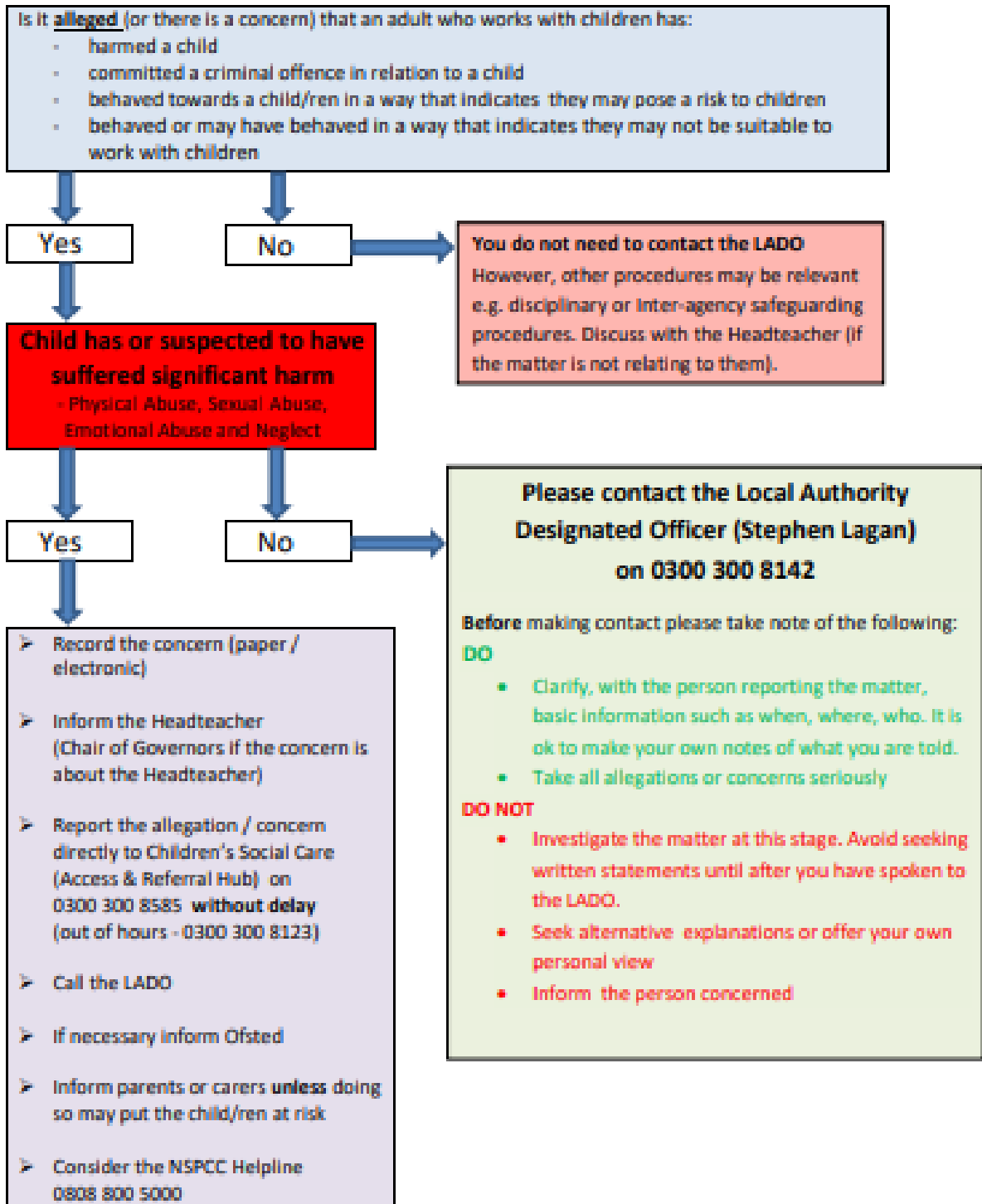
## **Governors**

All governors will have an enhanced DBS check without barred list information.

They will have an enhanced DBS check with barred list information if working in regulated activity.

All governors will also have a section 128 check (as a section 128 direction disqualifies an individual from being a maintained school governor).

