

WEXHAM COURT PRIMARY SCHOOL
SAFEGUARDING AND CHILD PROTECTION POLICY

2025-2026



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Approved By:	Full Governing Body & Headteacher

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WEXHAM COURT PRIMARY SCHOOL

SAFEGUARDING AND CHILD PROTECTION POLICY

Preparing every child to become a successful individual in an ever evolving world.

Build belonging

Strive for excellence

Do the right thing

It is your priority to keep our children safe by protecting them from harm and by helping them flourish as a person. Pupils understand our behaviour code, and ‘that being safe’ is of primary concern to all.

EQUALITY STATEMENT

At Wexham Court Primary School we are proud of the diversity of our students and staff and are committed to promoting a positive and inclusive culture in which all are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, beliefs, sex or sexual orientation. We acknowledge that we are all influenced by implicit bias, or the stereotypes that unconsciously affect our decisions and that this can negatively impact traditionally marginalised and disenfranchised students. In all areas of our school, we strive to understand and appreciate all aspects of diversity, equality and inclusion and proactively adapt our school policies and procedures accordingly.

Written by Wexham Court staff and pupils

1. IMPORTANT CONTACTS

ROLE/ORGANISATION	NAME	CONTACT DETAILS
Designated safeguarding lead (DSL)	Lara Badirkhan	01753 524989
Deputy DSL	Navroop Mehat / Caroline Ward	01753 524989
Chair of governors	Reverend Andrew Parry	
Link governor	Reverend Andrew Parry	
Referral and assessment team (Children’s Social Care)		01753 875362 01753 875591
Child Protection and Reviewing Team Manager		01753 476850
Child Protection administrator		01753 690450
Emergency duty team (referrals after 5pm)		01344 786543
Police		0845 850 5505
LADO	Dawn Lises	07927 681858 LADO@sloughchildrenfirst.co.uk
Channel Helpline		020 7340 7264

2. AIMS

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.

3. LEGISLATION AND STATUTORY GUIDANCE

- This policy is based on the Department for Education’s statutory guidance [Keeping Children Safe in Education 2024, statutory guidance for schools and colleges](#) and [Working Together to Safeguard](#)

[Children \(2023\)](#), and the [Guidance for Governance in Maintained Schools](#). We comply with this guidance and the arrangements agreed and published by our 3 local safeguarding partners.

This policy is also based on the following legislation:

- Section 175 of the [Education Act 2002](#), which places a duty on schools and local authorities to safeguard and promote the welfare of pupils;
- [The School Staffing \(England\) Regulations 2009](#), which set out what must be recorded on the single central record and the requirement for at least one person conducting an interview to be trained in safer recruitment techniques;
- [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;
- [Children Act 1989 Private Fostering](#) which gives comprehensive guidance on private fostering;
- [The Human Rights Act 1998](#), which explains that being subjected to harassment, violence and/or abuse, including that of a sexual nature, may breach any or all of the rights which apply to individuals under the [European Convention on Human Rights](#) (ECHR)
- [The Equality Act 2010](#), which makes it unlawful to discriminate against people regarding particular protected characteristics (including disability, sex, sexual orientation, gender reassignment and race). This means our governors and headteacher should carefully consider how they are supporting their pupils with regard to these characteristics. The Act allows our school to take positive action to deal with particular disadvantages affecting pupils (where we can show it’s proportionate). This includes making reasonable adjustments for disabled pupils. For example, it could include taking positive action to support girls where there’s evidence that they’re being disproportionately subjected to sexual violence or harassment
- [The Public Sector Equality Duty \(PSED\)](#), which explains that we must have due regard to eliminating unlawful discrimination, harassment and victimisation. The PSED helps us to focus on key issues of concern and how to improve pupil outcomes. Some pupils may be more at risk of harm from issues such as sexual violence; homophobic, biphobic or transphobic bullying; or racial discrimination
- The [Childcare \(Disqualification\) and Childcare \(Early Years Provision Free of Charge\) \(Extended Entitlement\) \(Amendment\) Regulations 2018](#) (referred to in this policy as the “2018 Childcare Disqualification Regulations”) and [Childcare Act 2006](#), which set out who is disqualified from working with children
- This policy also meets requirements relating to safeguarding and welfare in the [statutory framework for the Early Years Foundation Stage](#)

4. DEFINITIONS

Safeguarding and promoting the welfare of children means:

- Providing help and support to meet the needs of children as soon as problems emerge;
- Protecting children from maltreatment, whether that is within or outside the home, including online;

- Preventing impairment of children’s mental and physical health or development;
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.

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

Abuse is a form of maltreatment of a child, and may involve inflicting harm or failing to act to prevent harm. (Appendix 1 explains the different types of abuse.)

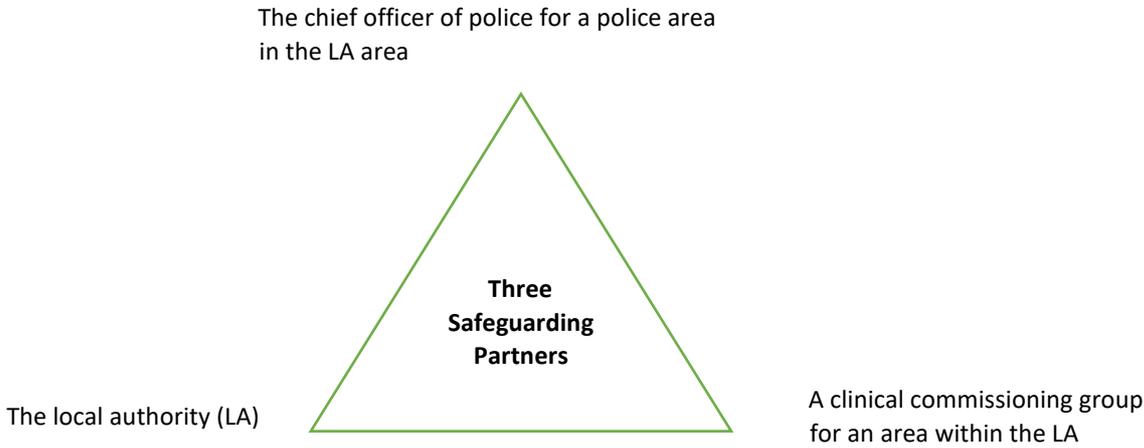
Neglect is a form of abuse and is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Appendix 1 defines neglect in more detail.

Sharing of nudes and semi-nudes (also known as sexting or youth produced sexual imagery) is where children share nude or semi-nude images, videos, live streams or computer-generated imagery.

Children includes everyone under the age of 18.

Child on child abuse is sexual violence or harassment that occurs between two or more children of any age and gender.

The following three **safeguarding partners** are identified in Keeping Children Safe in Education (and defined in the Children Act 2004, as amended by chapter 2 of the Children and Social Work Act 2017). They will make arrangements to work together to safeguard and promote the welfare of local children, including identifying and responding to their needs:



Victim is a widely understood and recognised term, but we understand that not everyone who has been subjected to abuse considers themselves a victim, or would want to be described that way. When managing an incident, we will be prepared to use any term that the child involved feels most comfortable with.

Alleged perpetrator(s) and **perpetrator(s)** are widely used and recognised terms. However, we will think carefully about what terminology we use (especially in front of children) as, in some cases, abusive behaviour can be harmful to the perpetrator too. We will decide what is appropriate and which terms to use on a case-by-case basis.

