

# Policies & Procedures

## Safeguarding & Child Protection

<b>Date policy approved</b>	November 2019
<b>Approving body</b>	Abbey MAT Board of Directors
<b>Next review date</b>	November 2020
<b>Previous review date</b>	November 2018



Part of



# Abbey Multi Academy Trust Safeguarding Statement

The Trust Board and Local Governing Bodies of Abbey Multi Academy Trust (Abbey MAT) take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess, and support those children who are suffering harm and to keep them safe and secure whilst in our care.

The responsibilities set out in the safeguarding policies apply to all members of the Abbey MAT including pupils, staff, governors, visitors/contractors, volunteers and trainees working within the school. It is fully incorporated into the whole multi academy trust ethos and is underpinned throughout the teaching of the curriculum and within PHSE and within the safety of the physical environment provided for the pupils.

*"Schools and colleges and their staff form part of the wider safeguarding system for children. This system is described in statutory guidance Working together to safeguard children. Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child."*

*Keeping Children Safe in Education (KCSiE) DfE September 2019*

Within the Abbey MAT each school/academy has a child protection policy which conforms to locally agreed inter-agency procedures.

The Child Protection Policy specific to each establishment within the Abbey MAT can be located on the individual school/academy website (see below):

Abbey Grange Academy <http://www.abbeygrangeacademy.co.uk/>

St. Chad's CE Primary School <http://www.st-chadsprimary.co.uk/>

Lightcliffe Academy <http://www.lightcliffeacademy.co.uk/>

Bishop Young Academy <http://www.bishopyoungacademy.co.uk/>

Holy Trinity Primary Academy <http://www.holytrinityce.co.uk>

Manston St. James Primary Academy <http://www.manstonstjames.co.uk/>

Lightcliffe CE Primary <http://www.lightcliffeceprimary.co.uk/>

Christ Church Upper Armley CE Primary Academy <http://www.ccuaprimary.co.uk/>

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## Safeguarding at Bishop Young Academy

This Safeguarding & Child Protection Policy is available on the Bishop Young Academy website, and is reviewed and ratified annually by the governing body of trustees or as events, or legislation requires. Any deficiencies or weaknesses identified will be remedied without delay.

Academic year	Designated Safeguarding Lead	Deputy Designated Safeguarding Lead	Nominated Safeguarding Governor	Chair of Governors
2019-20	Ms Emily Kempthorne	Mr Dave Kilkenny	Mr Neil Stott	Ms Tessa Mason

Policy Review date	Date Ratified by governors	Date Shared with staff
October 2019	November 2019	November 2019

### Links with other Policies, Guidelines and Procedures

The Safeguarding & Child Protection policy has obvious links with the wider Safeguarding agenda and staff and governors should always be aware of the impact this policy has on other related issues.

- Educational visits
- Health & Safety & Wellbeing
- Female Genital Mutilation
- Online Safety/Bullying
- Guidance on Exclusions
- Preventing Radicalisation
- Private Fostering
- Behaviour
- Anti-Bullying
- Confidentiality
- Care, Control & Restraint
- Attendance
- Safer Working Practice
- Forced Marriage
- Child Sexual Exploitation
- Children as Young Carers
- Inclusion & SEN
- Children in Public Care
- PSHCE
- Children Missing Education

# 1 Aims

1.1 The school aims to ensure that:

- Appropriate action is taken in a timely manner to safeguard and promote children's welfare
- All staff are aware of their statutory responsibilities with respect to safeguarding
- Staff are properly trained in recognising and reporting safeguarding issues

1.2 The Governing Body and staff of Bishop Young Church of England Academy (hereinafter referred to as "the school") take as our first priority the responsibility to safeguard and promote the welfare of our pupils, to minimise risk and to work together with other agencies to ensure rigorous arrangements are in place within our school to identify, assess and support those children who are suffering harm and to keep them safe and secure whilst in our care.

1.3 The responsibilities set out in this policy apply (as appropriate) to all members of the school community including pupils, staff, governors, visitors/contractors, volunteers and trainees working within the school. It is fully incorporated into the whole school ethos and is underpinned throughout the teaching of the curriculum, within PSHE and within the safety of the physical environment provided for the pupils.

## 2 Legislation and Statutory Guidance

2.1 This policy is based on the Department for Education's statutory guidance, Keeping Children Safe in Education (KCSIE) 2019 and Working Together to Safeguard Children (WTTSC 2018), and the Governance Handbook. We comply with this guidance and the procedures set out by our Local Safeguarding Children partnership.

2.2 This policy is also based on the following legislation:

Part 3 of the schedule to the Education (Independent School Standards) Regulations 2014, which places a duty on academies and independent schools to safeguard and promote the welfare of pupils at the school

The Children Act 1989 (and 2004 amendment), which provides a framework for the care and protection of children

Section 5B(11) of the Female Genital Mutilation Act 2003, as inserted by section 74 of the Serious Crime Act 2015, which places a statutory duty on teachers to report to the police where they discover that female genital mutilation (FGM) appears to have been carried out on a girl under 18

Statutory guidance on FGM, which sets out responsibilities with regards to safeguarding and supporting girls affected by FGM

The Rehabilitation of Offenders Act 1974, which outlines when people with criminal convictions can work with children

Schedule 4 of the Safeguarding Vulnerable Groups Act 2006, which defines what 'regulated activity' is in relation to children

Statutory Guidance on the Prevent duty, which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism

Guidance for safer working practice for those working with children and young people in education settings (GSWP) (Safer Recruitment Consortium October 2015)

LSCP Procedures

Children Missing Education – Statutory guidance for local authorities (DfE September 2016)

The policy conforms to locally agreed inter-agency procedures and has been ratified by the LSCP Education Reference Group. It is available to all interested parties on our website and on request from the main school office. It should be read in conjunction with other relevant policies and procedures and KCSiE.

This policy also complies with our funding agreement and articles of association.

### **3 Definitions**

3.1 **Safeguarding and promoting the welfare of children** means:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

3.2 **Child protection** is part of this definition and refers to activities undertaken to prevent children suffering, or being likely to suffer, significant harm.

3.3 Appendix 1 explains the different types and indicators of abuse.

3.4 **Children** includes everyone under the age of 18.

### **4 Equality statement**

4.1 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.

4.2 We give special consideration to children who:

- Have special educational needs or disabilities
- 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

## 5 Roles and Responsibilities

5.1 Safeguarding and child protection is **everyone's** responsibility. This policy applies to all staff (including those not directly employed by the school), volunteers, and governors in the school. Our policy and procedures also apply to extended school and off-site activities.

### 5.2 All staff

5.2.1 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.

5.2.2 All staff and Visitors will be aware of:

- Record concerns via the organisation's electronically secure safeguarding system, CPOMS. Our electronic safeguarding recording system conforms to The British Standards Institute (BSI) code of practice on legal admissibility (DISC PD 0008:2004), Code of Practice for Legal Admissibility and Evidential Weight of Information Stored Digitally, ISBN 0 580 42774 9). If individual's are unable to access the organisation's electronic safeguarding recording system then the concerns need to be recorded on a "Cause for Concern" form (**Ref: Appendix 3**). The "Cause for Concern" form, which, once completed, must be handed to a member of designated staff. – Jessica Fox or Jason Askham, Emily Kempthorne or David Kilkenny, Chris Tully or Graham Hall.
- Be familiar with the school's safeguarding & child protection policy including issues of confidentiality.
- Remember that the child's welfare and best interests must be the paramount consideration at all times.
- Never promise to keep a secret or confidentiality, where a child discloses abuse.
- Be alert to signs and indicators of possible abuse. (**Ref: Appendix 1**) for current definitions of abuse and examples of harm.
- Our systems which support safeguarding, including Guidance for Safer Working Practice, the role of the designated safeguarding lead (DSL), the behaviour policy, and the safeguarding response to children who go missing from education
- The early help process and their role in it, including identifying emerging problems, liaising with the DSL, and sharing information with other professionals to support early identification and assessment
- The process for making referrals to local authority children's social work service (CSWS) and for statutory assessments that may follow a referral,

- including the role they might be expected to play. Fig 1: **Summary of in-school procedures to follow where there are concerns about a child** (Page 11) illustrates the procedure to follow if you have concerns about a child's welfare. Wherever possible, speak to the DSL, deputy DSL or head teacher (in the absence of a DSL) first to agree a course of action. In the absence of a DSL or head teacher being available, staff must not delay in directly contacting children's social work duty and advice team or the police if they believe a child is at immediate risk of significant harm.
- We work in partnership with other agencies in the best interests of the children. Requests for service to CSWS should (wherever possible) be made by the Safeguarding Designated Staff, to the CSWS advice and duty team (0113 3760336). Where a child already has a child protection social worker, the school will immediately contact the social worker involved or in their absence, the team manager of the child protection social worker.
- What to do if they identify a safeguarding issue or a child tells them they are being abused or neglected, including specific issues such as Female Genital Mutilation (FGM), and how to maintain an appropriate level of confidentiality while liaising with relevant professionals.
- In school procedures for recording any cause for concerns and passing information on to DSLs in accordance with school's recording systems.
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), FGM and radicalisation

Appendix 1 details different kinds of abuse.

Appendix 2 provides guidance to staff on how to handle disclosures.

### 5.3 The designated safeguarding lead (DSL) and deputy designated staff

5.3.1 Our DSL is Ms Emily Kempthorne, Assistant Principal of Student Welfare and Safety. The DSL takes lead responsibility for child protection and wider safeguarding.

5.3.2 During term time, the DSL will be available during school hours for staff to discuss any safeguarding concerns. Out of Hours the DSL can be contacted by email on [ekempthorne@bishopyoungacademy.co.uk](mailto:ekempthorne@bishopyoungacademy.co.uk)

5.3.3 When the DSL is absent, the Deputy DSL Mr Dave Kilkenny, Assistant Principal for Care and Conduct will act as cover.