## Managing Allegations or Concerns about Adults who work or volunteer with Children



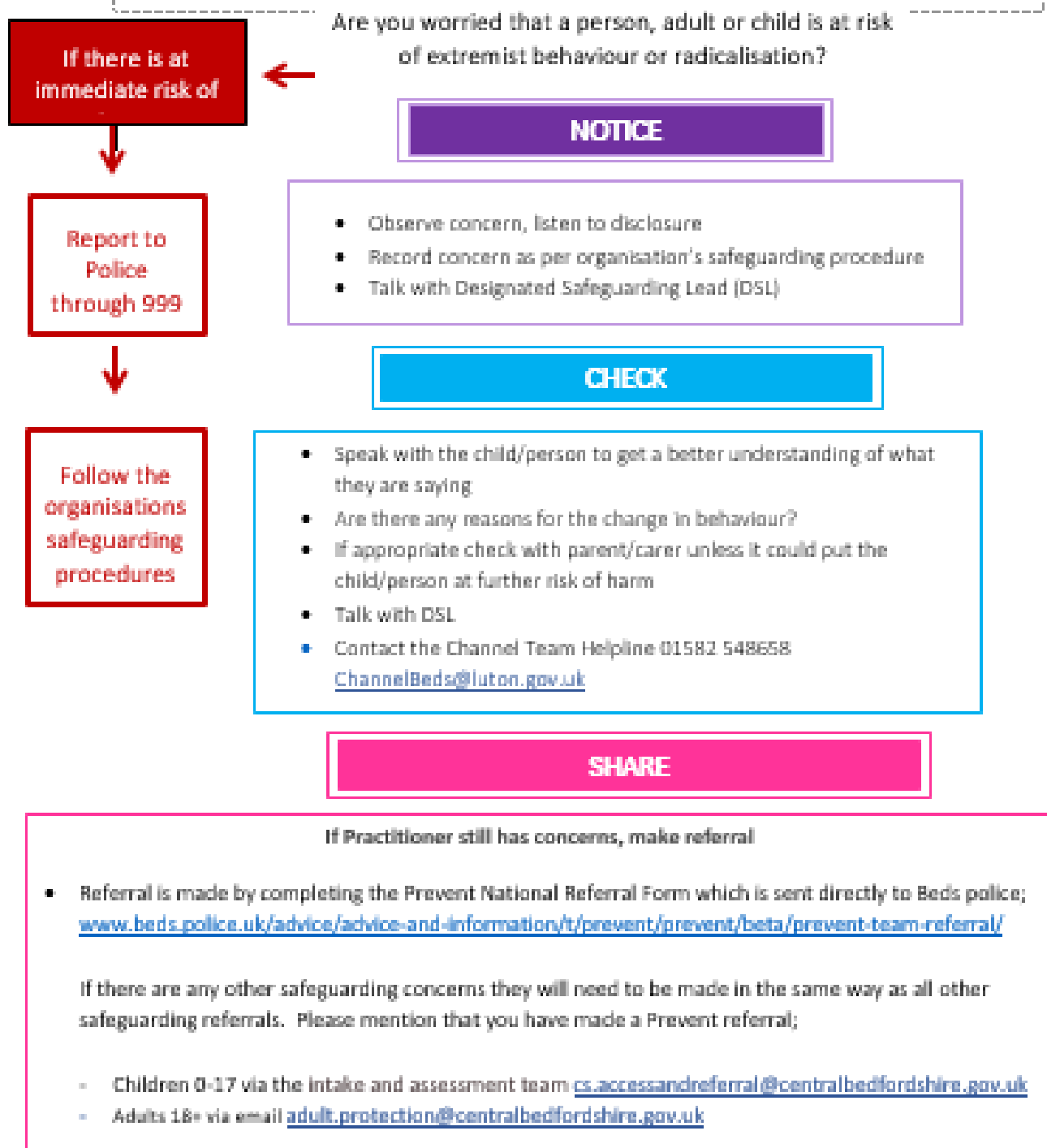
The LADO <b>does</b> need to know about the following (use flow chart)
<b>Physical</b> : Allegation of physical mistreatment or abuse against an adult in a position of trust. Includes - hitting, shaking, pushing, aggressive or intimidating behaviour.
<b>Sexual</b> : Disclosure of sexual abuse perpetrated by an adult in a position of trust . Includes - sexual assault, sexual touching, sexual relationship, grooming behaviour, other behaviour which causes concern about a sexual motivation towards a child.
<b>Emotional</b> : An adult in a position of trust emotionally mistreating children. Includes – excessive shouting, belittling, humiliating, making fun of a child, persistently choosing to ignore a child’s needs.
<b>Neglect</b> : An adult in a position of trust neglecting their duty to keep children safe. Includes – serious or persistent failure to adequately supervise a child. Failure to take action to protect a child from harm or abuse.
<b>Note</b> : If concern is about significant harm (an injury for example) please contact the Hub first and the LADO second
<b>May pose a risk to children</b> : Information about an adult in a position of trust, perhaps unrelated to their work with children, which raises a concern that they may pose a risk to children. Includes - abuse or mistreatment of their own child/ren or another child outside of their role, a pattern of concern relating to poor practice error or accident (Impacting on children), behaviour in their private life which may present a transferable risk to their role with children. This might include drug and alcohol misuse or involvement in crime including perpetrating domestic abuse, accessing indecent images of children, information that indicates a sexual interest in children, allegation of non –recent sexual abuse.