5. EQUALITY STATEMENT

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

We give special consideration to children who:

- Have special educational needs (SEN) or disabilities or health conditions (see section 10);
- Are young carers;
- May experience discrimination due to their race, ethnicity, religion, gender identification or sexuality;
- 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, criminal exploitation, forced marriage, or radicalisation;
- Are asylum seekers;
- Are at risk due to either their own or a family member's mental health needs;
- Have a social worker due to safeguarding or welfare needs; and
- Are looked after or previously looked after
- Are frequently missing/going missing from education, home or care;
- Whose parent/carer has expressed an intention to remove them from school to be home educated;
- Have experienced multiple suspensions and are at risk of, or have been permanently excluded from schools;
- Have a parent or carer in custody, or is affected by parental offending.

6. ROLES AND RESPONSIBILITIES

Safeguarding and child protection is everyone's responsibility. This policy applies to all staff, volunteers and governors in the school and is consistent with the procedures of the 3 safeguarding partners. Our policy and procedures also apply to extended school and off-site activities.

The school plays a crucial role in preventative education. This will be underpinned by our:

- Behaviour policy
- Pastoral support system
- Planned programme of relationships, sex and health education (HRE), which is inclusive and delivered regularly. Full information on our HRE teaching can be found in the HRE Policy.

6.1 All Staff

At Wexham Court Primary School we are committed to safeguarding children and young people and we expect everyone who works in our school to share this commitment. Adults in our school take all welfare concerns seriously and encourage children and young people to talk to us about anything that worries them. We will always act in the best interest of the child. All staff will:

- Read and understand this policy and Part 1 and Annex B of the Department for Education's statutory safeguarding guidance, Keeping Children Safe in Education (KCSIE), and review this guidance at least annually.
- The Senior Leadership Team (SLT) and Governors must read all of Part 2 of the guidance.
- Sign a declaration at the beginning of each academic year to say that they have reviewed the guidance.
- Engage in a programme of Safeguarding and Child Protection training throughout the year
- Reinforce the importance of online safety when communicating with parents. This includes making parents aware of what we ask children to do online (e.g., sites they need to visit or who they will be interacting with online).

- Provide a safe space for pupils who are LGBT or gender questioning to speak out and share their concerns.

All staff will be aware of:

- Our systems which support safeguarding, including this safeguarding and child protection policy, and the staff code of conduct. The role and identity of the designated safeguarding lead (DSL), and the safeguarding response to children who go missing from education;
- The early intervention assessment (sometimes known as the common assessment framework) 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 care and for statutory assessments that may follow a referral, including the role they might be expected to play;
- 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 FGM, and how to maintain an appropriate level of confidentiality while liaising with relevant professionals;
- Consider whether children are at risk of abuse or exploitation in situations outside their families;
- The signs of different types of abuse and neglect, as well as specific safeguarding issues, such as child sexual exploitation (CSE), Child Criminal Exploitation (CCE), indicators of being at risk from or involved with serious violent crime, FGM, Mental Health, Radicalisation and serious violence (including that linked to county lines); and
- Section 8 of this policy outlines in more detail how staff are supported to do this.

6.2 The Designated Safeguarding Lead (DSL)

The DSL is a member of the senior leadership team. The DSL takes lead responsibility for child protection and wider safeguarding. During term time, the DSL will be available during school hours for staff to discuss any safeguarding concerns. When the DSL is absent, the deputies will act as cover.

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

- Provide advice and support to other staff on child welfare and child protection matters,
- Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, are experiencing, or have experienced, with teachers and school leadership staff;
- 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 (local authority children's social care, Channel Programme, Disclosure and Barring Service, and/or police), and support staff who make such referrals directly;
- Have a good understanding of harmful sexual behaviour;
- Be alert to the specific needs of children in need, those with SEND and young carers; and
- Encourage a culture of listening to children and considering their wishes and feelings.

The DSL will also:

- Keep the Headteacher informed of any issues
- Liaise with local authority case managers and designated officers for child protection concerns as appropriate.
- Discuss the local response to sexual violence and sexual harassment with police and local authority children's social care colleagues to prepare the school's policies
- Be confident that they know what local specialist support is available to support all children involved (including victims and alleged perpetrators) in sexual violence and sexual harassment, and be confident as to how to access this support

- Be aware that children must have an ‘appropriate adult’ to support and help them in the case of a police investigation or search

The full responsibilities of the DSL and deputies are set out in their job descriptions and the appendices to KCSIE.

6.3 The Governing Body

The governing body will approve this policy at each review, ensure it complies with the law and hold the Headteacher to account for its implementation. The governing body will appoint a link governor to monitor the effectiveness of this policy in conjunction with the full governing body.

The chair of governors will act as the ‘case manager’ in the event that an allegation of abuse is made against the Headteacher, where appropriate (see Appendix 3 and our separate Managing Allegations Against Staff policy).

All governors will read Keeping Children Safe in Education in its entirety. Section 14 has information on how governors are supported to fulfil their role.

6.4 The Headteacher

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

- Ensuring that staff (including temporary staff) and volunteers are informed of our systems which support safeguarding, including this policy, as part of their induction. In addition, that they understand and follow the procedures included in this policy, particularly those concerning referrals of cases of suspected abuse and neglect
- Communicating this policy to parents when their child joins the school and via the school website;
- Ensuring that the DSL has appropriate time, funding, training and resources, and that there is always adequate cover if the DSL is absent;
- Ensuring that all staff undertake appropriate safeguarding and child protection training and update this regularly;
- Acting as the ‘case manager’ in the event of an allegation of abuse made against another member of staff or volunteer, where appropriate (see Appendix 3 and Managing Allegations policy);
- Making decisions regarding all low-level concerns, though they may wish to collaborate with the DSL on this;
- Ensuring the relevant staffing ratios are met, where applicable;
- Making sure each child in the Early Years Foundation Stage is assigned a key person.

6.5 Virtual School Heads

Virtual school heads have a non-statutory responsibility for the strategic oversight of the educational attendance, attainment and progress of pupils with a social worker.

They should also identify and engage with key professionals, e.g.: DSLs, SENDCOs, social workers, mental health leads and others.

7. CONFIDENTIALITY

Wexham Court Primary School takes confidentiality and data protection seriously. For details on this please refer to our Data Protection Policy and Privacy Notice.

Timely information sharing is essential to effective safeguarding. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety, of children.

The Data Protection Act (DPA) 2018 and UK GDPR do not prevent, or limit, the sharing of information for the purposes of keeping children safe. Staff should never promise a child that they will not tell anyone about a report of abuse, as this may not be in the child's best interests.

If a victim asks the school not to tell anyone about the sexual violence or sexual harassment there is no definitive answer, because even if a victim does not consent to sharing information, staff may still lawfully share it if there's another legal basis under the UK GDPR that applies. The DSL will have to balance the victim's wishes against their duty to protect the victim and other children

The DSL should consider that:

- Parents or carers should normally be informed (unless this would put the victim at greater risk)
- The basic safeguarding principle is: if a child is at risk of harm, is in immediate danger, or has been harmed, a referral should be made to local authority children's social care
- Rape, assault by penetration and sexual assault are crimes. Where a report of rape, assault by penetration or sexual assault is made, this should be referred to the police. While the age of criminal responsibility is 10, if the alleged perpetrator is under 10, the starting principle of referring to the police remains.

Regarding anonymity, all staff will:

- Be aware of anonymity, witness support and the criminal process in general where an allegation of sexual violence or sexual harassment is progressing through the criminal justice system
- Do all they reasonably can to protect the anonymity of any children involved in any report of sexual violence or sexual harassment, for example, carefully considering which staff should know about the report, and any support for children involved
- Consider the potential impact of social media in facilitating the spreading of rumours and exposing victims' identities.