5.3.4 If the DSL and deputy are not available, Ms Jess Fox or Mr Jason Askham will act as cover (for example, during out-of-hours/out-of-term activities).

5.3.5 The DSL will be given the time, training, resources and support to:

- Provide advice and support to other staff on child welfare and child protection matters
- Take part in strategy discussions and inter-agency meetings and/or support other staff to do so
- Contribute to the assessment of children
- Refer suspected cases, as appropriate, to the relevant body (children's social care duty and advice team, Channel programme, and/or police), and support staff



to comply with their mandatory reporting duties in cases where FGM has been identified.

- Ms Emily Kempthorne, DSL, will ensure that all staff involved in direct case work of vulnerable children, where there are child protection concerns/issues, have access to regular safeguarding supervision. (Ref: LCC Safeguarding Supervision: Policy and Guidance - Revised 2013).
- The DSL will also keep the Principal, Mr Paul Cooper, informed of any issues, and liaise with local authority officers and relevant professionals for child protection concerns as appropriate.
- The school will ensure representation at appropriate inter-agency meetings such as Initial and Review Child Protection Conferences, and Planning and Core Group meetings, as well as Family Support Meetings.
- Provide reports as required for meetings. If school is unable to attend a meeting, a written report will be sent. Reports will, wherever possible, be shared with parents/carers at least 24 hours prior to the meeting.
- Where a child in school is subject to an inter-agency child protection plan or any multi-agency risk management plan, the DSL will contribute to the preparation, implementation and review of the plan as appropriate.

**The full responsibilities of the DSL are set out in Annex B of KCSIE – Role of the designated safeguarding lead. All designated safeguarding leads and deputy safeguarding leads must read and comply with this.**

#### **5.4 The governing board**

5.4.1 The governing board will approve this policy at each review, and hold the head teacher to account for its implementation.

5.4.2 The governing board will appoint a lead governor to monitor the effectiveness of this policy in conjunction with the full governing board. The DSL cannot also be the lead governor with responsibility for child protection.

5.4.3 In the event that an allegation of abuse is made against the head teacher, the chair of governors will act as the 'case manager'. See also 10.2

5.4.4 The governing body, along with the school's senior leadership team, are responsible for satisfying themselves and obtaining written assurances from any relevant school lettings and alternative/off site providers and provisions that their safeguarding arrangements are secure and in keeping with KCSIE. Bishop Young Academy use the following alternative or off-site providers and have written evidence of safeguarding arrangements:

- Pivot East Leeds Academy
- Southway
- MAP
- OIL
- Hunslet Boys and Girls Club

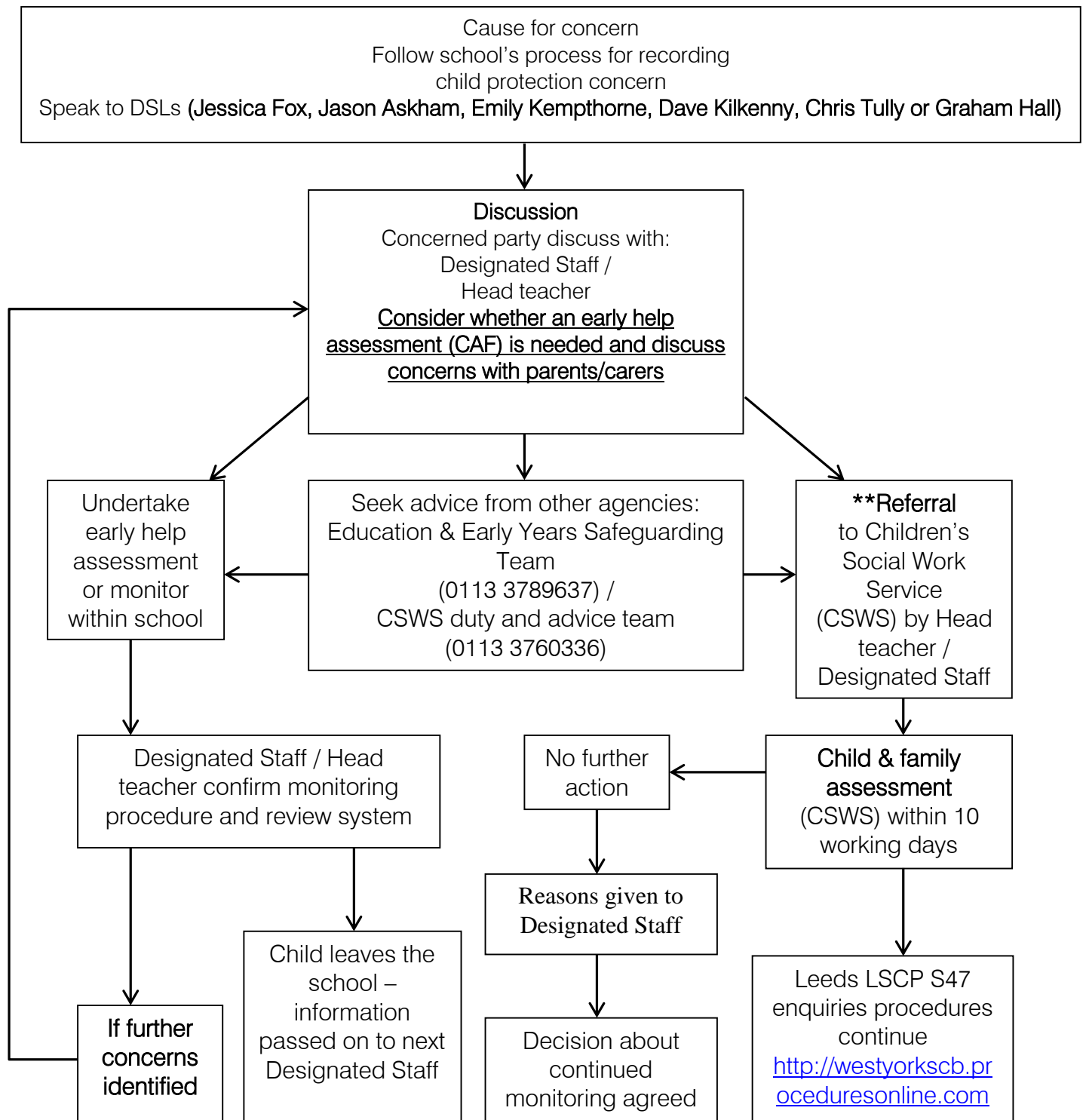
The full responsibilities of the governing body are set out in Part Two of KCSIE – The management of safeguarding. All governing bodies should read Part Two of KCSiE in order to ensure that the school is fully compliant with their statutory safeguarding responsibilities.

## 5.5 The Principal

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

- Ensuring that staff (including temporary staff) and volunteers are informed of 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, 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.

**Fig 1: Summary of in-school procedures to follow where there are concerns about a child**



\*\* If unhappy about the outcome of the referral to Children's Services Social Care, please refer to: Leeds LSCP Local Protocol: Concerns Resolution.  
<http://www.leedsLSCP.org.uk/LSCP/media/Images/Concern-Resolution.pdf>

## 6 Confidentiality and Information Sharing

6.1 Confidentiality is an issue that needs to be understood by all those working with children, particularly in the context of safeguarding.

6.2 Bishop Young Academy recognises that the only purpose of confidentiality in this respect is to benefit the child. Staff/volunteers and visitors to school should never promise a child that they will not tell anyone about an allegation/disclosure, and must pass any cause for concerns immediately to a designated safeguarding lead.

6.3 Confidentiality is addressed throughout this policy with respect to record-keeping (see section 0), dealing with disclosure (see Appendix 2), allegations of abuse against staff (see section 10.2), information sharing (see section 0) and working with parents (see section 0).

*Colleges, high and through schools must should add their organisational confidentiality policy for sharing disclosures of pregnancy by pupils. These procedures must always take into account the organisation's responsibility to safeguard the pupil and promote their welfare.*

### 6.4 Information sharing

6.4.1 Timely information sharing is essential for effective safeguarding. Information. This school/college will share safeguarding information as appropriate in keeping with the principles outlined in the government guidance document, Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers (DfE 2018). This guidance has been produced to support practitioners in the decisions they take to share information, which reduces the risk of harm to children and young people and promotes their well-being.

### 6.5 Working with parents and other agencies to protect children

6.5.1 Parents/carers should be aware that our school will take any reasonable action to safeguard the welfare of its pupils. In cases where the school has reason to be concerned that a child may be suffering significant harm, ill treatment or neglect or other forms of harm, staff have no alternative but to follow the Leeds Safeguarding Partnership (LSCP) procedures and contact CSWS Duty and Advice team to discuss their concerns.

6.5.2 In keeping with KCSIE, we will endeavour wherever possible to obtain at least two emergency contacts for every child in the school in case of emergencies, and in case there are welfare concerns at the home.

6.5.3 In general, we will discuss concerns with parents/carers before approaching other agencies and will seek to inform parents/carers and receive their consent when making a referral to another agency. Appropriate staff will approach parents/carers after consultation with the DSL. The exception to this rule will be in situations where a member of staff has reasonable cause to believe that informing parents/carers of a referral to another agency may increase the risk of significant harm to the child. 6.5.4

6.5.4 Parents/carers are informed about our Safeguarding & Child Protection policy through: school prospectus, website, newsletters etc. A safeguarding & child protection statement is prominent in the school foyer/reception area.

## **6.6 Multi-agency work**

- 6.6.1 We will co-operate with CSWS in accordance with the requirements of the Children Act and allow access to child and child protection records for them to conduct section 17 or section 47 assessments.
- 6.6.2 In the best interests of our pupils, we will work with all relevant professionals and agencies as required to safeguarding children and promote their welfare.