The LADO <b>does not</b> need to know about the following	
Situation	Advice
Concerns about the welfare of a child which are <b>NOT</b> connected to an adult in a position of trust	Contact the Access & Referral Hub on <b>0300 300 8585</b> . (Out of hours - <b>0300 300 8123</b> ).  If you are concerned about immediate risk of harm call the police on <b>999</b>
Allegations or concerns about adults working exclusively with vulnerable adults	Please contact the Safeguarding Vulnerable Adults team on <b>0300 300 8122</b>
Parental complaints regarding child on child bullying.	Follow your organisations anti-bullying policy; Child on Child Abuse Policy; Behaviour Policy; Complaints Policy
Staff issues that do not relate to child safety or welfare	Contact your Human Resources provider
Physical intervention that sits within the scope of the Governments <i>Use of Force guidance (2013)</i>	See DfE website , search <i>Use of Force (2013)</i>
<u>Most</u> circumstances where the presenting issue relates to poor practice, error or accident.	Contact your Human Resources provider.

*We acknowledge that each circumstance has a unique context and therefore if after reading this guidance you remain unsure, please contact the LADO for further advice.*

## Appendix Seventeen - Prevent in Education Flowchart

## NOTICE – CHECK – SHARE



\*Note - Consent is not needed when making Prevent / Channel referrals



<b>Appendix Eighteen - Prevent in Education Risk Assessment and Practice Action Plan (April 22)</b>						
	<b>YES</b>	<b>NO</b>	<b>Existing Controls</b>	<b>Further Action</b>	<b>Staff responsible</b>	<b>Due Date</b>
<b>Does your Safeguarding Policy make explicit that the school sees protection from radicalisation and extremist narratives as a safeguarding issue?</b>	x					
<b>Is the lead contact for Prevent responsibilities clearly identified in the policy?</b>						
Designated Safeguarding Lead / Prevent Single Point of Contact SPOC	x					
Governor Safeguarding Lead	x					
Does SG policy make explicit how PREVENT concerns should be reported within school?	x					
Fundamental British Values are considered in curriculum planning	x					
<b>Thinking about an incident of radicalisation and/or extremism - Has the setting considered specific potential areas of risk such as;</b>						
Processes in place to manage Subject Access Requests/Freedom of Information Requests should they be made?	x					
The process in place for the management of information should there be media interest or if	x					

information requested into the community?						
How will information be shared and with whom?	x					
<b>Does the school have clear guidance for visiting speakers?</b>						
Checks for external speakers to the school;	x					
Has the identity of the speaker been confirmed, and due diligence carried out? (Might consider checks on the internet to confirm the status of speaker and/or the organisation to include website, YouTube or social media sites.)	x					
Checks for premises use by externals?						
<b>Have ALL staff received appropriated training on PREVENT?</b>	x					
Does this include support staff?	x					