The government's **Information sharing advice for safeguarding practitioners** includes 7 'golden rules' for sharing information, and will support staff who have to make decisions about sharing information. If staff are in any doubt about sharing information, they should speak to the DSL or deputies. Confidentiality is also addressed in this policy with respect to record-keeping in Section 15, and our Managing Allegations policy.

8. RECOGNISING ABUSE AND TAKING ACTION

Staff, volunteers and governors must follow the procedures set out below in the event of a safeguarding issue.

8.1 If a child is suffering or likely to suffer harm, or in immediate danger

Make a referral to children's social care and/or the police immediately if you believe a child is suffering or likely to suffer from harm, or in immediate danger. Anyone can make a referral. Tell the DSL as soon as possible if you make a referral directly. You can also use the following link to the GOV.UK webpage for reporting child abuse to your local council: <https://www.gov.uk/report-child-abuse-to-local-council>

8.2 If a child makes a disclosure to you

If a child discloses a safeguarding issue to you, you should:

- Listen to and believe them, allow them time to talk freely and do not ask leading questions;
- Stay calm and do not show that you are shocked or upset;
- Tell the child they have done the right thing in telling you. Do not tell them they should have told you sooner;
- Explain what will happen next and that you will have to pass this information on. Do not promise to keep it a secret;

- Write up your conversation as soon as possible in the child’s own words. Stick to the facts and do not put your own judgement on it;
- Sign and date the write-up and pass it on to the DSL. Alternatively, if appropriate, make a referral to children’s social care and/or the police directly, (see section 8.6) and tell the DSL as soon as possible that you have done so.
- Record disclosure on CPOMS
- Aside from these people, do not disclose the information to anyone else unless told to do so by a relevant authority involved in the safeguarding process.

Bear in mind that some children may:

- Not feel ready, or know how to tell someone that they are being abused, exploited or neglected
- Not recognise their experiences as harmful
- Feel embarrassed, humiliated or threatened. This could be due to their vulnerability, disability, sexual orientation and/or language barriers.

None of this should stop you from having a ‘professional curiosity’ and speaking to the DSL if you have concerns about a child.

8.3 If you discover that FGM has taken place or a pupil is at risk of FGM

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”. 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’. Possible indicators that a pupil has already been subjected to FGM, and factors that suggest a pupil may be at risk, are set out in Appendix 4.

Any teacher who is informed by a girl under 18 that an act of FGM has been carried out on her; or observes physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl’s physical or mental health or for purposes connected with labour or birth; must be immediately report this to the police, personally. This is a **mandatory statutory duty**, and teachers will face disciplinary sanctions for failing to meet it. Unless they have been specifically told not to disclose, they should also discuss the case with the DSL and involve children’s social care as appropriate.

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. The duty for teachers mentioned 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. Any member of staff who suspects a pupil is *at risk* of FGM or suspects that FGM has been carried out must speak to the DSL and follow our local safeguarding procedures.

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

Figure 1 (on page 12 below) illustrates the procedure to follow if you have any concerns about a child’s welfare. Where possible, speak to the DSL first, to agree a course of action. If in exceptional circumstances the DSL or deputies are not available, this should not delay appropriate action being taken. Speak to a member of the senior leadership team and/or take advice from local authority children’s social care. You can also seek advice at any time from the NSPCC helpline on 0808 800 5000. Make a referral to local authority children’s social care directly, if appropriate (see section 8.6 below). Share any action taken with the DSL as soon as possible.

If you have concerns about a child who may be missing in education (CME), please see the procedures we follow in Appendix 4.

8.5 Early Intervention Assessment

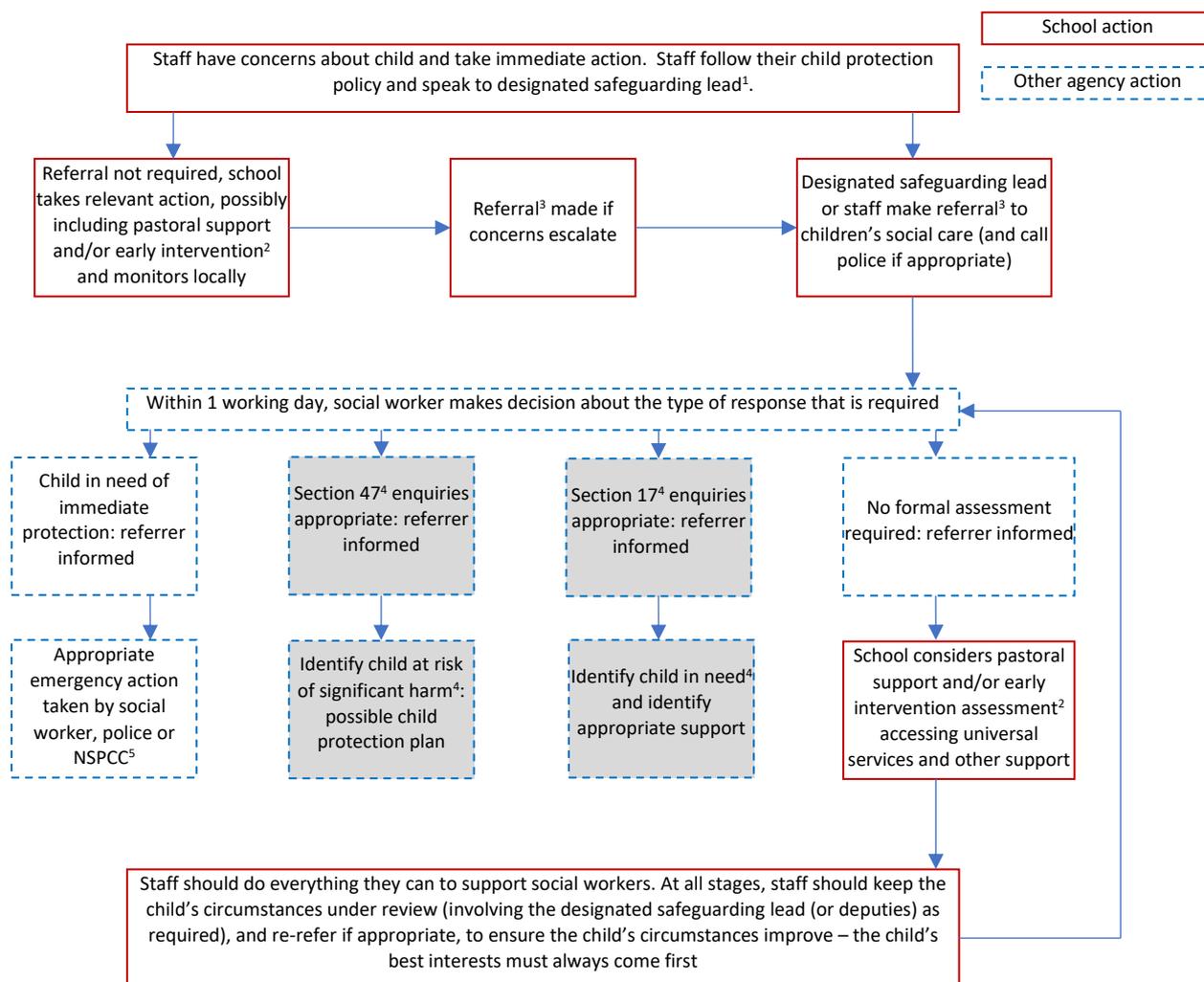
If early intervention assessment is appropriate, the DSL will generally lead on liaising with other agencies and setting up an interagency assessment as appropriate. Staff may be required to support other agencies and professionals in an early intervention assessment, in some cases acting as the lead practitioner. We will discuss and agree, with statutory safeguarding partners, levels for the different types of assessment, as part of local arrangements. The DSL will keep the case under constant review and the school will consider a referral to local authority children’s social care if the situation does not seem to be improving. Timelines of interventions will be monitored and reviewed.