## **7 Our role in the prevention of abuse**

**We will identify and provide opportunities for children to develop skills, concepts, attitudes and knowledge to promote their safety and well-being.**

### **7.1 The Curriculum**

- 7.1.1 Relevant issues will be addressed through the PSHE curriculum, including self-esteem, emotional literacy, assertiveness, power, relationship and sex education, online safety, online bullying, sexting, child sexual exploitation (CSE), youth generated images, female genital mutilation (FGM), preventing radicalisation, peer on peer abuse and anti-bullying. Schools can seek advice on the PSHE curriculum from the Health & Wellbeing Service ([schoolwellbeing@leeds.gov.uk](mailto:schoolwellbeing@leeds.gov.uk)).
- 7.1.2 Relevant issues will be addressed through other areas of the curriculum. For example, with our Wellbeing Worker, English, History, Drama, PSHE, Art and assemblies.

### **7.2 Other areas of work**

- 7.2.1 All our policies that address issues of power and potential harm, e.g. Anti-Bullying, Equal opportunities, Positive Handling, Behaviour, will be linked to ensure a whole school approach.
- 7.2.2 Our Safeguarding and Child Protection policy cannot be separated from the general ethos of the school which should ensure that children are treated with respect and dignity, feel safe, and are listened to.

## **8 Our role in supporting children**

**We will offer appropriate support to individual children who have experienced abuse or who have abused others.**

- 8.1 In cases where children have experienced abuse/abused others, the DSL should ensure that appropriate support is offered. An individual support plan will be devised, implemented and reviewed regularly should the pupil (victim, perpetrator, or other child affected) require additional pastoral support/intervention. This plan will detail areas of support, who will be involved (i.e. learning mentor, key worker) and the child's wishes and feelings.

### **8.2 Children with additional needs**

- 8.2.1 Bishop Young Academy recognises that while all children have a right to be safe, some children *may* be more vulnerable to abuse e.g. those with a disability or

special educational need, those living with domestic violence or drug/alcohol abusing parents, etc.

- 8.2.2 When the school is considering excluding, either fixed term or permanently, a vulnerable pupil and/or a pupil who is either subject to a S47 Child Protection plan or there are/have previously been child protection concerns, we will undertake an informed (multi-agency where other professionals are involved) risk-assessment prior to making the decision to exclude. 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.

### 8.3 Children in Specific Circumstances

- 8.3.1 This school follows the Leeds LSCP ([www.leedsLSCP.org.uk](http://www.leedsLSCP.org.uk)) online multi-agency procedures and will, where necessary, have due regard to the government guidance for children in specific circumstances as outlined in Part 1 and Annex A of KCSIE.

### Female Genital Mutilation: The Mandatory Reporting Duty

- 8.3.2 The Department for Education's Keeping Children Safe in Education explains that FGM comprises "all procedures involving partial or total removal of the external female genitalia, or other injury to the female genital organs".
- 8.3.3 FGM is illegal in the UK and a form of child abuse with long-lasting, harmful consequences. It is also known as 'female genital cutting', 'circumcision' or 'initiation'.
- 8.3.4 **Any teacher** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** must immediately (in consultation with the DSL) report this to the police, personally. This is a statutory duty, and teachers will face disciplinary sanctions for failing to meet it.
- 8.3.5 The duty above does not apply in cases where a pupil is *at risk* of FGM or FGM is suspected but is not known to have been carried out. Staff should not examine pupils.
- 8.3.6 **Any other member of staff** who discovers that an act of FGM appears to have been carried out on a **pupil under 18** must speak to the DSL and follow our local safeguarding procedures.
- 8.3.7 **Any member of staff** who suspects a pupil is *at risk* of FGM or discovers that a **pupil age 18 or over** appears to have been a victim of FGM, must speak to the DSL and follow our local safeguarding children's partnership procedures.

## 8.4 Radicalisation

- 8.4.1 Radicalisation is defined as the process by which people come to support terrorism and violent extremism and, in some cases, to then participate in terrorist groups. For further information on this subject please refer to pages 83 to 85 of Keeping Children Safe in Education (2018).

## 8.5 Responding to concerns about radicalisation

- 8.5.1 If staff are concerned about a change in the behaviour of an individual or see something that concerns them **(this could be a colleague too)** they should seek advice appropriately with the DSL who should contact the Education Safeguarding Team or the Prevent Education Officer– Julia Holden, 07891 273720 for further advice (see Appendix 10 ).
- 8.5.2 Schools and colleges are expected to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology. This means being able to demonstrate both a general understanding of the risks affecting children and young people in the area and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them. The Education Safeguarding Team and the Prevent team can advise and identify local referral pathways.
- 8.5.3 Effective early help relies on all staff to be vigilant and aware of the nature of the risk for children and young people, and what support may be available. Our school will ensure that as far as possible all front line staff will undertake Prevent awareness training (e.g. Workshop to Raise Awareness of Prevent [WRAP]).

## 8.6 Peer on peer abuse

- 8.6.1 We recognise that children are capable of abusing their peers and that peer on peer abuse can manifest in many different ways, including on-line bullying, youth produced imagery (sexting), criminal and sexual exploitation, initiation/hazing and inappropriate/harmful sexualised behaviours. It is very clear that this abuse should always be treated seriously, and never just as banter or part of growing up. Any concerns around peer on peer abuse must be reported and recorded in line with the child protection procedures outlined in this policy. The DSL is responsible on responding to such concerns in keeping with LSCP protocols referenced below. The DSL is responsible for providing support to any victims, and the perpetrators.
- 8.6.2 Where children and young people have exhibited inappropriate/harmful sexualised behaviour and/or exhibited inappropriate/harmful sexualised behaviours towards others, an AIM (Assessment, Intervention, Moving On) checklist must be completed and contact made with Children's Social Work Service if appropriate (see Appendix 9). There should be a co-ordinated multi-agency approach through a risk assessment management plan (RAMP) to respond to their needs which will include parent/carers, youth justice (where appropriate), children's social work service and health. Further support and advice on AIM Checklists and/or undertaking a RAMP can be obtained from the Education Safeguarding Team on 0113 3789685.
- 8.6.3 We will ensure that the needs of children and young people who abuse others will be considered separately from the needs of their victims.

- 8.6.4 Children and young people who abuse others will be responded to in a way that meets their needs as well as protecting others within the school community through a multi-agency risk assessment.
- 8.6.5 Where child sexual exploitation, or the risk of it, is suspected, frontline practitioners should complete a cause for concern form and pass onto the designated member of staff for child protection.
- 8.6.6 The DSL should complete the CSE checklist tool for partners (see Appendix 8) and refer to the table at the end of the tool to help decide how to proceed. A copy of the completed tool must be kept in the child's child protection records for future reference.
- 8.6.7 If the child /young person already has an allocated social worker, the DSL must contact them (or their team manager) to discuss any concerns about sexual exploitation.
- 8.6.8 A copy of the CSE checklist tool for partners can be obtained from the LSCP Website: [CSE Checklist Tool for Partner Agencies](#)
- 8.6.9 We will ensure the school works in partnership with parents / carers and other agencies as appropriate. This includes facilitating return to home interviews as requested.

## **9 Children missing from education**

- 9.1 A child going missing from education is a potential indicator of abuse or neglect. School and college staff members must follow the Leeds Children's Services LA procedure
- 9.2 Contact: [cme@leeds.gov.uk](mailto:cme@leeds.gov.uk). Tel: 0113 3789686.
- 9.3 Children who are absent, abscond or go missing during the school day are vulnerable and at potential risk of abuse or neglect. School and college staff members should follow the school's or college's procedures for dealing with children who are absent/ go missing, particularly on repeat occasions, to help identify the risk of abuse and neglect including sexual abuse or exploitation and to help prevent the risks of their going missing in future (see Appendix 11 ).
- 9.4 We will comply with our statutory duty to inform the local authority of any pupil who falls within the reporting notification requirements outlined in [Children Missing Education – Statutory guidance for local authorities \(DfE September 2016\)](#).



## 10 A Safer School Culture

Governors have agreed and ratified the following policies which must be read in conjunction with this policy and be provided to all staff as part of their induction procedures:

- Whistle Blowing/Confidential reporting policies (guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken when staff have concerns about any adult's behaviour)
- School's procedures for managing children who are missing education
- Guidance on Safer Working Practices
- Safeguarding and Child Protection policy (including online safety).
- School behaviour policy

### 10.1 Safer Recruitment, selection and pre-employment vetting

10.1.1 The school pays full regard and commitment to following the safer recruitment, selection and pre-employment vetting procedures as outlined in part three of KCSiE (2019). The school will maintain a single central record which demonstrates the relevant vetting checks required including: a barred list check, DBS check at the correct level, identity, qualifications, prohibition order and right to work in the UK. (see Part 3 of KCSiE 2019).

10.1.2 All recruitment materials will include reference to the school's commitment to safeguarding and promoting the wellbeing of pupils. (see [Appendix 7](#))

10.1.3 The school will ensure that all recruitment panels include at least one person that has undertaken the safer recruitment consortium, safer recruitment training as recommended by the Local Authority/Leeds LSCP.

10.1.4 The school/college will ensure that written risk assessments are undertaken in situations where information provided on DBS certificates necessitates so. Written risk assessments must be undertaken for all volunteers **not** engaging in regulated activity. Advice and support for carrying out risk assessments can be accessed through the school's HR Advisor/Provider/Contact or the Education Safeguarding Team.

