



IES BRECKLAND

Safeguarding Children Policy

| | |
|-----------------------------------|---------------|
| Policy Created / Amended | December 2016 |
| Policy Ratified by Governing Body | December 2016 |
| Policy Reviewed | Annually |
| Policy Reviewed By | SDP/CIN |
| Policy Review Date | December 2017 |

IES Breckland is a school for the future, a school for the community, where children are treated as individuals and high standards are expected from all. IES Breckland provides a secure environment for teaching and learning, where teachers can teach and students can learn. This policy and any associated procedures are based on this vision and set of values.

The following designated staff are in post:

SENIOR DESIGNATED PERSON – Mrs Caroline Ingarfield, Vice Principal

ALTERNATE SENIOR DESIGNATED PERSON – Miss Tara Crumpler, Head of Specialist Support

Mrs Alison Tilbrook, Principal; Mr Leigh Foster, Assistant Principal, are also Lead Safeguarding trained.

The Named Safeguarding Governor and Chair of Governors is Mrs K. Curtis.

The Local Authority Designated Officers (LADO) are Rennie Everett and Dian Campbell and can be contacted via email LADOCentral@suffolk.gcsx.gov.uk or 0300 123 2044 for allegations against all staff and volunteers.

INCORPORATING CHILD PROTECTION

1 Purpose

2 Introduction

3 Our ethos

4 Procedures

5 Training

6 Child Protection Conferences

7 Safe staff

8 Records and monitoring

9 Roles and responsibilities

10 Other relevant policies

11 Policy consultation

12 Policy review

1. PURPOSE

1.1 The purpose of IES Breckland's safeguarding policy is to ensure every child who is a registered student at our school is safe and protected from harm. This means we will always work to:-

- Protect our children and young people from maltreatment
- Prevent impairment of our children's and young people's health or development
- Ensure that our children and young people grow up in circumstances consistent with the provision of safe and effective care

Undertake that role so as to enable our children and young people to have optimum life chances and enter adulthood successfully.

1.2 This policy will give clear direction to staff, governors, volunteers, visitors and parents about the expected behaviour and our legal responsibility to safeguard and promote the welfare of all children and young people at our school. All staff members working with children at IES Breckland are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned and when concerned about the welfare of a child, staff members should always act in the interests of the child.

2. INTRODUCTION

2.1 Our school fully recognises the contribution it can make to protecting children from harm and supporting and promoting the welfare of all children who are registered students at our school. The elements of our policy are prevention, protection and support.

2.2 Our policy applies to all students, staff, parents, governors, volunteers and visitors.

3. OUR ETHOS

3.1 Our school will establish and maintain an ethos where our students feel secure, are encouraged to talk, are listened to and are safe. Children at our school will be able to talk freely to any member of staff or regular visitor to our school if they are worried or concerned about something.

3.2 All staff and regular visitors will, either through training or induction, know how to recognise a disclosure from a child and will know how to manage this. We will not make promises to any child and we will not keep secrets. Every child will know what their chosen adult will have to do with whatever they have been told.

3.3 Throughout our curriculum we will provide activities and opportunities that will equip our children with the skills they need to stay safe. This will also be extended to include material that will encourage our children to develop essential life skills.

3.4 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies.

4. PROCEDURES

4.1 When new staff, volunteers or regular visitors join our school they will be informed of the safeguarding arrangements in place. They will be given a copy of our school's safeguarding policy and told who our Senior Designated Person for Safeguarding is. They will also be shown the recording format, given information on how to complete it and who to pass it to (appendix a). However, a referral to social care should not be delayed in order to discuss with the School's SDP if

it is felt/identified that a child is at immediate risk if, at any point, there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately. Anybody can make a referral. If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration. Concerns should always lead to help for the child at some point.

4.2 Every new member of staff or volunteer will have an induction period that will include essential safeguarding information. This programme will include basic safeguarding information relating to signs and symptoms of abuse (appendix b), how to manage a disclosure from a child, how to record and issues of confidentiality. The induction will also remind staff and volunteers of their responsibility to safeguard all children at our school and the remit of the role of the Senior Designated Person. Every new member of staff or volunteer will also be given as part of induction copies of the school's Acceptable Use of ICT & Mobile Phones Policy and Social Network Policy to understand their responsibilities of E-Safety. They will also be given a copy of the school's disciplinary procedure including codes of conduct and Whistleblowing Policy.