8.6 Referral

If it is appropriate to refer the case to local authority children’s social care or the police, the DSL will make the referral or support you to do so. If you make a referral directly, you must tell the DSL as soon as possible. The local authority will make a decision within one working day of a referral about what course of action to take and will let the person who made the referral know the outcome. The DSL or person who made the referral must follow up with the local authority if this information is not made available, and ensure outcomes are properly recorded.

If the child’s situation does not seem to be improving after the referral, the DSL or person who made the referral must follow local escalation procedures to ensure their concerns have been addressed and that the child’s situation improves.

Figure 1: procedure if you have concerns about a child’s welfare (as opposed to believing a child is suffering or likely to suffer from harm, or in immediate danger)



¹In cases which also involve a concern or an allegation of abuse against a staff member, see Part four of KCSIE.

²Early intervention means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early intervention, an early intervention inter-agency assessment should be arranged. Chapter one of [Working Together to Safeguard Children](#) provides detailed guidance on the early intervention process.

³Referrals should follow the process set out in the local threshold document and local protocol for assessment. Chapter one of [Working Together to Safeguard Children](#).

⁴Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. Children in need may be assessed under section 17 of the Children Act 1989. Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or likely to suffer significant harm, it has a duty to make enquiries to decide whether to take action to safeguard or promote the child's welfare. Full details are in Chapter one of [Working Together to Safeguard Children](#).

⁵This could include applying for an Emergency Protection Order (EPO).

8.7 If you have concerns about extremism

If a child is not suffering or likely to suffer from harm, or in immediate danger, where possible speak to the DSL first to agree a course of action. If in exceptional circumstances the DSL or deputies are not available, this should not delay appropriate action being taken. Speak to a member of the senior leadership team and/or seek advice from local authority children's social care. Make a referral to local authority children's social care directly, if appropriate. Inform the DSL or deputy as soon as practically possible after the referral.

Where there is a concern, the DSL will consider the level of risk and decide which agency to make a referral to. This could include the police or [Channel](#), the government's programme for identifying and supporting individuals at risk of becoming involved with or supporting terrorism, or the local authority children's social care team.

The Department for Education also has a dedicated telephone helpline, 020 7340 7264, which school staff and governors can call to raise concerns about extremism with respect to a pupil. You can also email counter.extremism@education.gov.uk. Note that this is not for use in emergency situations.

In an emergency, call 999 or the confidential anti-terrorist hotline on 0800 789 321 if you:

- Think someone is in immediate danger
- Think someone may be planning to travel to join an extremist group
- See or hear something that may be terrorist-related

For further details, see our policy on Tackling Extremism and Radicalisation.

8.8 If you have a mental health concern

Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Staff will be alert to behavioural signs that suggest a child may be experiencing a mental health problem or be at risk of developing one. If you have a mental health concern about a child that is also a safeguarding concern, take immediate action by following the steps in Section 8.4. If you have a mental health concern that is **not** also a safeguarding concern, speak to the DSL to agree a course of action.

8.9 If you have concerns of serious violence

All staff are aware of the indicators, which may signal children are at risk from, or are involved with, serious violent crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in educational performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation. If you have a criminal exploitation concern about a child that is also a safeguarding concern, take immediate action by following

the steps in Section 8.4. If you have a mental health concern that is **not** also a safeguarding concern, speak to the DSL to agree a course of action.

8.10 Concerns about a staff member, supply teacher, volunteer or contractor

If you have concerns about a member of staff, supply teacher, volunteer, or contractor, or an allegation is made about a member of staff (including a supply teacher, volunteer or contractor) posing a risk of harm to children, speak to the Headteacher as soon as possible. Any concerns around a supply member of staff must be reported to the LADO. If not available then the next most senior staff member if urgent. If the concerns/allegations are about the Headteacher, speak to the chair of governors. The Headteacher/chair of governors will then follow the procedures set out in our Managing Allegations policy, if appropriate.

Where you believe there is a conflict of interest in reporting a concern or allegation about a member of staff (including a supply teacher, volunteer or contractor) to the Headteacher, report it directly to the local authority designated officer (LADO). The Headteacher will report any concerns around a supply member of staff to the LADO. Where appropriate, the School will inform Ofsted of the allegation and actions taken, within the necessary timescale.

8.11 Allegations of abuse made against other pupils

We recognise that children are capable of abusing their peers. Abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”, as this can lead to a culture of unacceptable behaviours and an unsafe environment for pupils. We also recognise the gendered nature of child-on-child abuse. However, all child-on-child abuse is unacceptable and will be taken seriously. Most cases of pupils hurting other pupils will be dealt with under our Behaviour Policy, but this Safeguarding and Child Protection policy will apply to any allegations that raise safeguarding concerns. This might include where the alleged behaviour:

- Is serious, and potentially a criminal offence;
- Could put pupils in the school at risk;
- Is violent;
- Involves pupils being forced to use drugs or alcohol;
- Bullying including cyberbullying, prejudice-based and discriminatory bullying;
- Abuse in intimate personal relationships between peers;
- Involves sexual exploitation, sexual abuse or sexual harassment, such as indecent exposure, sexual assault, upskirting or sexually inappropriate pictures or videos, including the sharing of nudes and semi-nudes. The sharing of nudes or semi-nude images/videos also includes pseudo-images, which are computer-generated or AI images that otherwise appear to be a photograph or video.

See KCSIE for more information about child-on-child abuse.

8.12 If a pupil makes an allegation of abuse against another pupil:

- You must record the allegation and tell the DSL, but do not investigate it.
- The DSL will contact the local authority children’s social care team and follow its advice, as well as the police if the allegation involves a potential criminal offence. The DSL will put a risk assessment and support plan into place for all children involved (including the victim(s), the child(ren) against whom the allegation has been made and any others affected) with a named person they can talk to if needed. This will include considering school transport as a potentially vulnerable place for a victim or alleged perpetrator(s).
- The DSL will contact the children and adolescent mental health services (CAMHS), if appropriate.

If the incident is a criminal offence and there are delays in the criminal process, the DSL will work closely with the police (and other agencies as required) while protecting children and/or taking any disciplinary

measures against the alleged perpetrator. We will ask the police if we have any questions about the investigation.

8.13 Creating a supportive environment in school and minimising the risk of child-on-child abuse

We recognise the importance of taking proactive action to minimise the risk of child-on-child abuse, and of creating a supportive environment where victims feel confident in reporting incidents.