### 10.2 Procedures in the event of an allegation against a member of staff or person in school

10.2.1 These procedures must be followed in any case in which it is alleged that a member of staff, governor, visiting professional or volunteer has:

- a) behaved in a way that has harmed a child or may have harmed a child
- b) possibly committed a criminal offence against or related to a child
- c) behaved towards a child or children in a way that indicates s/he may pose a risk of harm to children

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

- Physical, for example intentional use of force as a punishment, slapping, use of objects to hit with, throwing objects or rough physical handling.
- Emotional, for example intimidation, belittling, scapegoating, sarcasm, lack of respect for children's rights, and attitudes which discriminate on the grounds of race, gender, disability or sexuality.
- Sexual, for example sexualised behaviour towards pupils, grooming, sexual harassment, sexual assault and rape.
- Neglect which may include failing to act to protect a child or children, failing to seek medical attention or failure to carry out appropriate/proper risk assessment etc.
- Staff have duty to disclose to the head teacher where their relationships and associations both within and outside of the workplace (including online) may have implications for safeguarding children in school.

10.2.3 A safeguarding complaint that meets the above criteria must be reported to the Principal ("who will be the case manager") immediately. If the complaint involves the Principal then the next most senior member of staff must be informed and the chair of governors Ms Tessa Mason.

10.2.4 The case manager should gather as much information about the alleged incident as necessary in order to establish whether there is substance to the allegation. The case manager must use the local authority designated officer (LADO) notification form (see Appendix 13) in order to assess the level of concern. As part of this initial consideration, the case manager should consult with their school's HR Advisor/provider/contact. The completed LADO notification form must be sent to [lado@leeds.gcsx.gov.uk](mailto:lado@leeds.gcsx.gov.uk) within one working day of the allegation being made. This will assist the case manager and HR in consultation with the LADO to decide on the most appropriate course of action.

10.2.5 The case manager should not carry out an investigation or directly interview an individual about whom there is a concern until the above process has been duly completed and relevant partners have been consulted.

10.2.6 A multi-agency allegations management meeting may be arranged to look at the complaint in its widest context. The case manager must attend this meeting, which will be arranged by the LADO. All issues must be recorded and the outcome reached must be noted to ensure closure.

10.2.7 In many cases it may be appropriate to provide further training and support to staff/volunteers and ensure that they are clear about the expectations for their conduct.

10.2.8 In more serious cases, allegations may be investigated under the formal disciplinary procedures and, where allegations are upheld, formal warnings issued as well as specific training and support. In cases where children/young people may be at further risk and/or evidence/witnesses may be compromised and/or the allegations are so serious that they may, if upheld, constitute gross misconduct, suspension of the member of staff/volunteer may be appropriate and should be considered in line with the school's Disciplinary Policy.

10.2.9 Any staff/volunteers who are dismissed by the school for gross misconduct or cumulative misconduct relating to safeguarding of children/young people will be referred to the DBS for consideration of barring. Similarly, where the school has a reasonable belief that the member of staff/volunteer would have been dismissed

by the school had they been employed at the time of the conclusion of investigations, they will be referred to the DBS. The school will keep written records of all of the above.

- **LADO Contacts: Claire Ford, Carolyn Hargreaves or Jo Peake Tel: 0113 3789687 Email: [LADO@leeds.gov.uk](mailto:LADO@leeds.gov.uk)**
- **Advice can also be sought from Raminder Aujla – Team Manager Education Safeguarding Team 0113 3789637**

10.2.10 Where a staff member feels unable to raise an issue with their employer or feels that their genuine concerns are not being addressed, staff can contact any of the professionals named in the above paragraph, in addition to other whistleblowing channels which may be open to them.

10.2.11 The Leeds City Council whistleblowing policy states that concerns can be raised by the following methods:

- Whistleblowing hotline 0113 3788008 (dedicated hotline answered by a member of the Internal Audit team or an answerphone).
  - E-mail [concerns@leeds.gov.uk](mailto:concerns@leeds.gov.uk)
  - In writing Internal Audit, 3rd Floor West, Civic Hall, Leeds, LS1 1JF
  - The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00am to 8:00pm, Monday to Friday and Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

### 10.3 Training and Support

10.3.1 All staff members should be aware of systems within our school that support safeguarding and these will be explained to them as part of our staff induction. This includes: the school's/college's safeguarding/child protection policy; the school's safer working practice document and the school's whistleblowing procedures.

10.3.2 We recognise the stressful and traumatic nature of child protection work. Support is available for any member of staff from staff who have enhanced safeguarding training, Ms Emily Kempthorne, Mr Dave Kilkenny, Ms Jess Fox, Mr Jason Askam, Mr Graham Hall and Mr Chris Tully. Access to regular and timely supervision is an essential form of support for all designated safeguarding staff. Children's Services Education Safeguarding team are also potentially available for advice and support (Tel: 0113 3789685).

10.3.3 Designated Safeguarding staff must have attended the 3-day Children's Services Education child protection training course, and the Leeds LSOP multi-agency Working Together to Safeguard Children and Young People training. They will attend refresher training at least every two years. The DSL will undertake Prevent Awareness Training (e.g. Workshop to Raise Awareness of Prevent [WRAP]) to enable them to provide advice and support to other members of staff on protecting children from the risk of radicalisation.

10.3.4 The school will ensure all staff including temporary and volunteers receive induction and updated INSET appropriate to their roles and responsibilities, especially staff new to the school. All staff will access refresher training at least every three years and regular safeguarding and child protection updates (for example, via email, e-bulletins, staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. Access to training can be via the Children's Services Education Safeguarding Team and the LSOP.

- 10.3.5 The Principal will attend appropriate safeguarding training at least every three years.
- 10.3.6 Governors, including the nominated Governor will attend specific training for their role, updated at least every three years.
- 10.3.7 Any training accessed through third party/independent providers must reflect the LSCP protocols and the LSCP minimum standards checklist. This training should be recorded by the school on a separate database.

## 11 Child Protection Records

- 11.1.1 Child protection and safeguarding records will be held securely, with access being restricted to the DSL and their deputies, head teacher and in cases of Early Help, the nominated lead professional, if this is not a designated safeguarding lead/officer. For further information please see [Early Help Assessments](#). The following information must be kept securely with restricted access, whether paper or electronic:
  - Chronology (summary of significant events and the actions and involvement of the school/college)
  - All completed child protection cause for concern records
  - Any child protection information received from the child's previous educational establishment
  - Records of discussions, telephone calls and meetings with colleagues and other agencies or services
  - Professional consultations
  - Letters and emails sent and received relating to child protection matters
  - Referral forms sent to CSWS, other external agencies or education-based services
  - Minutes or notes of meetings, e.g. child protection conferences, core group meetings, etc., copied to the file of each child in the family, as appropriate
  - Formal plans for, or linked to, the child e.g. child protection plans, Early Help (previously known as CAF's), risk assessments etc
- 1.1.2 Where a pupil leaves their existing provision, the school/college will ensure that the child protection file is transferred securely and separately from the main pupil file to the receiving school/educational establishment (where this is known) as soon as possible and within 15 school days. This is a legal requirement set out under regulation 9 (3) of 'The Education (Pupil Information – England) Regulations 2005. A copy of the chronology must be retained for audit purposes.
- 11.1.3 Where there is an existing risk management plan/assessment in place for behaviours that are deemed potentially harmful to the pupil or others (i.e self-harming or harmful sexualised behaviour), this information must be shared with the destination provision prior to the pupil starting so that appropriate care and control measures can be put in place to mitigate the potential of any risk of further harm occurring. The DSL should also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving, for example prior to a transfer programme.

- 11.1.4 Where a child leaves a school before statutory school leaving age, the child protection file must be transferred to the new school or college. There is no need to keep written or electronic copies of the child protection records, therefore these must be deleted from electronic systems once the successful transfer has been confirmed. The exception to this rule will be in any of the following instances:
- Where a vulnerable young person is moving to a Further Education establishment, consideration should be given to the pupil's wishes and feelings about their child protection information being passed on, in order that the FE establishment can provide appropriate support. In cases where it is deemed appropriate, relevant child protection information must be shared via the FE Safeguarding Information Sharing Form only. The original records should be retained and archived by the school/college. Due consideration must be given to the sharing of any additional information requested by the receiving establishment.
  - Where the destination school is not known (*the original records should be retained by the school/college*)
  - Where the child has not attended the nominated school (*the original records should be retained by the school/college*)
  - There is any on-going legal action (*the original file should be retained by the school and a copy sent*)
- 11.1.5 Pupil records should be transferred in a secure manner, for example, through secure electronic file transfer or by hand. When hand-delivering pupil records, a list of the names of those pupils whose records are being transferred and the name of the school/college they are being transferred to must be made and a signature obtained from the receiving school/college as proof of receipt. When sending records through secure electronic file transfer, a delivery and read receipt of the transfer must be retained for audit purposes.
- 11.1.6 If a pupil moves from our school, child protection records will be forwarded onto the named DSL at the new school, with due regard to their confidential nature. Good practice suggests that this should always be done with a face to face handover between designated staff or a verbal conversation is had over the telephone if a face to face handover is not possible. A signed receipt of file transfer or an electronic delivery via CPOMS must be obtained for audit purposes by the delivering school.
- 11.1.7 If sending by post, children records should be sent "Special Delivery". A note of the special delivery number should also be made to enable the records to be tracked and traced via Royal Mail.
- 11.1.8 For audit purposes a note of all pupil 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. A copy of the child protection chronology will also be retained for audit purposes and kept securely.
- 11.1.9 If a pupil is permanently excluded and moves to an alternative or specialist provision, child protection records will be forwarded onto the relevant organisation in accordance with the 'The Education (Pupil Information – England) Regulations 2005, following the above procedure for delivery of the records.
- 11.1.10 If a parent chooses to electively home educate (EHE) their child, the child protection record must be forwarded to Julia Green, Admin Coordinator, EHE Team, Adams Court, Kildare Terrace, Leeds LS12 1DB, following the above procedure for delivery of the records.

- 11.1.11 When a DSL member of staff 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.
- 11.1.12 In exceptional circumstances when a face to face handover is unfeasible, it is the responsibility of the head teacher to ensure that the new post holder is fully conversant with all procedures and case files.
- 11.1.13 All DSLs receiving current (live) files or closed files must keep all contents enclosed and not remove any material.
- 11.1.14 All receipts confirming file transfer must be kept in accordance with the recommended retention periods. For further information refer to the archiving section.