4.3 New staff who have not had any child protection/safeguarding training and staff who have had training more than one year ago will be given a brief introduction to safeguarding and will then be trained with the rest of the staff team annually.

4.4 All regular visitors and volunteers to our school will be told where our policy is kept, they will be given a set of safeguarding procedures, they will be told who our Senior Designated Person and alternate staff members are and what the recording and reporting system is.

4.5 When new students join our school, all parents and carers will be informed that we have a safeguarding policy. This will be offered to parents should they request a copy. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Children's Services.

5. TRAINING

5.1 Every member of staff will undertake appropriate safeguarding training every two years and on joining the school. The safeguarding training includes Prevent ("due regard to the need to prevent people from being drawn into terrorism") awareness training on protecting children from the risk of radicalisation. Where there are concerns of extremism or radicalisation students, staff and governors will be encouraged to make use of our internal systems to whistle blow, or raise any issue in confidence. They must inform the Principal straight away (or if it relates to the Principal inform the Chair of Governors).

The Senior Designated Person, the alternate designated members of staff and any other senior member of staff who may be in a position of making referrals or attending child protection conferences or core groups will attend Safeguarding Children's Board multi agency training – Working Together to Safeguard Children. This training will be updated every three years. In addition to this the Senior Designated Person and Alternate Senior Designated Person will also attend Designated Safeguarding Lead training every two years.

5.2 Our Governing Body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school. Training for Governors to support them in their safeguarding role is available from Governor Support Service.

5.3 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance.

5.4 Staff can find the most up to date and useful safeguarding information can be found on:

<https://www.gov.uk/childrens-services/safeguarding-children>

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/418686/Keeping_children_safe_in_education.pdf

<https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

<http://suffolksafeguardingchildrenboard.onesuffolk.net/>

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

Useful contacts:

Social care services (Customer First) 0808 800 4005

Police 999

Child Exploitation and Online Protection Agency www.ceop.org.uk

<http://www.thinkuknow.co.uk/>

5.5 The Principal, Senior Designated Person and Alternate Senior Designated Person should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our school.

6. CHILD PROTECTION CONFERENCES

6.1 From time to time staff members may be asked to attend a child protection conference on behalf of the school in respect of an individual child. Usually the person attending from school will be the Vice Principal, Senior Designated Person. In any case, the person attending will need to have as much relevant up to date information about the child as possible. This is more likely to be available from a class teacher, form tutor or subject teacher.

6.2 A child protection conference will be convened if a referral has been made and, following an investigation, the findings have considered the child to be at risk of harm, or, if the child is already subject to a child protection plan, a review conference is held to monitor the safety of the child and the required reduction in risk.

6.3 Staff may be required to attend child protection conferences or core group meetings to represent the school. For the most up to date information regarding child protection conferences staff will have access to Working Together to Safeguard Children and will be able to attend the Safeguarding Children's Board Child Protection Conference and Assessment course.

6.4 All reports for child protection conferences will be prepared in advance. The information contained in the report will be shared with parents either at the conference or before and will include information relating to the child's physical, emotional and intellectual development and how the child presents at school. A risk assessment relating to the continuing risk of harm to the child will also be included.

6.5 Clearly child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Services or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

7. SAFE STAFF

7.1 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

7.2 Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for our children. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

7.3 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

7.4 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with our children. We will always ensure that the Safeguarding Children's Board protocol Allegations Against Staff, Carers and Volunteers is adhered to.

7.5 All adults who come into contact with children will be made aware of the steps that will be taken if an allegation is made. We will seek appropriate advice from the Local Authority Designated Officer (LADO).

7.6 Neither the Principal nor any other member of school staff will investigate these matters. We will seek and work with the advice that is provided. Should an allegation be made against the Principal, this will be reported to the Chair of our Governing Body who will liaise with the LADO.

7.7 All staff will have access to and be expected to follow the DFE advice on reasonable force https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/355362/use_of_reasonable_force.pdf . There will be occasions when some form of physical contact is inevitable, for example, if a child has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the DFE guidance and School's behaviour policy must be adhered to.

7.8 If staff, visitors, volunteers or parent helpers are working with children alone they will, wherever possible, be visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in school, who they are with and for how long. Doors, ideally, should have a clear glass panel in them and be left open.