We will minimise the risk of child-on-child abuse by:

- Challenging any form of derogatory or sexualised language or behaviour, including requesting or sending sexual images;
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female pupils, and initiation or hazing type violence with respect to boys;
- Ensuring our curriculum helps to educate pupils about appropriate behaviour and consent;
- Ensure pupils are able to easily and confidently report abuse using our reporting systems (as described in Section 8.13)
- Ensure staff reassure victims that they are being taken seriously
- Be alert to reports of sexual violence and/or harassment that may point to environmental or systemic problems that could be addressed by updating policies, processes and the curriculum, or could reflect wider issues in the local area that should be shared with safeguarding partners
- Support children who have witnessed sexual violence, especially rape or assault by penetration. We will do all we can to make sure the victim, alleged perpetrator(s) and any witnesses are not bullied or harassed
- Consider intra familial harms and any necessary support for siblings following a report of sexual violence and/or harassment

We will ensure staff are trained to understand:

- How to recognise the indicators and signs of child-on-child abuse, and know how to identify it and respond to reports
- That even if there are no reports of child-on-child abuse in school, it does not mean it is not happening – staff should maintain an attitude of “it could happen here”
- That if they have any concerns about a child’s welfare, they should act on them immediately rather than wait to be told, and that victims may not always make a direct report. For example, children can show signs or act in ways they hope adults will notice and react to, a friend may make a report, a member of staff may overhear a conversation or a child’s behaviour might indicate that something is wrong
- That certain children may face additional barriers to telling someone because of their vulnerability, disability, gender, ethnicity and/or sexual orientation
- That a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy
- The important role they have to play in preventing child-on-child abuse and responding where they believe a child may be at risk from it
- That they should speak to the DSL if they have any concerns
- That social media is likely to play a role in the fall-out from any incident or alleged incident, including for potential contact between the victim, alleged perpetrator(s) and friends from either side

The Headteacher will take the lead role in any disciplining of the alleged perpetrator(s). The school will do all that is reasonably possible to support employees who are involved in the allegation, during the disciplinary process.

Disciplinary action can be taken while other investigations are going on, e.g. by the police. The fact that another body is investigating or has investigated an incident does not (in itself) prevent our school from

coming to its own conclusion about what happened and imposing a penalty accordingly. We will consider these matters on a case-by-case basis, considering whether:

- Taking action would prejudice an investigation and/or subsequent prosecution – we will liaise with the HR, police and/or LA children’s social care to determine this
- There are circumstances that make it unreasonable or irrational for us to reach our own view about what happened while an independent investigation is ongoing

8.14 Sharing of nudes and semi-nudes (‘sexting’)

Your responsibilities when responding to an incident

If you are made aware of an incident involving the consensual or non-consensual sharing of nude or semi-nude images/videos (also known as ‘sexting’ or ‘youth produced sexual imagery’), you must report it to the DSL immediately. This also includes pseudo-images, which are computer-generated images that otherwise appear to be a photograph or video. You must **not**:

- View, copy, print, share, store or save the imagery yourself, or ask a pupil to share or download it (if you have already viewed the imagery by accident, you must report this to the DSL)
- Delete the imagery or ask the pupil to delete it
- Ask the pupil(s) who are involved in the incident to disclose information regarding the imagery (this is the DSL’s responsibility)
- Share information about the incident with other members of staff, the pupil(s) it involves or their, or other, parents and/or carers
- Say or do anything to blame or shame any young people involved

You should explain that you need to report the incident, and reassure the pupil(s) that they will receive support and help from the DSL.

Initial review meeting

Following a report of an incident, the DSL will hold an initial review meeting with appropriate school staff – this may include the staff member who reported the incident and the safeguarding or leadership team that deals with safeguarding concerns. This meeting will consider the initial evidence and aim to determine:

- Whether there is an immediate risk to pupil(s)
- If a referral needs to be made to the police and/or children’s social care
- If it is necessary to view the image(s) in order to safeguard the young person (in most cases, images or videos should not be viewed)
- What further information is required to decide on the best response
- Whether the image(s) has been shared widely and via what services and/or platforms (this may be unknown)
- Whether immediate action should be taken to delete or remove images or videos from devices or online services
- Any relevant facts about the pupils involved which would influence risk assessment
- If there is a need to contact another school, college, setting or individual
- Whether to contact parents or carers of the pupils involved (in most cases parents/carers should be involved)

The DSL will make an immediate referral to police and/or children’s social care if:

- The incident involves an adult
- There is reason to believe that a young person has been coerced, blackmailed or groomed, or if there are concerns about their capacity to consent (for example, owing to special educational needs)
- What the DSL knows about the images or videos suggests the content depicts sexual acts which are unusual for the young person’s developmental stage, or are violent

- The imagery involves sexual acts and any pupil in the images or videos is under 13
- The DSL has reason to believe a pupil is at immediate risk of harm owing to the sharing of nudes and semi-nudes (for example, the young person is presenting as suicidal or self-harming)

If none of the above apply then the DSL, in consultation with the headteacher and other members of staff as appropriate, may decide to respond to the incident without involving the police or children’s social care. The decision will be made and recorded in line with the procedures set out in this policy.

Further review by the DSL

If at the initial review stage, a decision has been made not to refer to police and/or children’s social care, the DSL will conduct a further review to establish the facts and assess the risks.

They will hold interviews with the pupils involved (if appropriate).

If at any point in the process there is a concern that a pupil has been harmed or is at risk of harm, a referral will be made to children’s social care and/or the police immediately.

Informing parents/carers

The DSL will inform parents/carers at an early stage and keep them involved in the process, unless there is a good reason to believe that involving them would put the pupil at risk of harm.

Referring to the police

If it is necessary to refer an incident to the police, this will be done through dialling 101.

Recording incidents

All incidents of sharing of nudes and semi-nudes, and the decisions made in responding to them, will be recorded. The record-keeping arrangements set out in Section 15 of this policy also apply to recording these incidents.

Curriculum coverage

Pupils are taught about the issues surrounding the sharing of nudes and semi-nudes as part of our HRE education. Our teaching follows best practice in delivering safe and effective education. Teaching covers the following in relation to the sharing of nudes and semi-nudes:

- A definition of what nudity and semi nudity is
- How it is most likely to be encountered
- The consequences of requesting, forwarding or providing such images, including when it is and is not abusive and when it may be deemed as online sexual harassment
- Issues of legality
- The risk of damage to people’s feelings and reputation

Pupils also learn the strategies and skills needed to manage:

- Specific requests or pressure to provide (or forward) such images
- The receipt of such images

This policy on the sharing of nudes and semi-nudes is also shared with pupils so they are aware of the processes the school will follow in the event of an incident (see Section 8.14 below).

8.15 Reporting systems for our pupils

Where there is a safeguarding concern, we will take the child’s wishes and feelings into account when determining what action to take and what services to provide.

We recognise the importance of ensuring pupils feel safe and comfortable to come forward and report any concerns and/or allegations.

To achieve this, we will:

- Put systems in place for pupils to confidently report abuse
- Ensure our reporting systems are well promoted, easily understood and easily accessible for pupils
- Make it clear to pupils that their concerns will be taken seriously, and that they can safely express their views and give feedback
- Throughout the year, the Behaviour Policy is discussed with pupils often, especially the rule 'Be Safe'
- A booklet of how to ask for help and how to report concerns, is given to each child at the start of the year from Years 1- 6
- Through PSHE pupils discuss ways in which they can report, such as through the classroom worry box, TEAMS, directly with a teacher or support staff. They also have poster in their toilets reinforcing how to report or get help from school and from ChildLine.
- The behaviour policy clearly explains how adults should treat pupils following a disclosure, this is also covered in staff induction and September INSET. Reports are monitored to look for trends and to review the situation

9. ONLINE SAFETY AND THE USE OF MOBILE TECHNOLOGY

We recognise the importance of safeguarding children from potentially harmful and inappropriate online material, and we understand that technology is a significant component in many safeguarding and wellbeing issues. To address this, our school aims to:

- Have robust processes in place to ensure the online safety of pupils, staff, volunteers and governors
- Protect and educate the whole school community in its safe and responsible use of the internet and technology, including mobile and smart technology (which we refer to as 'mobile phones')
- Set clear guidelines for the use of mobile phones for the whole school community

Establish clear mechanisms to identify, intervene in and escalate any incidents or concerns, where appropriate.