## **11.2 Archiving**

- 11.2.1 The school that the pupil attended until statutory school leaving age (or the school where the pupil completed sixth form studies) is responsible for retaining any child protection records they may hold. The recommended retention periods is 35 years from closure when there has been a referral to CSWS. If no referral has been made to CSWS, the child protection record should be retained until the child's 25th birthday, after which point the file will be destroyed confidentially from our electronic system. The decision of how and where to store child protection files must be made by the school via the governing body. Due to sensitivity of the information, the records should continue to be held in a secure area with limited access e.g. designated officer or head teacher. The DSL is responsible for ensuring that all CP files are archived in accordance with the timescales referenced above or by using CPOMS. The DSL is responsible for ensuring that the appropriate timeframes for archiving and destroying child protection records referenced above are set on electronic systems accordingly for each pupil.

## **11.2 Children's and parents' access to child protection files**

- 11.3.1 Under Data Protection legislation (General Data Protection Regulation & Data Protection Act 2018) a pupil or their nominated representative have a number of legal right in respect of information relating to them. These rights include the right to access and the right to rectification of inaccurate data. Therefore it is important to remember that all information should be accurately recorded, objective in nature and expressed in a professional manner.
- 11.3.2 Any child who has a child protection file has a right to request access to it. However, neither the child nor the parent has an automatic right to see all the information held in child protection records. Information can be withheld if disclosure:
- could cause serious harm or is likely to cause serious harm to the physical or mental health or condition of the child or another person; or
  - could reveal that the child or another person has been a subject of or may be at risk of child abuse, and the disclosure is not in the best interests of the child; or
  - is likely to prejudice an on-going criminal investigation; or
  - information about the child also relates to another person who could be identified from it or the information has been given by another person who could be identified as the source, unless the person has consented to the disclosure or the person providing the information is an employee of the establishment or the Local Authority.

- 11.3.3 It is best practice to make reports available to the child or their parents unless the exceptions described above apply. If an application is made to see the whole record, advice can be sought from the Leeds Adults, Health and Childrens Information Governance Hub.

Contact email: [IMG.AC@leeds.gov.uk](mailto:IMG.AC@leeds.gov.uk)

Telephone: 0113 3784251.

- 11.3.4 The establishment's report to the child protection conference should be shared with the child, if old enough, and parent at least two days before the conference.

#### **11.4 Safe Destruction of the pupil record**

- 11.4.1 Where records have been identified for destruction, they should be disposed of securely at the end of the academic year (or as soon as practical before that time). Records which have been identified for destruction should be confidentially destroyed. This is because they will either contain personal or sensitive information, which is subject to the requirements of Data Protection legislation or they will contain information which is confidential to school or the Local Education Authority. Information should be shredded (or deleted as appropriate) prior to disposal or confidential disposal can be arranged through private contractors. For audit purposes the school should maintain a list of records which have been destroyed and who authorised their destruction. This can be kept securely in either paper or an electronic format.

## Appendix 1: Definitions and indicators of abuse

Reference: Working Together to Safeguard Children (DfE 2018). See also KCSiE Part one and Annex A.

**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 care-givers)
- Ensure access to appropriate medical care or treatment

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

Examples which may indicate neglect (it is not designed to be used as a checklist):

- Hunger
- Tiredness or listlessness
- Child dirty or unkempt
- Poorly or inappropriately clad for the weather
- Poor school attendance or often late for school
- Poor concentration
- Affection or attention seeking behaviour
- Untreated illnesses/injuries
- Pallid complexion
- Stealing or scavenging compulsively
- Failure to achieve developmental milestones, for example growth, weight
- Failure to develop intellectually or socially
- Neurotic behaviour

**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.

Examples which may indicate physical abuse (not to be used as a checklist):

- Patterns of bruising; inconsistent account of how bruising or injuries occurred
- Finger, hand or nail marks, black eyes
- Bite marks
- Round burn marks, burns and scalds
- Lacerations, wealds
- Fractures
- 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
- Isolation from peers



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

Examples which may indicate sexual abuse (it 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
- Unusually compliant
- Regressive behaviour, Enuresis, soiling
- Frequent or open masturbation, touching others inappropriately
- Depression, withdrawal, isolation from peer group
- Reluctance to undress for PE or swimming
- Bruises, scratches in genital area

**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 in participating in normal social interaction. It may also involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment

Examples which may indicate emotional abuse (it is not designed to be used as a checklist):

- Over-reaction to mistakes, continual self-deprecation
- Delayed physical, mental, emotional development
- Sudden speech or sensory disorders
- Inappropriate emotional responses, fantasies
- Neurotic behaviour: rocking, banging head, regression, tics and twitches
- Self-harming, drug or solvent abuse
- Fear of parents being contacted
- Running away / Going missing

- Compulsive stealing
- Masturbation, Appetite disorders - anorexia nervosa, bulimia
- Soiling, smearing faeces, enuresis

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

**Child Sexual Exploitation:** Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Reference: Child Sexual Exploitation. *Definition and a guide for practitioners, local leaders and decision makers working to protect children from child sexual exploitation* (DfE 2017)

## Responses from parents

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

- An unexpected delay in seeking treatment that is obviously needed
- An 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
- Unrealistic expectations or constant complaints about the child
- Alcohol misuse or other drug/substance misuse
- Parents request removal of the child from home
- Violence between adults in the household

## Disabled Children

When working with children with disabilities, practitioners need to be aware that additional 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 arrangements
- Lack of stimulation
- Unjustified and/or excessive use of restraint
- Rough handling, extreme behaviour modification e.g. deprivation of liquid medication, food or clothing, disabling wheelchair batteries
- Unwillingness to try to learn a child’s means of communication
- Ill-fitting equipment e.g. callipers, sleep boards, inappropriate splinting;
- Misappropriation of a child’s finances
- Invasive Procedures

## Appendix 2 Dealing with a disclosure of abuse

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

- Stay calm
- Do not transmit 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. 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 try to make time to talk.

### **Immediately afterwards**

You must not deal with this yourself. All disclosures of abuse must be responded to in keeping with the professional roles and responsibilities outlined in Fig 1: Summary of in-school procedures to follow where there are concerns about a child (Page 11)

## Appendix 3 Cause for Concern

Page 1 of 2

Confidential

### Cause for Concern Form

**Note: Please do not interpret what is seen or heard; simply record the facts. After completing the form, pass it immediately to the Designated Officer.**

Name of child..... House.....

Name of staff member completing form.....

Day..... Date..... Time..... Place.....  
(of observed behavior / discussion / disclosure)

**Nature of incident / concern including relevant background (Record child's word verbatim and any wishes and feelings expressed)**

**Signed:** \_\_\_\_\_

**Action/passed to** \_\_\_\_\_

Strictly Confidential

For: Designated Safeguarding Lead Officer Use

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Time \_\_\_\_\_

Action Taken	By whom	Outcome
Discuss with child  Ensure the child's wishes and feelings are ascertained where appropriate and fully recorded.		
Monitoring sheet		
Check behaviour database, for recent incidents, that might be significant to inform assessment		
Contact parents Please tick  Telephone Call ____ Meeting: ____ Email : ____		
Refer as appropriate (i.e CSWS, cluster, family support etc..)		
Other (Please specify)		

## Appendix 4 Welcome Notice with Safeguarding Information



**A warm welcome to Bishop Young Academy to all visitors**

Please can you ensure you sign in at reception and obtain a Visitor's Badge which must be worn at all times whilst on site.

In the event of an emergency please leave the building by the nearest fire exit, which will be identified by a green exit sign and assemble at the end of the path from main reception to the car park.

The responsibilities set out in the safeguarding policies apply to all members of the Abbey Multi Academy Trust including pupils, staff, governors, visitors/contractors, volunteers and trainees working within the school. It is fully incorporated into the whole multi academy trust ethos and is underpinned throughout the teaching of the curriculum and within PHSE and within the safety of the physical environment provided for the pupils.

**Whilst visiting our school, if you have concerns regarding any safeguarding issues please speak to a member of staff at the office.** They will contact the most appropriate member of staff to speak to you.

A copy of the Child Protection Policy is located at the school office should you require it. The trained Designated Child Protection Staff are Emily Kempthorne, David Kilkenny, Jason Askham, Jessica Fox, Graham Hall and Chris Tully.

We hope you have an enjoyable visit to Bishop Young Academy

## Appendix 5 Policies and Procedures Declaration



### Policies and procedures:

In signing this form, I hereby agree to comply with all Academy Multi Academy Trust Policies and procedures (including local Academy Policies where applicable).

I understand that it is my responsibility to read and understand the Academy Multi Academy Trust policies and that I have read the Staff Handbook relevant to the academy.

Policies can be viewed from a Trust Computer by clicking the below link:

[Abbey Mat Policies](#) (should you require assistance accessing these policies please speak to the Academy Office/HR).

Once completed, this form will be stored locally on the personnel file.

Name (print): .....

Date: .....

Signed: .....

Please return to **HR, Academy Office**

## Appendix 6 Safeguarding Declaration



### Safeguarding Declaration:

I ..... (print name) have received either in hard copy and/or been signposted to the following documents that support my understanding of my role and responsibilities in relation to the safeguarding of children and young people in our academy.

- Staff handbook
- The Academy's Safeguarding & Child Protection Policy
- Abbey MAT Code of Conduct
- Abbey MAT Whistle Blowing Policy
- DfE Keeping Children Safe in Education 2018 – Part 1 and Annex A (SLT and key DSL staff to receive and read completed document)
- DfE Guidance for safer working practise for those working with children and young people in education settings 2015
- DfE What to do if you're worried a child is being abused 2015
- DfE Working Together to Safeguard Children July 2018

The DfE documents listed above can be found on the MAT Safeguarding Arena page.