7.9 There are sensible steps that every adult should take in their daily professional conduct with children. These can be found in Safer Working Practices for Adults who work with Children <http://www.childrenengland.org.uk/upload/Guidance%20.pdf>

8. RECORDS AND MONITORING

8.1 If we are concerned about the welfare or safety of any child all adults in school will record their concern on the agreed report form (appendix A) and give this to the Senior Designated Person. However, a referral to social care should not be delayed in order to discuss with the School's SDP if it is felt/identified that a child is at immediate risk if, at any point, there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately. Anybody can make a referral. If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration. Concerns should always lead to help for the child at some point.

8.2 Any information recorded will be kept in a separate named file, in a secure cabinet and not with the child's academic file. These files will be the responsibility of the Senior Designated Person and information will only be shared within school on a need to know basis for the protection of the child.

8.3 Any safeguarding information will be kept in the file and will be added to. Copies of referrals, invitations to child protection conferences, core groups and reports will be stored here. All our safeguarding files will have a chronology and contents front cover and will record significant events in the child's life.

8.4 Reports of a concern to the Senior Designated Person must be made in writing and signed and dated by the person with the concern.

8.5 If a child leaves our school we will ensure that our Senior Designated Person makes contact with the Senior Designated Person at the following school and the file will be forwarded.

9. ROLES AND RESPONSIBILITIES

9.1 At IES Breckland the Principal is responsible for identifying a senior member of staff to be the Senior Designated Person. Through appropriate training, knowledge and experience our Senior Designated Person will liaise with Children's Services and other agencies where necessary, and make referrals to Children's Services. At IES Breckland the Senior Designated Person is Mrs Caroline Ingarfield, Vice Principal and Miss Tara Crumpler, Head of Specialist Support as the alternate Senior Designated Person. Mrs Kate Curtis, Chair of Governors is the named safeguarding governor. Mrs Alison Tilbrook, Principal; Mr Leigh Foster, Assistant Principal and Mr Simon Hibbert, Assistant Principal are also Lead Safeguarding trained.

9.2 Any concern for a child's safety or welfare will be recorded in writing and given to the Senior Designated Person. The Senior Designated Person at IES Breckland will represent our school at child protection conferences and core group meetings and will be responsible for ensuring that all staff members and volunteers are aware of our policy and the procedure they need to follow. See 9.12 for handling disclosures.

9.3 The Senior Designated Person will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction and have been trained within the school to the agreed school's safeguarding training pack. Where appropriate the Senior Designated Person will also ensure multi agency training is applied for and attended by staff that are required to attend.

9.4 The Governing Body of IES Breckland will ensure that our safeguarding policy is in place and is reviewed annually.

9.5 The Governing Body will receive a safeguarding report that will record training that has taken place, the number of staff attending and any outstanding training requirements for the school. It will also record all safeguarding activity that has taken place, for example, meetings attended, reports written, training or induction given. It will not identify any individual student.

9.6 At all times the Principal and Governing Body will ensure that safe recruitment practices are followed. We will ensure that our Principal, senior staff and at least two governors have completed appropriate safer recruitment training.

9.7 At IES Breckland we require evidence of original academic certificates. We do not accept testimonials and where possible take up references prior to interview. We will question the contents of application forms if we are unclear about them, we will undertake enhanced Disclosure and Barring Service checks with barred list checks (where regular and regulated activities are undertaken) and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children. We will use the recruitment and selection process to deter and reject unsuitable candidates and will adhere to the requirements of Keeping Children Safe in Education, including at least one member of the interview panel being safer recruitment trained. In addition, anyone who is appointed to carry out teaching work will also have an additional check to ensure they are not prohibited from teaching. All contractors and volunteers will also have the appropriate checks undertaken in line with DFE advice. All checks will be recorded on the School's Single Central Record.

9.8 It is the responsibility of every member of staff, volunteer and regular visitor to our school to ensure that they carry out the requirements of this procedure and at all times work in a way that will safeguard and promote the welfare of all of our children.

9.9 The Governing Body of our school is accountable for ensuring the effectiveness of this policy and our compliance with it. Although our Governing Body takes collective responsibility to safeguard and promote the welfare of our children we also have a named governor.

9.10 Our Governing Body ensures our recruitment practices are safe and compliant with statutory requirements.

9.11 Our Governing Body undertakes to remedy without delay any weaknesses in regard to our safeguarding arrangements that are brought to their attention.