9.1 The 4 key categories of risk

Our approach to online safety is based on addressing the following categories of risk:

- **Content** – being exposed to misinformation, disinformation, and conspiracy theories. Being exposed to any illegal, inappropriate or harmful content, such as pornography, fake news, racism, misogyny, self-harm, suicide, antisemitism, radicalisation and extremism.
- **Contact** – being subjected to harmful online interaction with other users, such as peer-to-peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes
- **Conduct** – personal online behaviour that increases the likelihood of, or causes, harm, such as making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying; and
- **Commerce** – risks such as online gambling, inappropriate advertising, phishing and/or financial scams

9.2 To meet the aims of our policy and address the risks above we will:

- Educate pupils about online safety as part of our curriculum. For example:
 - The safe use of social media, the internet and technology
 - Keeping personal information private
 - How to recognise unacceptable behaviour online
 - How to report any incidents of cyber-bullying, ensuring pupils are encouraged to do so, including where they are a witness rather than a victim
- Staff will be trained as part of their induction, on safe internet use and online safeguarding issues including cyber-bullying and the risks of online radicalisation. All staff members will receive refresher training at least once each academic year

- Parents/carers will be educated about online safety via our website, communications sent directly to them and during parents' evenings. We will also share clear procedures with them so they know how to raise concerns about online safety
 - Ensure staff are aware of any restrictions placed on them with regards to the use of their mobile phone and cameras, for example that:
 - Staff are allowed to bring their personal phones to school for their own use, but will limit such use to non-contact time when pupils are not present
 - Staff will not take pictures or recordings of pupils on their personal phones or cameras
 - Members of staff who are found to be producing covert recordings, whether audio or visual, on any form of electronic device; whether owned by the school, or a personal device, will face disciplinary action.
- Full information is contained in our Staff Code of Conduct and Disciplinary policies.

- Make all pupils, parents/carers, staff, volunteers and governors aware that they are expected to sign an agreement regarding the acceptable use of the internet in school, use of the school's IT systems and use of their mobile and smart technology
- Explain the sanctions we will use if a pupil is in breach of our policies on the acceptable use of the internet and mobile phones
- Make sure all staff, pupils and parents/carers are aware that staff have the power to search pupils' phones, as set out in the [DfE's guidance on searching, screening and confiscation](#)
- Put in place robust filtering and monitoring systems to limit children's exposure to the 4 key categories of risk (described above) from the school's IT systems.
- Carry out an annual review of our approach to online safety, supported by an annual risk assessment that considers and reflects the risks faced by our school community
- Carry out an annual review of blocked sites in order to monitor the sites pupils are trying to access, and to check if there are any sites that pupils/staff may need access to that have been blocked due to the school's heightened security.

Any school devices used away from the site are subject to filtering and monitoring procedures.

10. PUPILS WITH SPECIAL EDUCATIONAL NEEDS, DISABILITIES OR HEALTH ISSUES

We recognise that pupils with SEND or certain health conditions can face additional safeguarding challenges. Children with disabilities are more likely to be abused than their peers. Additional barriers can exist when recognising abuse and neglect in this group, including:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- Pupils being more prone to peer group isolation or bullying (including prejudice-based bullying) than other pupils;
- The potential for pupils with SEND, disabilities or other health conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- Communication barriers and difficulties in managing or reporting these challenges;
- Cognitive understanding.

To mitigate against this, the inclusion team provide additional pastoral support for children with SEND. Any abuse involving pupils with SEND will require close liaison with the DSL (or deputies) and the SENDCo.

11. PUPILS WITH A SOCIAL WORKER

Pupils may need a social worker due to safeguarding or welfare needs. We recognise that a child's experiences of adversity and trauma can leave them vulnerable to further harm as well as indicate potentially facing educational barriers to attendance, learning, behaviour and poor mental health. The DSL and all members of staff will work with and support social workers to help protect vulnerable children.

Where we are aware that a pupil has a social worker, the DSL will always consider this fact to ensure any decisions are made in the best interests of the pupil's safety, welfare and educational outcomes. For example, it will inform decisions about responding to unauthorised absence or missing education where there are known safeguarding risks and the provision of pastoral and/or academic support.

12. LOOKED-AFTER AND PREVIOUSLY LOOKED-AFTER CHILDREN

We will ensure that staff have the skills, knowledge and understanding to keep looked-after children and previously looked-after children safe. In particular, we will ensure that:

- Appropriate staff have relevant information about children's looked after legal status, contact arrangements with birth parents or those with parental responsibility, and care arrangements
- The DSL has details of children's social workers and relevant virtual school heads

The DSL and Inclusion Lead are jointly responsible for promoting the educational achievement of looked-after children and previously looked-after children in line with [statutory guidance](#). They are appropriately trained and has the relevant qualifications and experience to perform the role.

As part of their role, the designated teacher will:

- Work closely together to ensure that any safeguarding concerns regarding looked-after and previously looked-after children are quickly and effectively responded to
- Work with virtual school heads to promote the educational achievement of looked-after and previously looked-after children, including discussing how pupil premium plus funding can be best used to support looked-after children and meet the needs identified in their personal education plans

12.1 'PRIVATE FOSTERING'

A private fostering arrangement is one that is made privately (without the involvement of local authority) for the care of a child under the age of 16 years (under 18, if disabled) by someone other than the parent or close relative, in their own home, with the intention that it should last for 28 days or more.

- Close family relative include; grandparent, brother, sister, uncle or aunt and includes half-siblings and step-parents; it does include great-aunts or uncles, great grandparents or cousins.
- parents and private foster carers both have a legal duty to inform the relevant local authority at least six weeks before the arrangement is due to start; not to do is a criminal offence.
- there are potential vulnerable groups who should be monitored by the local authority, particularly when the child has come from another country. In some cases, privately fostered children are affected by abuse and neglect or involved in trafficking, child sexual exploitation or modern-day slavery.

Schools have a mandatory duty to report to the local authority where they are aware or suspect that a child is subject to a private fostering arrangement. Although schools have a duty to inform the local authority, there is no duty for anyone, including the private foster Carer or social workers to inform the school. However, it should be clear to the school who has parental responsibility.

School staff will;

- Notify the DSL when they become aware of private fostering arrangements.
- The DSL will speak to the family of the child involved to check they are aware of their duty to report to the LA.
- The school will inform the LA of the private fostering arrangements.
- On admissions, the school will take steps to verify the relationship of the adults to the child being registered.

13. PUPILS WHO ARE LESBIAN, GAY, BISEXUAL OR GENDER QUESTIONING

The section of KCSIE 2025 on gender questioning children remains under review, pending the outcome of the gender questioning children guidance consultation, and final gender questioning guidance documents being published.

We recognise that pupils who are (or who are perceived to be) lesbian, gay, bisexual or gender questioning (LGBTQ+) can be targeted by other children. See our behaviour policy for more detail on how we prevent bullying based on gender or sexuality.

We also recognise that LGBTQ+ children are more likely to experience poor mental health. Any concerns should be reported to the DSL. Add details of the pastoral support you offer these pupils, such as appointing an LGBTQ+ pastoral lead.

When families/carers are making decisions about support for gender questioning pupils, they should be encouraged to seek clinical help and advice. This should be done as early as possible when supporting pre-pubertal children.