Keeping Children Safe in Education 2018 states that ALL staff should receive appropriate safeguarding and child protection training which is regularly updated. In addition, all staff should receive safeguarding and child protection updates (for example, via email, e bulletins and staff meetings), as required, and at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.

Please sign and date the form below to state that you have received your face to face safeguarding training as part of your ongoing professional development.

Once completed, this form will be stored locally on the personnel file.

Name (print): \_\_\_\_\_

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

Signed: \_\_\_\_\_

Please return to HR, Academy Office



## Appendix 7 Recruitment and Selection Checklist



### NEW EMPLOYEE RECRUITMENT CHECKLIST

Name of Employee ..... Date of Birth .....

Position Title: ..... Start Date: .....

#### For issue to employee:

- ☐ Written confirmation of conditional offer and employment particulars (offer letter & contract)
- ☐ Personal details form
- ☐ Bank details form
  
- ☐ Send Useful Information for New Starters (can be emailed in advance of start date)
- ☐ ID card issued (request passport style headshot photo)
- ☐ Access fobs/ID card activated for site (where applicable)
- ☐ Declaration forms (usually on first day/induction day if applicable):
  - Safeguarding Declaration
  - Disclosure & Barring Service Declaration
  - Policies & Procedures Declaration

#### Located within personnel file:

- ☐ Job Description / Personal Specification/ Job Advert
- ☐ Application Form
- ☐ Shortlisting Grid/Interview arrangements and notes
- ☐ References x2 (One from most recent employer)
- ☐ Signed Offer Letter
- ☐ Personal Details Form
- ☐ Bank Details Form
- ☐ ID Checks:
  - Driving Licence (Photo card type) or
  - Passport + proof of address
  - Full birth certificate + proof of address
- ☐ Right to work in UK: Document seen .....
- ☐ Qualifications (if applicable) – Original seen and copied
- ☐ Signed Contract of Employment and Signed Job Description
- ☐ Signed Declaration forms:
  - Safeguarding Declaration
  - Disclosure & Barring Service Declaration
  - Policies & Procedures Declaration

### Confirmation of checks:

- ☐ Entered onto Single Central Register
- Enhanced DBS Clearance:
  - ☐ Disclosure Number - noted in SCR
  - ☐ Disclosure Date - noted in SCR
  - ☐ Verified - noted in SCR
- ☐ Pre-Employment: Information forwarded to Heales Medical      \* Medical Confirmation received
- Qualified Teacher Status Checked (if applicable)
  - ☐ Teacher Number - noted in SCR
  - ☐ Prohibition Order:      Yes / No
  - ☐ Interim Order:      Yes / No
  - ☐ Section 128 Checked      Yes / No
  - ☐ EEA Checked      Yes / No
- ☐ Details forwarded to IT

### Other records:

- ☐ Details entered onto SIMS
- ☐ Create iHasco account/inform Trust HR of new starter for this purpose
- ☐ New Starter Form completed/p45 and sent to Payroll Provider      \* Check they are on Payroll
- ☐ Send Annual Leave Request Card (if applicable)
- ☐ Add to Leave Sheet (if applicable)

## First day/induction arrangements

### Site, ICT & Policies:

- ☐ Site tour (including location of staff room/kitchen, academy office and normal workstation).

Enter names and arrangements of other sites to be visited as part of induction and where applicable:

.....  
.....

- ☐ Shown new user how to access network
- ☐ Informed where Academy Staff Handbook is stored
- ☐ Signed Safeguarding Declaration
- ☐ Signed Disclosure & Barring Service Declaration
- ☐ Signed Policies & Procedures Declaration

**Employee to confirm:**

- ☐ Access to network
- ☐ Access to user area
- ☐ Read and understood Abbey MAT policies and those applicable to academy
- ☐ Read academy handbook
- ☐ Health & Safety induction with site team
- ☐ In receipt of IT/academy equipment: please list items.....

**Notes:**

.....

.....

**Signed:**

The information contained in this form will be used to ensure records are updated accordingly and that the necessary checks have been completed and information/equipment required has been provided.

Once complete this form will be stored in the personnel file.