9.12 If a child makes a disclosure to a member of staff or a staff member or fellow student suspects abuse they must report it to the Senior Designated Person or a senior member of staff. However, a referral to social care should not be delayed in order to discuss with the School's SDP if it is felt/identified that a child is at immediate risk if, at any point, there is a risk of immediate serious harm to a child a referral should be made to children's social care immediately. Anybody can make a referral. If the child's situation does not appear to be improving the staff member with concerns should press for re-consideration. Concerns should always lead to help for the child at some point. Staff and students will be trained to report if there is any doubt and to follow the protocol below:

- Do reassure the child
- Don't question, just listen
- Do accept the information freely
- Don't look shocked
- Do give the child space and time
- Don't make judgments
- Do tell the child that you must pass on the information
- Don't make promises
- Do act quickly as possible after talking to the child
- Don't involve anyone else
- Reassure the child it is not his/her fault
- Tell the child you need to talk and get advice from someone else.
- Do not delay talking to the senior designated person about your concern
- Early referral gives others more time to make good arrangements to protect the child better
- Make a written note of the details as soon as possible, mentioning any injuries that you became aware of when the child was talking– this is likely to ensure accuracy in recalling events later if this should be necessary.

The safety of the child is of paramount importance and must override ALL other considerations. Staff will be aware and can refer to the 'DFE Guidance on Keeping Children Safe in Education: Statutory guidance for schools and colleges'.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/418686/Keeping_children_safe_in_education.pdf

It is the role of staff to clarify issues – not to establish certainty. It is the role of Police and Social Services to investigate. We will train staff to take care not to ask questions which are not relevant to their role and responsibility for the child and which may also prejudice any action. The Police or others may wish to talk about any offence someone may have committed.

Although the Senior Designated Person takes overall responsibility for co-ordinating the case in the school, the member of staff who first reported the case will be kept as fully involved as possible, and the year leader and mentor will be given the necessary information.

Information about a case of child abuse will be confined to members of staff on a 'need to know' basis. This will include the mentor and year leader to enable the child to be fully supported, and the staff member who maintains the Child Protection Register.

The Senior Designated Person will decide on the action to take. This may include a discussion with 'team' members; questioning* the student to determine the cause for concern; contacting parents; referral to the LADO.

*questioning will not take place in cases of suspected sexual abuse.

If a child going missing from an education setting it is a potential indicator of abuse or neglect. School staff members should follow the school's procedures for dealing with children who go missing, particularly on repeat occasions. Staff should act to identify any risk of abuse and neglect, including sexual abuse or exploitation. Where we have concerns that a child is missing education and/ or because of suspected abuse, we will report to Children's Social Care and the Education

Attendance Service to effectively manage the risks and to prevent abuse from taking place.

More information can be found in this;

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/307867/Statutory_Guidance_-_Missing_from_care_3_.pdf

10. OTHER RELEVANT POLICIES

To underpin the values and ethos of our school and our intent to ensure our children and young people are appropriately safeguarded the following policies are also included under our safeguarding umbrella; Disciplinary Policy including Code of Conduct, Anti-bullying, Attendance, Behaviour, Equality, Health and Safety, Internet acceptable use, Social Networking, Educational visits.

11. POLICY CONSULTATION

11.1 This policy is available on request from the School Office. We also inform new parents and carers to the school about this policy when they join our school and through our school newsletter.

11.2 We will review this policy annually and will make amendments as required by national or local changes to procedure.

12. POLICY REVIEW

This policy will be reviewed annually

Appendix A

RECORDING FORM FOR SAFEGUARDING CONCERNS

(Must be hand written and legible)

| Name of Student making disclosure or that you have concerns about | Date of Birth | Address | Your name and position in organisation |
|---|---------------|---------|--|
| | | | |

Nature of Concern/Disclosure
(Remember to only record factual information. DO NOT add your own opinion)

Page 2

Was there an injury?
Yes/No

Did you see it?
Yes/No

Describe the injury

Have you filled in a body map to show where the injury is and it's approximate size?
Yes/No (Body map on reverse)

Was anyone else with you? Yes/No If yes who?