When supporting a gender questioning pupil, we will take a cautious approach as there are still unknowns around the impact of social transition, and a pupil may have wider vulnerability, such as complex mental health and psychosocial needs, and in some cases, autism spectrum disorder (ASD) and/or attention deficit hyperactivity disorder (ADHD). We will also consider the broad range of their individual needs, in partnership with their parents/carers (other than in rare circumstances where involving parents/carers would constitute a significant risk of harm to the pupil). We will also include any clinical advice that is available and consider how to address wider vulnerabilities such as the risk of bullying.

Risks can be compounded where children lack trusted adults with whom they can be open. We therefore aim to reduce the additional barriers faced and create a culture where pupils can speak out or share their concerns with members of staff.

14. COMPLAINTS AND CONCERNS ABOUT SCHOOL SAFEGUARDING POLICIES

14.1 Complaints against staff

Complaints against staff, including supply teachers, that are likely to require a child protection investigation will be handled in accordance with our procedures for dealing with allegations of abuse made against staff (see Managing Allegations Policy).

14.2 Whistleblowing

All staff have a duty to raise concerns, where they exist, about the management of safeguarding and child protection, which may include the attitude or actions of colleagues. If it becomes necessary to consult outside the school, they should speak in the first instance to the Local Authority Designated Officer following the whistleblowing policy.

Whistleblowing regarding the Headteacher should be made to the Chair of Governors. For further details please refer to our Whistleblowing Policy.

15. RECORD-KEEPING

We will hold records in line with our records retention schedule. All safeguarding concerns, discussions, decisions made and the reasons for those decisions, must be recorded in writing. This should include instances where referrals were or were not made to another agency such as local authority children's social care or the Prevent programme, etc. If you are in any doubt about whether to record something, discuss it with the DSL.

Records will include:

- A clear and comprehensive summary of the concern
- Details of how the concern was followed up and resolved
- A note of any action taken, decisions reached and the outcome.

Concerns and referrals will be kept in a separate child protection file for each child on CPOMs

Non-confidential records will be easily accessible and available. Confidential information and records will be held securely and only available to those who have a right or professional need to see them.

If a child for whom the school has, or has had, safeguarding concerns moves to another school, the DSL will ensure that their child protection file is forwarded promptly and securely, and separately from the main pupil file, confirmation of receipt will be obtained. In addition, if the concerns are significant or complex, and/or social services are involved, the DSL will speak to the DSL of the receiving school and provide information to enable them to have time to make any necessary preparations to ensure the safety of the child.

Additionally, our Safer Recruitment Guidance sets out our policy of record-keeping specifically with respect to recruitment and pre-appointment checks. Our Managing Allegations Against Staff policy sets out our policy on record keeping with respect to allegations of abuse made against staff.

16. SAFEGUARDING TRAINING

16.1 All staff

All staff members will undertake safeguarding and child protection training continually starting with the KCSIE updates and behaviour in September. To ensure staff understand their responsibilities, and can identify signs of possible abuse, exploitation or neglect. This training will be regularly updated and will:

- Be integrated, aligned and considered as part of the whole-school safeguarding approach and wider staff training and curriculum planning;
- Be in line with advice from the three safeguarding partners;
- Have regard to the Teachers' Standards to support the expectation that all teachers manage behaviour effectively to ensure a good and safe environment and have a clear understanding of the needs of all pupils.
- New staff have a year long induction to ensure they are fully aware of the school's approach and policies.
- All staff will have training on the government's anti-radicalisation strategy, Prevent, to enable them to identify children at risk of becoming involved with or supporting terrorism and to challenge extremist ideas.
- Staff will also receive regular safeguarding and child protection updates (for example, through emails, bulletins and staff meetings) as required, but at least annually.
- Volunteers will receive appropriate training, if applicable.
- See Appendix 5 for this year's training.

16.2 The DSL and Deputy

The DSL and deputy will undertake child protection and safeguarding training at least every two years. In addition, they will update their knowledge and skills at regular intervals and at least annually, through the DSL network, e-bulletins, or taking time to read and digest safeguarding developments. They will also undertake Prevent awareness training.

16.3 Governors

All governors receive training about safeguarding and child protection (including online safety) at induction, which is regularly updated. This is to make sure they have the knowledge and information needed to perform their functions and understand their responsibilities.

As the chair of governors may be required to act as the 'case manager' in the event that an allegation of abuse is made against the Headteacher, they receive training in managing allegations for this purpose.

16.4 Recruitment – interview panels

At least one person conducting any interview for a post at the school will have undertaken safer recruitment training. This will cover, as a minimum, the contents of KCSIE, and will be in line with local safeguarding procedures.

16.5 Staff Mental health support

All staff who have contact with children and families will have supervisions which will provide them with support, coaching and training, promote the interests of children and allow for confidential discussions of sensitive issues.

17. FILTERING AND MONITORING DUTIES

The DSL and Head Teacher are responsible for ensuring that all filtering and monitoring standards are in place and are annually reviewed with the IT provider and senior team. Findings will be recorded on the audit form with any issues being addressed with urgency. This will be shared with the safeguarding Governor and discussed in the FGB.

The DSL and Senior Leaders are responsible for:

- Documenting what is blocked or allowed, and why
- Reviewing the effectiveness of our provision, making sure that incidents are urgently picked up, acted on and outcomes are recorded
- Overseeing reports
- Making sure staff are trained appropriately and understand their role.

18. CYBER SECURITY

The DSL and Head Teacher are responsible for ensuring that all cyber security standards are in place and are annually reviewed with the IT provider and senior team. Findings will be recorded on the audit form with any issues being addressed with urgency. This will be shared with the safeguarding Governor and discussed in the FGB. Training will be provided and is part of our induction procedures.

Cyber standards include:

- protect every device with a correctly configured boundary, or software firewall, or a device that performs the same function
- change the default administrator password, or disable remote access on each firewall
- protect access to the firewall's administrative interface with multi-factor authentication
- keep firewall firmware up to date
- check monitoring logs as they can be useful in detecting suspicious activity
- block inbound unauthenticated connections by default
- document reasons why particular inbound traffic has been permitted through the firewall
- review reasons why particular inbound traffic has been permitted through the firewall often
- enable a software firewall for devices used on untrusted networks, like public wi-fi.

19. MONITORING ARRANGEMENTS

This policy will be reviewed annually by the Senior Leadership Team (SLT). At every review, it will be approved by the full governing board. The DSL is responsible for providing feedback to the SLT and the Governors on any updates to the policy or to KCSIE and to provide and update on contextual Child protection.

The Head Teacher will provide an update on safeguarding and any emerging issues the school is or is going to face. The Safeguarding Governor will visit the school and monitor the annual filtering and monitoring checks.

20. LINKS WITH OTHER POLICIES

This policy links to the following policies and procedures:

- E-safety
- SEND
- Anti-bullying
- Electronic communication
- Acceptable use of IT
- Staff code of conduct
- HRE policy
- Whistleblowing
- Managing allegations against staff
- Safer recruitment guidance
- Behaviour Policy

This is a true version signed by

Rev. A. Parry, Chair of Governors

Signed:

Date:

Miss N Mehat Headteacher

Signed:

Date:

Review date: Autumn 2026

APPENDIX 1: TYPES OF ABUSE

For full definitions of the different types of abuse, what they are and the signs to look out for, please refer to KCSIE here:

https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf

APPENDIX 2: SAFER RECRUITMENT

We will record all information on the checks carried out in the school's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files. We follow requirements and best practice in retaining copies of these checks. Digital screening of all candidates/employees will be undertaken prior to interview and commencing employment.