**Employee:**

**Date:**

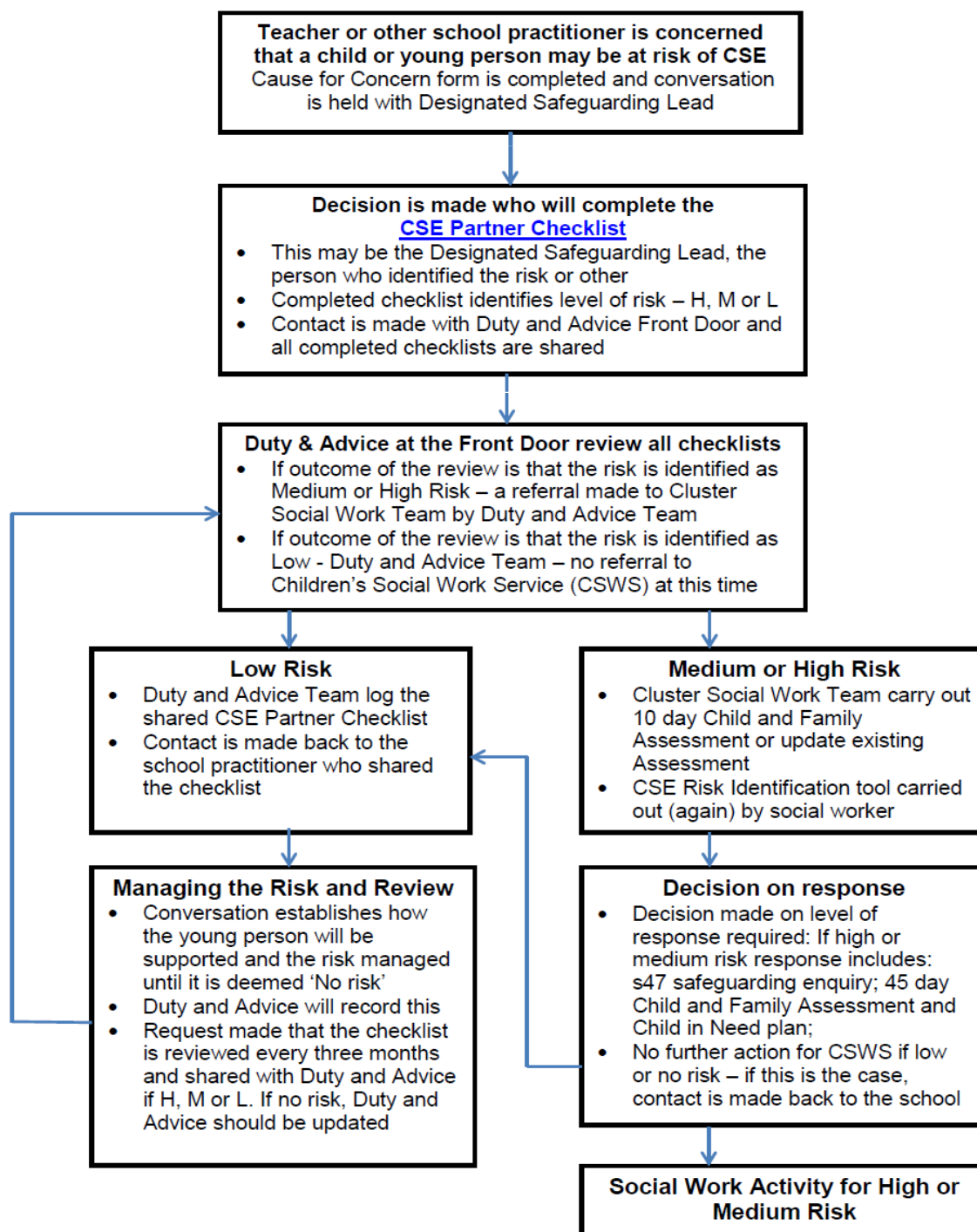
**Office/HR:**

**Date:**

## Appendix 8 CSE Response Checklist

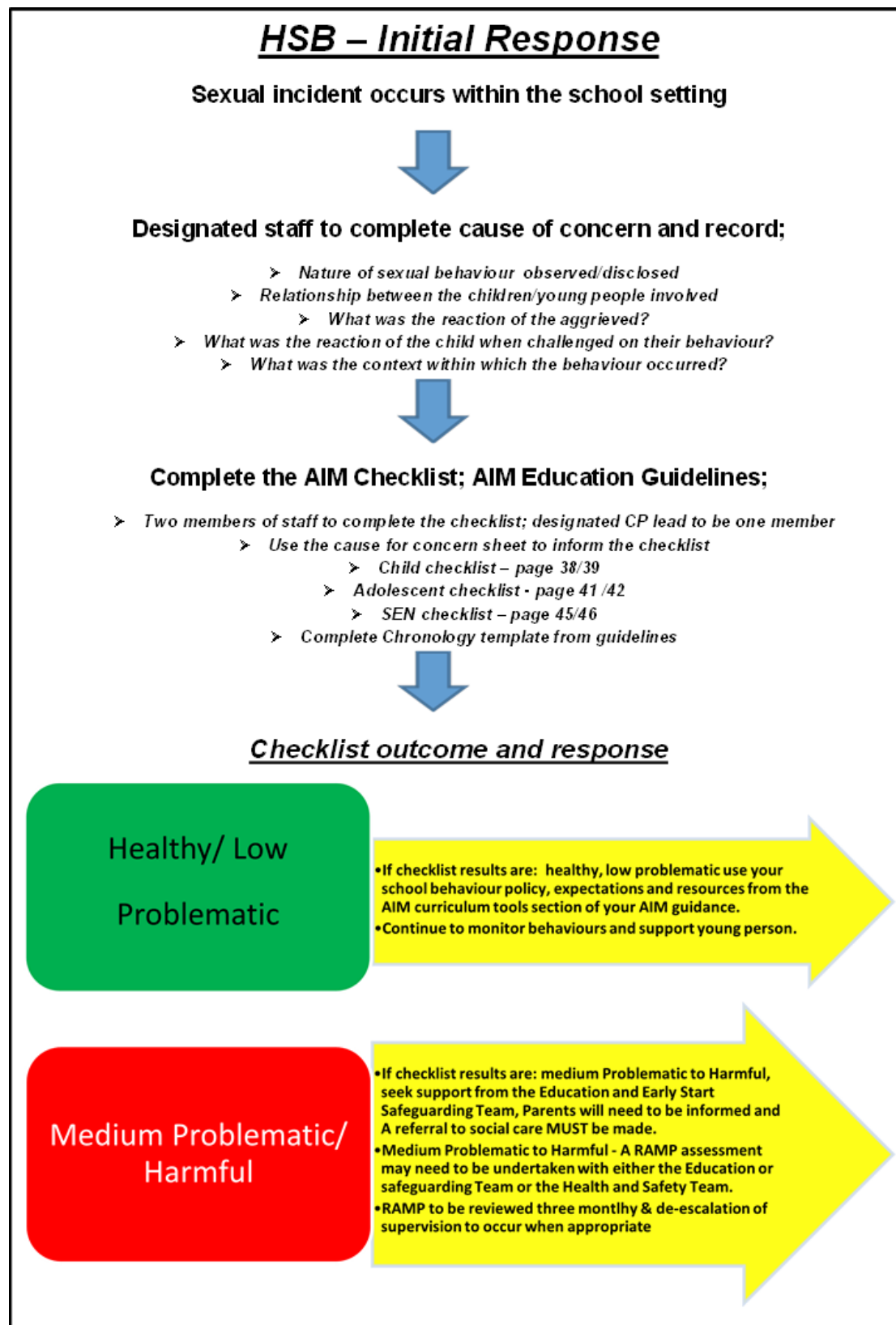
### Responding to identified concerns about Child Sexual Exploitation (CSE) in schools

Education professionals can also use the [WY Police CSE information report form](#) on the Leeds LSCB website to share any information which could help identify possible perpetrators of CSE, or children at risk of CSE.



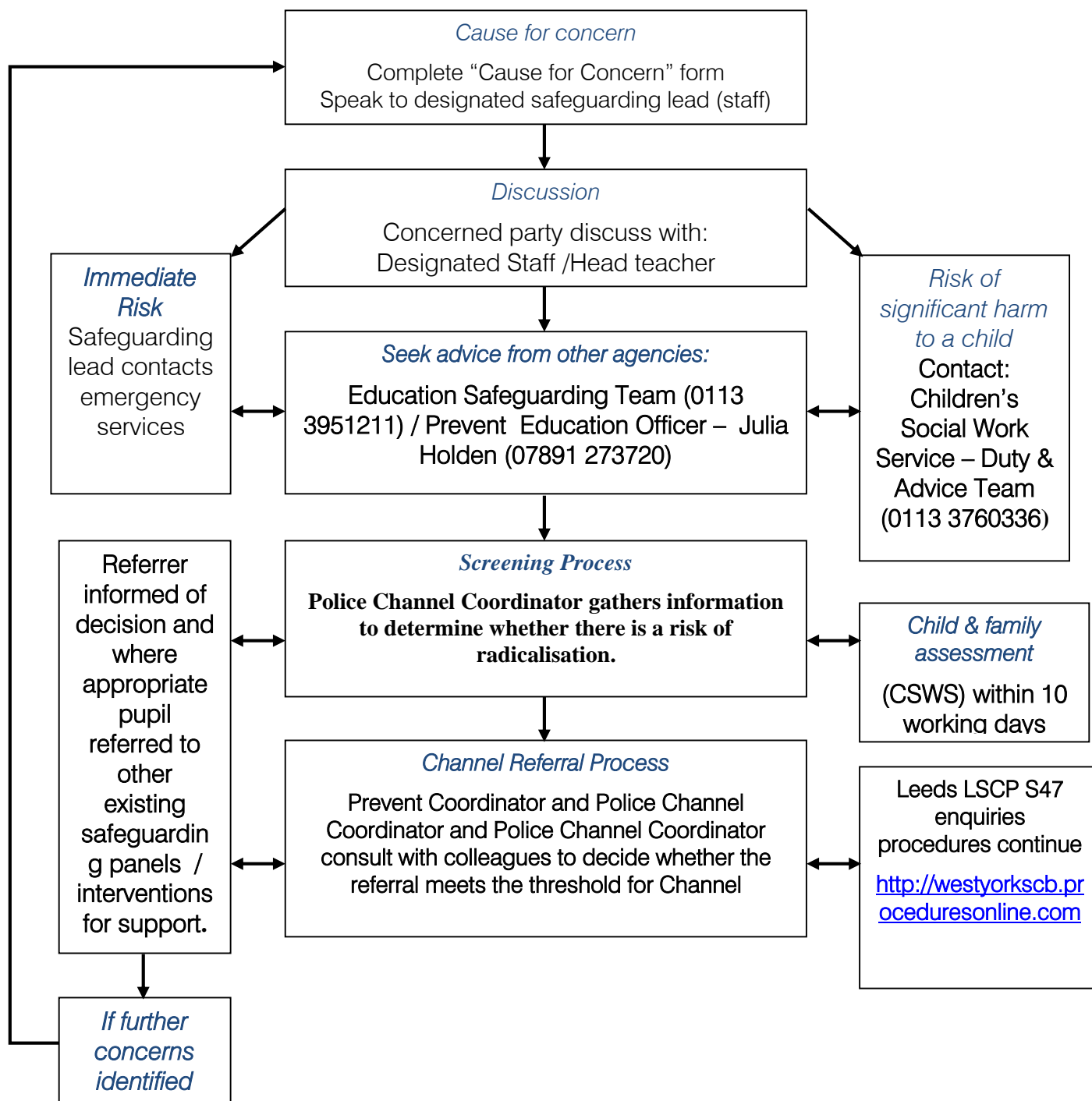
## Appendix 9 Harmful Sexual Behaviour Response Checklist

Further information and relevant guidance documents referred to, are available electronically from Leeds Education Hub – Safeguarding Page and directly upon request from [education.training@leeds.gov.uk](mailto:education.training@leeds.gov.uk).



## Appendix 10 Radicalisation Response Checklist

Summary of in-school procedures to follow where there are potential radicalisation concerns about a child/member of staff

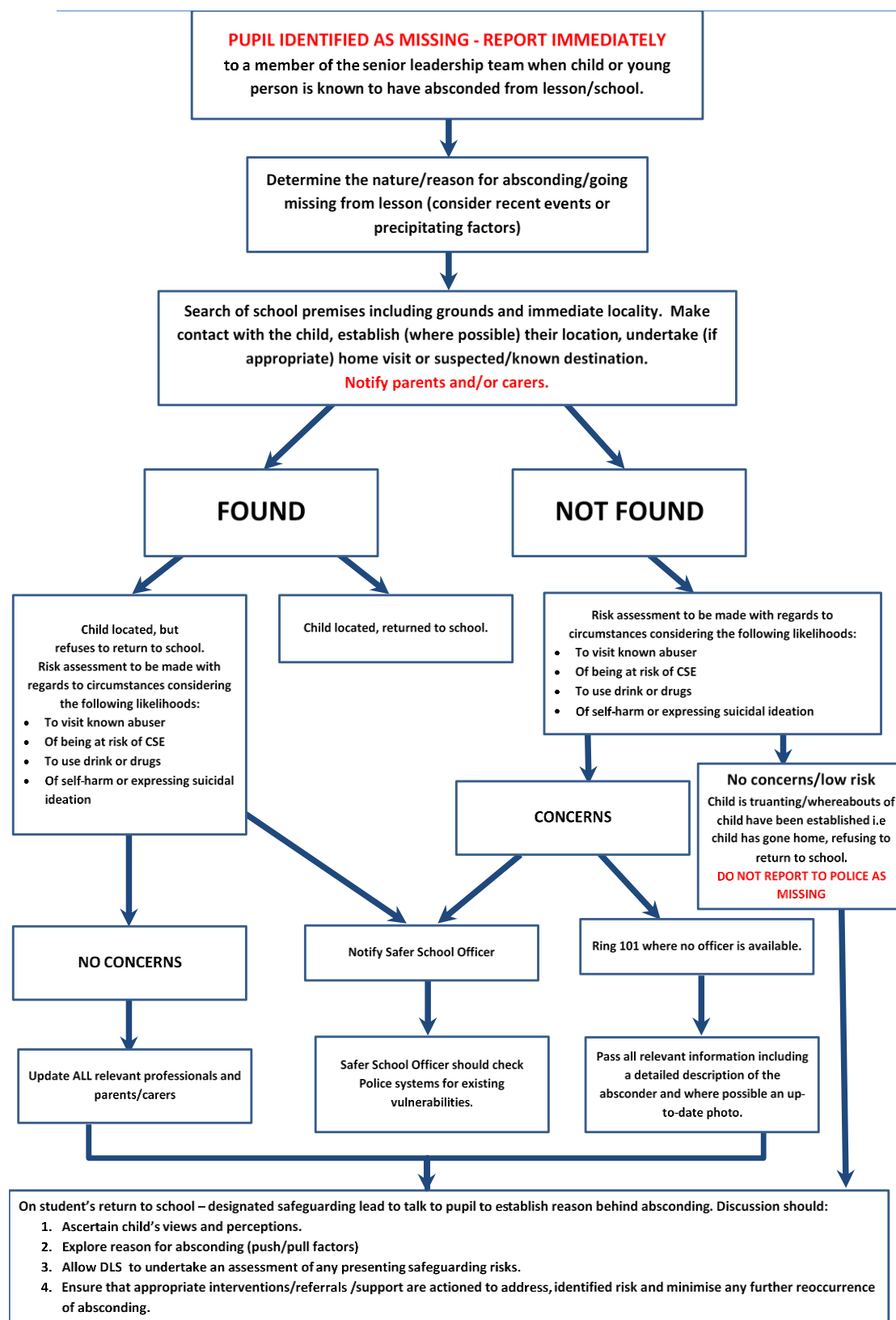


Further information and relevant guidance documents referred to, are available electronically from Leeds Education Hub – Safeguarding Page and directly upon request from [education.training@leeds.gov.uk](mailto:education.training@leeds.gov.uk).