Has this happened before? Yes/No Did you report the previous incident? Yes/No

Who are you passing this information to? Name: Date:
Position: Time:

Your signature: Date:

Action taken by SDP

Referred to.....? (Circle as appropriate)

Attendance Improvement Officer Police School Nurse Children's Services Integrated Youth Service Parents Other

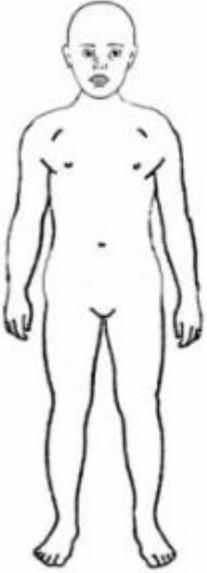
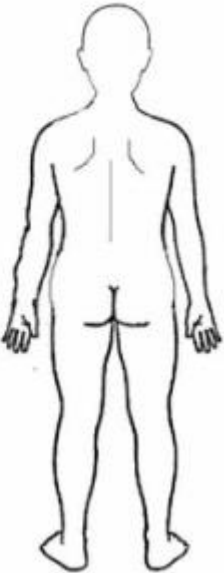
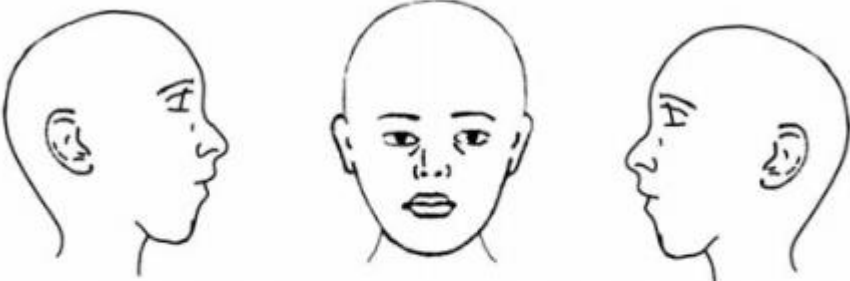
Parents Informed...? Yes/No (if No state reason

Feedback given to...? (Circle as appropriate)

Learning Support Team Mentor Student Person who disclosed

Full Name SDP Signature

Body Map - to show where the injury is and it's approximate size

| | |
|---|---|
| <p>Front</p>  | <p>Back</p>  |
| <p>Face</p>  | |

Date and time: _____

Signature: _____

APPENDIX B

Recognising concerns: signs and indicators of abuse

Safeguarding is not just about protecting children from deliberate harm. For our School it includes such things as student safety, bullying, racist abuse and harassment, educational visits, intimate care, children missing education and internet safety etc. The witnessing of abuse can have a damaging effect on those who witness it, as well as the child subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child.

Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as children may behave differently or seem unhappy for many reasons, as they move through the stages of childhood or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the need to consult further.

The following indicators listed under the categories of abuse are not an exhaustive list.

Physical Abuse

This can involve hitting, shaking, throwing, poisoning, punching, kicking, scalding, burning, drowning and suffocating or otherwise causing physical harm to a child. It can also result when a parent or carer deliberately causes the ill health of a child in order to seek attention through fabricated or induced illness. This was previously known as Munchhausen's Syndrome by Proxy.

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 involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone. Symptoms that indicate emotional abuse include:

- Excessively clingy or attention seeking.
- Very low self-esteem or excessive self-criticism.
- Withdrawn behaviour or fearfulness.
- Lack of appropriate boundaries with strangers; too eager to please.
- Eating disorders or self-harm

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 including sexting where further information can be found <https://www.ceop.police.uk/Media-Centre/Press-releases/2009/What-does-sexting-mean/>

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 of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or ensure
- access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Further information

Some members of our communities hold beliefs that may be common within particular cultures but which are against the law of England. IES Breckland does not condone practices that are illegal and which are harmful to children. Examples of particular practices are:

Forced Marriage

IES Breckland does not support the idea of forcing someone to marry without their consent and will follow SCB procedures to refer any child or young person immediately to Children's Social Care.

'Honour' Based Violence

"'Honour' based violence" is a crime or incident, which has or may have been committed to protect or defend the 'honour' of the family and/or community. It is important to be alert to signs of distress and indications such as self-harm, absence from school and truancy, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in school activities, unreasonable restrictions at home or forced marriage. Where it is suspected that a child/young person is at risk from 'honour based violence we will report those concerns to the appropriate agency.