For further details, see our safer recruitment guidance.

APPENDIX 3: ALLEGATIONS OF ABUSE MADE AGAINST STAFF

This applies to all cases in which it is alleged that a current member of staff, supply teacher or volunteer has:

- Behaved in a way that has harmed a child, or may have harmed a child, or
- Possibly committed a criminal offence against or related to a child, or
- Behaved towards a child or children in a way that indicates he or she would pose a risk of harm to children

It applies regardless of whether the alleged abuse took place in the school. Allegations against a teacher who is no longer teaching and historical allegations of abuse will be referred to the police. We will deal with any allegation of abuse against a member of staff, supply teacher or volunteer very quickly, in a fair and consistent way that provides effective child protection while also supporting the individual who is the subject of the allegation. For full details please see our Managing Allegations Against Staff policy.

APPENDIX 4: SPECIFIC SAFEGUARDING ISSUES

KCSIE, Annex B contains information on specific safeguarding. For the issues listed below please see KCSIE here:

https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf

- Assessing adult-involved nude and semi-nude sharing incidents
- Child criminal exploitation
- Child sexual exploitation
- Child-on-child abuse
- Domestic abuse
- Homelessness
- So-called honour-based abuse (including FGM and forced marriage)
- Preventing radicalisation
- Sexual violence and sexual harassment between children in schools
- Serious violence
- Checking the identity and suitability of visitors
- County Lines
- Age of consent for marriage

Further specific safeguarding issues and how they are dealt with specifically at our school:

CHILDREN MISSING FROM EDUCATION (CME)

A child going missing from education is a potential indicator of abuse or neglect, and such children are at risk of being victims of harm, criminal exploitation or radicalisation. There are many circumstances where a child may become missing from education, but some children are particularly at risk. These include children who:

- are at risk of harm or neglect,
- come from Gypsy, Roma, or Traveller families,
- come from the families of service personnel,
- go missing or run away from home or care,
- are supervised by the youth justice system,
- cease to attend a school and
- come from new migrant families.

We will follow our procedures for unauthorised absence and for dealing with children who go missing from education, particularly on repeat occasions, to help identify the risk of abuse, exploitation and neglect, including sexual exploitation, and to help prevent the risks of going missing in future. This includes informing the local authority if a child leaves the school without a new school being named, and adhering to requirements with respect to sharing information with the local authority, when applicable, when removing a child's name from the admission register at non-standard transition points.

Staff will be trained in signs to look out for and the individual triggers to be aware of when considering the risks of potential safeguarding concerns which may be related to being missing, such as travelling to conflict zones, FGM and forced marriage.

If a staff member suspects that a child is suffering from harm or neglect, we will follow local child protection procedures, including with respect to making reasonable enquiries. We will make an immediate referral to the local authority children's social care team, and the police, if the child is in immediate danger or at risk of harm.

CME PROCEDURES

If a child is absent and we have not been informed why the procedure we will follow is below:

Days 1-3

- Office team to call parents/carers and ask where the child is. The school need to have at least two up to date contacts numbers for parents/carers. Parents should update the school as soon as possible if the numbers change.
- For vulnerable children, inform the DSL/Headteacher of the child's absence.
- If the child is vulnerable and has a social worker, they must be contacted by the DSL.
- If parents/carers cannot be contacted, the office team log the call in the child's SIMs record.

If the parent/carer remains unable to be contacted, this information is relayed to the DSL/Headteacher who then makes a decision as to how to proceed and check on the child(ren)'s welfare. This may include a home visit. Any paperwork in respect of home visits/welfare checks is recorded on CPOMs and SIMs.

NON-COLLECTION OF CHILDREN

If a child is not collected at the end of the session/day, we will contact parents and family members to ascertain why the child has not been collected and who will be collecting the child. If necessary, we will contact Social Care to inform them that the child has not been collected and appropriate arrangements have not been made for collection of the child.

MISSING PUPILS

Our procedures are designed to ensure that a missing child is found and returned to effective supervision as soon as possible. If a child goes missing, we will follow the procedures in our Lost Child Policy.

OPERATION ENCOMPASS

Operation Encompass provides early reporting to school of any domestic abuse incidents that occur outside of school but which might have an impact on a child attending school the following day. The purpose of the information sharing is to ensure schools have more information to support safeguarding of children. By knowing that the child has had this experience the school is in a better position to understand and be supportive of the child's needs and possible behaviours. Operation Encompass compliments our existing safeguarding procedures.

APPENDIX 5 - CYBER SECURITY AND FILTERING PROCEDURE

Procedure for Cyber-attack or Filtering reporting

Cyber security

In event of a Cyber security risk such as stolen data, cyber-attack, virus etc.

- Stop using the device
- Be discrete
- Make sure pupils do not see anything
- Report to HT or DSL without delay
- Record what happened
- Do not talk to anybody else about this as it may hinder or contaminate the investigation.

HT/DSL

- To call Tri Computers (IT company) and explain urgent Cyber security attack.
- Follow the advice given.
- Cascade communication.
- All staff and pupils should immediately stop using any device.
- Report to the Governing Board. In line with DfE Guidance: Meeting digital and technology standards in schools and colleges, March 2022 (updated March 2023) schools must report cyber attacks to:
 - Action Fraud on 0300 123 2040 or on their website [actionfraud.police.uk](https://www.actionfraud.police.uk)
 - DfE at Sector.Incidentreporting@education.gov.uk
 - Where a data breach may have occurred schools and colleges must report cyber attacks to the Information Commissioner's Office (ICO) [ICO report breach here](#)

Exercise judgement in reporting. Incidents where any compromise may have taken place or other damage was caused should be reported. But receipt of a phishing email alone, for example, does not require reporting to DfE but can be reported to **Action Fraud at report@phishing.gov.uk**.

Where the incident causes long term school closure, the closure of more than 1 school or serious financial damage, you should also inform the **National Cyber Security Centre**.

Filtering Risk

In the event of a site/word or image manages to get through the school firewall.

- Remain calm and discrete.
- Remove pupils so that they do not see or hear anything.

- Speak to pupils involved reminding them they must not speak to anyone else.
- Report to the DSL or HT immediately.
- Record what happened.
- Do not talk to anybody else about this as it may hinder or contaminate the investigation.

DSL

- To speak to Tri about blocking the word/site and about gathering any information needed to investigate the incident fully.
- Ensure that any incidents are logged.
- After the incident to review monitoring procedures. The DSL, Headteacher and Tri Computers will meet to determine if the procedures were robust enough and look at what improvements may be necessary and practical to further safeguard pupils from future incidents.

APPENDIX 6 – SAFEGUARDING AND BEHAVIOUR CPD 2024-2025

As the year progresses, further sessions and quizzes etc may be added

	2025-2026 Face to face	Online learning	Check in, quizzes etc	
Au 1	KCSIE update quiz	Adverse Childhood Experiences (ACEs)	KCSIE / whistleblowing	Throughout the year, staff must answer the safeguarding question in the staff bulletin each week
Au 2	Trauma informed Practice			
Sp 1	Racism	DA Children and young people	Online safety quiz	
	DV champion School			
Su 1		DA Children and young people	Quiz	
Su 2	End of year quiz and RSE	FGM		
<i>Additional</i>				

Induction: FGM and Digital resilience and online safety

HoYs: Attendance and online training and follow up with LB

SLT: DSL training, online:

SEND team (Code of Practice training)

Governors: Exclusions training

All Staff: Fire safety, CP training, KCSIE reading and induction.