## Appendix 11

## Missing from School Response Checklist

Referral pathway for reporting children and young people missing /absconded during the school day



<b>Name</b>			
<b>Date of Birth</b>			
<b>Gender Identity</b>	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Transgender <input type="checkbox"/>
	Non-Binary <input type="checkbox"/>	Genderqueer <input type="checkbox"/>	Gender-fluid <input type="checkbox"/>

Please indicate the nature of the incident or safeguarding issue that you have been concerned about either in the past or currently?

Physical Abuse	<input type="checkbox"/>	Sexual Abuse	<input type="checkbox"/>	Emotional Abuse	<input type="checkbox"/>
Neglect	<input type="checkbox"/>	Mental ill Health	<input type="checkbox"/>	Suicidal intent	<input type="checkbox"/>
Self-Harm	<input type="checkbox"/>	Forced Marriage	<input type="checkbox"/>	Risk to others	<input type="checkbox"/>
Prevent	<input type="checkbox"/>	CSE	<input type="checkbox"/>	Faith Abuse	<input type="checkbox"/>
Financial Abuse	<input type="checkbox"/>	Domestic Violence	<input type="checkbox"/>	Female Genital Mutilation	<input type="checkbox"/>
Fabricated/Induced Illness	<input type="checkbox"/>	Gangs and Youth Violence	<input type="checkbox"/>	Harmful Sexual Behaviour	<input type="checkbox"/>
Institutional abuse	<input type="checkbox"/>	Missing from home	<input type="checkbox"/>	Sexting	<input type="checkbox"/>
Trafficking	<input type="checkbox"/>	Missing in education	<input type="checkbox"/>	Substance abuse	<input type="checkbox"/>
*Child Looked After	<input type="checkbox"/>				
<b>Other(Please State):</b>					

**Are there any current or relevant historical safeguarding concerns?**

*Please can you provide details of the concerns that you have noted. Please also indicate if the concern was referred to any agencies (i.e. children's social work services, adult social care, police) and the outcome of the referral? Feel free to use additional sheets if required.*

<b>Safeguarding Issue</b>	<b>Date</b>	<b>What action was taken / Referred to agency?</b>



Please can you give full details including contact details of which agencies are currently working with the student?			
Children's Social Work Services		Adult Social Care	
Probation		Youth Offending Services	
CAMHS		Police	
Other, Please state			

**Has the student been subject to a Child in Need Plan, a Child Protection Plan, Early Help Plan, Education Health Care Plan or Personal Education Plan** *Please give further details about the support they are currently receiving.*

--

What areas of support would you recommend the student will need at College?							
Additional Learning Support	<input type="checkbox"/>	Life Skills	<input type="checkbox"/>	Family support	<input type="checkbox"/>	Substance Misuse	<input type="checkbox"/>
Risk of offending or re-offending	<input type="checkbox"/>	Financial <i>*CLA are entitled to bursaries and discretionary funding.</i>	<input type="checkbox"/>	Health Advice	<input type="checkbox"/>	Emotional Wellbeing	<input type="checkbox"/>
Basic Skills	<input type="checkbox"/>	Housing	<input type="checkbox"/>	Counselling	<input type="checkbox"/>	Other, please state below	<input type="checkbox"/>
Risk Management Plan	<input type="checkbox"/>	<i>(Please indicate if this is for risk to others, risk to themselves or relating to sexually harmful behaviour)</i>					
Please can you provide further information concerning any recommendations for support?							

**Please can you provide your details below:**

Name:	Position:
Organisation:	Tel No:
Email Address:	Date:

# **CONSENT TO SHARE INFORMATION PRIOR TO ENROLMENT**

To be completed by student

I Insert Name give consent for the above information to be shared with Insert name of provider

Date	
Signature of student	

If consent from student has not been sought or you wish the FE provider to contact you directly for further information pertaining to this pupil, please provide a contact name and number of the relevant designated safeguarding lead.

Name of contact	
Telephone number	

Thank you for taking the time to gather the information requested. Please ensure that the completed form is returned securely to the relevant designated safeguarding officer listed below.

Please return this form to the relevant contact listed below:

	<b>Leeds College of Building</b>
Name of contact	Charlotte Duffy
Job Title	Safeguarding Officer
Name of organisation / service	Leeds College of Building, HR Unit, North Street, Leeds, LS2 7QT
Email address	<a href="mailto:cduffy@lcb.ac.uk">cduffy@lcb.ac.uk</a>
Contact telephone number	T: 0113 2226000 Ex: 3845 M: 07872693424

	<b>Notre Dame Catholic 6<sup>th</sup> Form College</b>
Name of Contact	Lindsay Brook
Job Title	Assistant Principal
Name of organisation / service	Notre Dame College– St Mark’s Ave, Leeds LS2 9BL
Email address	<a href="mailto:l.brook@notredamecoll.ac.uk">l.brook@notredamecoll.ac.uk</a>
Contact telephone number	0113 2946644

	<b>Leeds City College</b>
Name of Contact	Lewis Freer
Job Title	Head of Safeguarding
Name of organisation / service	Leeds City College, Park Lane Campus, room A2.20
Email address	<a href="mailto:andrew.ottey@leedscitycollege.ac.uk">andrew.ottey@leedscitycollege.ac.uk</a>
Contact telephone number	Tel: 0113 2162055

	<b>Leeds College of Music</b>
Name of Contact	Karen Joyce
Job Title	Head of Student Services (Designated Senior Lead for Safeguarding)
Name of organisation / service	Leeds College of Music, 3 Quarry Hill, Leeds LS2 7PD
Email address	<a href="mailto:k.joyce@lcm.ac.uk">k.joyce@lcm.ac.uk</a>
Contact telephone number	T: 0113 222 3453

	<b>Leeds College of Art</b>
Name	Katrina Welsh
Job Title	Head of Student Support
Name of organisation / service	Leeds College of Art
Email address	<a href="mailto:katrina.welsh@leeds-art.ac.uk">katrina.welsh@leeds-art.ac.uk</a>
Contact telephone number	0113 202 8000

	<b>Elliott Hudson College</b>
Name	Rosie Quashie
Job Title	Assistant Principal
Name of organisation / service	Elliott Hudson College
Email address	<a href="mailto:rosieguashie@elliottthudsoncollege.ac.uk">rosieguashie@elliottthudsoncollege.ac.uk</a>
Contact telephone number	0113 3239777



### ALLEGATIONS OR CONCERN

#### ABOUT A PERSON WORKING WITH CHILDREN

This form has been designed to help all agencies working with children record and refer information when it has been alleged that a person who works with children 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 towards a child or children in a way that indicates she or he may pose a risk of harm to children.

**PLEASE PROVIDE AS MUCH INFORMATION AS YOU CAN AND SEND TO**  
**[LADO@leeds.gov.uk](mailto:LADO@leeds.gov.uk) WITHIN ONE WORKING DAY**

<b>Date of Notification:</b>	
<b>Date of Alleged Incident:</b>	
<b>Name of Referrer:</b>	
<b>Agency:</b>	
<b>Contact Details:</b>	

#### Professional's Details :

Name :	D.O.B :	Employment Sector:	Occupation:	Employer:

Home Address :	
----------------	--

#### Child/ren's Details (if applicable):

Name :	D.O.B :	Legal Status i.e. Looked after child (S.31,S.20,LASPO)	Social Worker or Case Worker:	Independent Reviewing Officer:

Address :	
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<b>Detail of Allegation</b>	<b>Referral Details</b> (to include name of referrer, date, time, detail of allegation and professional (s) involved)
-----------------------------	---

<b>Child or young person's view</b>	<b>Has the young person's views been sought: Yes/No</b> (to include: when, by whom and detail of interview) If not please specify reason and date when young person will be seen)
<b>Parent or carer's view</b>	<b>Has the parent/carer been notified and their views sought: Yes/No</b> (to include: when, by whom and detail of interview) If not please specify reason )

<b>Have you discussed this concern with the appropriate Line Manager and Human Resources within your organisation?</b>
<i>What is their view</i>

<b>Does the professional have children of their own? if known please give names &amp; ages</b>

<b>Previous concerns of a safeguarding nature:</b>	<i>Please identify (in chronological order) any previous/historical concerns of a safeguarding nature by the professional concerned.</i>
--	--

<b>Does the professional work with children in any other capacity?</b>

<b>Does the professional acknowledge the concern?</b> <b>Please consult with HR if advice is required about talking to the member of staff</b>
<i>What is their view</i>

<b>Do you believe that the individual concerned poses a current risk of significant harm to children and young people in your organisation?</b>
<i>Please explain your rationale for both a Yes or No response.</i>

<b>In your professional opinion what action should be taken in regard to the individual facing the allegation or concern?</b>

If the professional who these concerns are about, is not a member of staff directly employed by your organisation (*i.e. an agency worker*). Have you discussed this concern with the appropriate Line Manager for the organisation concerned? (*If not, please contact the employer and complete the section below, prior to submitting this notification*)

*What is their view*

Name of employer:

Contact details:

#### LADO Discussion

*Please provide relevant details*

Form Completed by:

Contact details:

Information entered on MOSAIC: YES ☐

NO ☐