Are there provisions for new staff induction?	x					
Have Governors received a PREVENT briefing? Do all staff know what to do if they have a PREVENT concern and to whom to report it?	x					
<b>Does the E-Safety Policy refer to the requirements of the Prevent guidance?</b>		x	Review this.			
Appropriate filtering is in place to ensure that staff and children are unable to access unauthorised or extremist websites online through school systems.	x					
<b>Protocols are in place to manage the layout, access and use of any space provided for the purposes of prayer, contemplation and faith facilities</b>			Currently not been requested.			
<b>Clear guidance on governing the display of materials internally at the school</b>	x					

**Appendix 19**  
**Child on child abuse: Sexual harassment and sexual violence risk and needs assessment**

Use this template to help you:

- Assess the risks to the children involved in an incident of child-on-child abuse
- Meet the recommendations set out in paragraphs 441 to 447 of Keeping Children Safe in Education (KCSIE).

Consider each question/consideration from the perspective of both pupils, and be sure to do this in collaboration with them. Also consider the impact on, and needs of, the wider school community, and record any concerns or actions in the most appropriate column.

Work with your local multi-agency safeguarding team when conducting this risk assessment, and update it in response to any advice they provide.

This should be a living document – you may need to update it as often as daily based on conversations with, and feedback from, the children and parents involved, feedback from staff, guidance from the MAST, or information from the police and children's social care.

**Risk assessment – version [number]**

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
<p>Details of the incident</p> <p>Record details of the incident from the point of view of both children</p>	<ul style="list-style-type: none"> <li>• How serious is the incident? Was it a crime?</li> <li>• Were there any other victims? [If yes, add extra columns for each other child]</li> <li>• Do we need to make arrangements to limit contact between the children involved, other than keeping them a reasonable distance apart on school premises including at before and after-school activities? (If the allegation relates to rape, assault by penetration, or sexual assault, the answer is automatically yes)</li> <li>• How did the school find out about it? Was it reported directly or by someone else with knowledge of the incident?</li> <li>• Did the incident take place within an intimate relationship between the children?</li> <li>• Are there any related issues, including links to child sexual exploitation and child criminal exploitation?</li> </ul>			<p>Use this column to record additional information that may be relevant</p> <p>For example, previous, unrelated behaviour incidents</p>	
<p>Social risks</p>	<ul style="list-style-type: none"> <li>• Do the children share a peer group? Are people in their friend group likely to take sides?</li> </ul>				

	<ul style="list-style-type: none"> <li>● Do they both attend your school?</li> <li>● Do other people know about the incident? Do those people understand: <ul style="list-style-type: none"> <li>○ Who they can talk to if they have concerns about the people involved, or about their own safety and wellbeing</li> <li>○ The importance of confidentiality</li> <li>○ If, and how, they may need to be involved in any further investigations</li> </ul> </li> <li>● Are they likely to be the subject of gossip, bullying or further harassment?</li> <li>● Have there been previous incidents of sexually inappropriate behaviour within their peer group(s)?</li> <li>● Do they risk being alienated from their friend group(s) as a result of this incident?</li> </ul>				
Physical risks	<ul style="list-style-type: none"> <li>● Do they feel, or continue to feel, physically threatened by the other child?</li> <li>● Do you have reason to believe there is a continued risk to the safety and wellbeing of the children involved, or other pupils and staff?</li> <li>● Is either party at risk of physical harm as a result of this incident (for example, bullying or 'retribution' by peers)</li> <li>● Do they share classes/break times/etc.?</li> <li>● Are they likely to come into contact with each other (or anyone else involved in/with knowledge of the incident) outside of school? How can such contact be limited?</li> </ul>				
Environmental risks	<ul style="list-style-type: none"> <li>● Do they live in a home where violence or abuse has occurred?</li> <li>● Do they live in or near an area or location known to police to be high risk for sexual harassment or assault?</li> </ul>				

	<ul style="list-style-type: none"> <li>● Are they active on social media? If so, how? Do they know how to protect themselves from online grooming?</li> <li>● What activities do they take part in outside of school?</li> <li>● Are parents clear about: <ul style="list-style-type: none"> <li>○ How the school (and partner agencies) are handling the incident?</li> <li>○ Confidentiality?</li> <li>○ The conduct expected of them while an investigation is ongoing?</li> </ul> </li> </ul>				
	<ul style="list-style-type: none"> <li>●</li> </ul>				