Trafficked Children

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Whenever we are made aware that a child is suspected of or actually is being trafficked and exploited, we will report our concerns to the appropriate agency.

Female Genital Mutilation

This is against the law yet for some communities it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to the attention of IES Breckland we will report those concerns to the appropriate agency.

Abuse linked to Faith and Beliefs

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the 'possessing spirit'. This is abusive and will result in a criminal conviction of those using this form of abuse even if the intention is to help the child.

Sexually Active under Eighteen years old

It is acknowledged by those working with young people that some young people under the age of 18 will have an interest in sex and sexual relationships. The Protocol for Sexually Active Young People under 18 years old has been designed to assist those working with children and young people to identify where these relationships may be abusive, and the children and young people may need the provision or protection of additional services. At IES Breckland we will ensure our policy for managing this issue links to the available protocol.

Safeguarding Disabled Children

Disabled children have exactly the same human rights to be safe from abuse and neglect, to be protected from harm and achieve the Every Child Matters outcomes as non-disabled children.

Disabled children do however require additional action. This is because they experience greater risks as a result of negative attitudes and 'created vulnerability'. This may lead to disabled children having unequal access to services and resources, and because they may have additional needs relating to physical, sensory, cognitive and/ or communication impairment (Safeguarding Children, DCSF, July 2009).

At IES Breckland we will ensure that our disabled children are listened to and responded to appropriately where they have concerns regarding abuse. In order to do this we will ensure that our staff and volunteers receive the relevant training to raise awareness and have access to specialist staff in the event they have concerns regarding the abuse of a disabled child.

Safer Recruitment and Selection

It is a requirement for all agencies to ensure that all staff recruited to work with children and young people are properly selected and checked.

At IES Breckland we will ensure that we have a member on every recruitment panel who has received the appropriate recruitment and selection training. We will ensure that all of our staff are appropriately qualified, and have the relevant employment history checks to ensure they are safe to work with children in compliance with the Key Safeguarding Employment Standards.

Domestic Abuse

The Government defines domestic abuse as "Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality".

Children may suffer both directly and indirectly if they live in households where there is domestic violence. Domestic abuse is likely to have a damaging effect on the health, development and welfare of children, and it will often be appropriate for such children to be regarded as Children in Need under the Children Act 1989.

Where there is evidence of domestic violence we will report our concerns to the appropriate agency including children's social care and the police in order to prevent the likelihood of any further abuse taking place.

We will also report concerns of teenage relationship abuse. Further advice can be found <https://www.gov.uk/government/collections/this-is-abuse-campaign>

Private Fostering

Private fostering is an arrangement made between the parent and the private foster-carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his or her welfare.

A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than:

- A parent.
- A person who is not a parent but has parental responsibility.
- A close relative.
- A Local Authority.

for more than 28 days and where the care is intended to continue. It is a statutory duty for us to inform the Local Authority where we are made aware of a child or young person who may be subject to private fostering arrangements.

Child Exploitation

Children and young people can be exploited by their associations and through gang activity. They may suffer exploitation through their use of modern technology such as the internet, mobile phones and social networking sites. In order to minimize the risks to our children and young people, IES Breckland will ensure that we have in place appropriate measures such as security filtering, and an acceptable use policy linked to our e-Safety policy. We will ensure that staff are aware of how not to compromise their position of trust in or outside of the school and are aware of the dangers associated with the internet and other mobile technology.

E-Safety

Our e-Safety policy will clearly state that mobile phone or electronic communications with a student at our school is not acceptable other than for approved school business e.g. coursework, mentoring. Where it is suspected that a child is at risk from internet abuse or cyber bullying we will report our concerns to the appropriate agency.

Safeguarding Children and Young People linked to Gang and Extremist/Radicalisation activity

At IES Breckland we will endeavour to protect our children and young people from exposure to gang activity exploitation and being drawn into terrorism by having robust attendance and behaviour policies and to act on relevant information or allegations (please see our policy statement on combating extremism). We will take all reports seriously and will share this information appropriately with other agencies to safeguard our students from harm. Further information on preventing radicalisation can be found;

<https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

The above list is not exhaustive and as new policy guidance and legislation develops within the remit of Safeguarding we will review and update our policy as appropriate and in line with the Local Safeguarding Children Board and Local Authority to ensure that our school is a safe place to learn and work.