DATE	UPDATES MADE	REASONS FOR UPDATES	UPDATES MADE BY
	E.g, "Updated lunchtime arrangements"	E.g, "Feedback from Child A"	

**Appendix 20**  
**Physical restraint recording form**

**Part 1 A**

**Incident Number:** \_\_\_\_\_

**Name of establishment:** Russell Lower School

**Child's name:** \_\_\_\_\_

**Time of incident:** \_\_\_\_\_

**Adults involved:** \_\_\_\_\_

**Other children involved:** \_\_\_\_\_

**Witnesses to incident:** \_\_\_\_\_

**If appropriate, please attach any witness statements.**

**Day and date of incident:** \_\_\_\_\_ **Place of incident:** \_\_\_\_\_

Events leading to incident	
<p><b>(What was happening for the child before the incident, what seemed to trigger the behaviour, who else was involved or present.) Triggers?</b></p>	

Behaviour of child	
<p><b>(What behaviour alerted you that the child was struggling to cope?) Early warning signs.</b></p>	

Response from Staff	
<p><b>(Which techniques did you use to attempt to de-escalate the situation? Before restraining the child what was the response from them and others?)</b></p> <p>Reassurance            Help Script            Negotiation</p>	

Choices Humour Planned Ignoring Give space Supportive touch Time out Consequences Success reminders Simple listening Removing audience Change of face	
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Reason for the restraint	
<p><b>(What was the specific risk to the welfare of the child or others?)</b></p> <p><b>Remember: Physical Intervention and Restraint must be 1) Necessary (or believed to be Necessary) to prevent harm and must be</b></p> <p><b>2) Proportionate to the degree of harm which may be caused if there was no intervention made.</b></p> <p>Damage to property            Inappropriate sexual behaviour            Bullying            Violent/aggressive behaviour            Impulsive/dangerous behaviour            Racial/Gender/Religious/Learning Disability discrimination            Swearing/Abusive            Reckless disregard for personal safety (e.g. running across busy roads)            Absconding/absenting            Offending behaviour (Criminal damage, theft etc.)            Self-Harm            Carrying/using weaponry            Other (Please specify)</p>	

<b>Description of restraint</b>
---------------------------------

<p><b>(What method or type of hold did you use and were there any complications that arose during the restraint?)</b></p> <p>Friendly escort  Figure of four  Double Elbow  Single elbow in seats  T-Wrap  T - Wrap to Seats  T-Wrap to Floor</p>	
<p><b>How long did the restraint last?</b></p>	

<p><b>Conclusion of restraint</b></p>	
<p><b>(How did the restraint come to an end, and what help and support did you offer to the child?)</b></p> <p>Reassurance  Help Script  Negotiation  Choices  Humour  Planned Ignoring  Give space  Supportive touch  Time out  Consequences  Success reminders  Simple listening  Removing audience  Change of face</p>	

Staff signature:

Date

SLT signature:

Date

**Part 1 B**

**(A member of staff not involved in the restraint must fill this in.)**

**Injuries**

**Was the child injured?**

**Yes**

**No**

**If 'Yes', what were the injuries?**

<b>Was a member of staff injured?</b>	<b>Yes</b>	<b>No</b>	<b>If 'Yes', what were the injuries?</b>
<b>Did someone get medical help?</b>	<b>Yes</b>	<b>No</b>	
<b>Was first aid given?</b>	<b>Yes</b>	<b>No</b>	
<b>Was an accident form filled in?</b>	<b>Yes</b>	<b>No</b>	
<b>Were the police involved?</b>	<b>Yes</b>	<b>No</b>	<b>If 'Yes', please say why, who called and when, and the outcome of their involvement.</b>

**Who was told about the restraint?**

	<b>Name of person told</b>	<b>Date</b>	<b>Time</b>	<b>Initials of Informing Staff</b>
<b>Appropriate manager</b>	_____	_____	_____	_____
<b>Relative</b>	_____	_____	_____	_____
<b>Social worker</b>	_____	_____	_____	_____
<b>Witness to the incident</b>	_____	_____	_____	_____
<b>Other</b>	_____	_____	_____	_____

**Staff signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

