



**REIGATE ST MARY'S**  
**PREPARATORY AND CHOIR SCHOOL**

**Child Safeguarding Policy 2015**  
**Including Early Years Foundation Stage**

<b>UPDATED</b>	<b>REVIEW DATE</b>
26 November 2015	26 November 2016
Name of staff member responsible for document Mrs C Trundle	

## Child Protection and Safeguarding Policy

**It is everyone's responsibility to help keep children safe.**

This policy has been written in line with 'Keeping Children Safe in Education' 2015, 'Working Together to Safeguard Children' 2015, the revised Safeguarding Statutory Guidance 2 'Framework for the Assessment of Children in Need and their Families' 2000 and Surrey Safeguarding Children Board SSCB Child Protection Procedures<sup>1</sup>. This policy also has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and the Education Act 2002. The policy should be read in conjunction with *Safeguarding Children, Protecting Staff* and *What to do if you are worried that a child is being abused?*

The Governing body takes seriously its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our school to identify, assess, and support those children who are suffering harm. This policy is reviewed annually and the efficiency with which the related duties are discharged is considered by the full board of governors. The policy was reviewed by the full board of governors on 22 June 2015 and signed off by the Chair of Governors, Mr Alan Walker. This policy was updated in September 2015 to reflect the changes in KCSIE 2015 and again in November 2015. The following individuals have overall responsibility for Child Protection at Reigate St Mary's, and are referred to in this policy and can be contacted via the main school switchboard **01737 244880** or if the matter is not urgent, via their email address.

<b>Headmaster</b>	<b>Mr Marcus Culverwell</b>	headmaster@reigatestmarys.org
<b>Designated Safeguarding Lead (DSL)</b>	<b>Mrs Cathy Trundle</b> Deputy Head (Pastoral)	ctr@reigatestmarys.org
<b>Deputy Designated Safeguarding Lead</b>	<b>Mrs Brenda Gibson</b> Middle School Phase Leader	bmg@reigatestmarys.org
<b>Early Years Safeguarding Lead</b>	<b>Mrs Sarah Woodcock</b> Green Shoots Teacher	swo@reigatestmarys.org
<b>Governor responsible for Child Protection</b>	<b>Dr Kathryn Knapp</b>	01737 244880

### **IMPORTANT CONTACT DETAILS FOR USE BY ANYONE WITH CONCERNS**

#### **Local Surrey Safeguarding Children Board**

Telephone: **0300 200 1006**, or **0300 123 1620** (Reigate area only) Monday to Friday from 9am to 5pm

Email: [serais@surreycc.gov.uk](mailto:serais@surreycc.gov.uk) Emergency Out of Hours Duty Team telephone: **01483 517898**

#### **DFE advice and support about extremism**

Telephone: **02073407264** Email: [counter-extremism@education.gsi.gov.uk](mailto:counter-extremism@education.gsi.gov.uk)

#### **Local Authority Designated Officer (LADO)**

Telephone: **0300 123 1650** or **0300 200 1006** Email: [LADO@surreycc.gov.uk](mailto:LADO@surreycc.gov.uk)

**Notification of Child Death (SSCB)** Telephone: **01372 833319**

You can contact the local police via 101 or in an emergency where you are concerned for a child's immediate safety call Surrey Police on **999**

<sup>1</sup> The SSCB Child Protection Procedures are available online at [www.surreycc.gov.uk/safeguarding](http://www.surreycc.gov.uk/safeguarding)

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## 1.0 Introduction

- 1.1 This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002, and in line with government publications: 'Working Together to Safeguard Children' 2015, Revised Safeguarding Statutory Guidance 2 'Framework for the Assessment of Children in Need and their Families' 2000, 'What to do if You are Worried a Child is Being Abused' 2015. The guidance reflects, both 'Keeping Children Safe in Education' 2015, and Surrey Safeguarding Children Board SSCB Child Protection Procedures<sup>2</sup>
- 1.2 The Governing body takes seriously its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our school to identify, assess, and support those children who are suffering harm.
- 1.3 We recognise that all adults, including temporary staff<sup>3</sup>, volunteers and governors, have a full and active part to play in protecting our pupils from harm, and that the child's welfare is our paramount concern.
- 1.4 All staff believe that our school should provide a caring, positive safe and stimulating environment that promotes the social, physical and moral development of the individual child.
- 1.5 The aims of this policy are:
  - 1.5.1 To support the child's development in ways that will foster security, confidence and independence.
  - 1.5.2 To provide an environment in which children and young people feel safe, secure, valued and respected, and feel confident, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.
  - 1.5.3 To raise the awareness of all teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse (Reference Appendices 1 and 2)
  - 1.5.4 To provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure we, the school, contribute to assessments of need and support packages for those children.
  - 1.5.5 To emphasise the need for good levels of communication between all members of staff.
  - 1.5.6 To develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected abuse.
  - 1.5.7 To develop and promote effective working relationships with other agencies, especially the Police and Social Care.
  - 1.5.8 To ensure that all staff working within our school who have substantial access to children have been checked as to their suitability, including verification of their

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<sup>2</sup> The SSCB Child protection Procedures are only available online at [www.surreycc.gov.uk/safeguarding](http://www.surreycc.gov.uk/safeguarding)

<sup>3</sup> Wherever the word "staff" is used, it covers ALL staff on site, including ancillary supply and self employed staff, contractors, volunteers working with children etc, and governors

identity, qualifications, and a satisfactory DBS check (according to guidance)<sup>4</sup>, and a central record is kept for audit.

## 2.0 Safe School, Safe Staff

### 2.1 We will ensure that:

- 2.1.1 All members of the governing body understand and fulfil their responsibilities, namely to ensure that:
- there is a Child Safeguarding policy together with a staff behaviour (code of conduct) policy
  - the school operates safer recruitment procedures by ensuring that there is at least one person on every recruitment panel that has completed Safer Recruitment training
  - the school has procedures for dealing with allegations of abuse against staff and volunteers and to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned.
  - a senior leader has been appointed as the Designated Safeguarding Lead (DSL),
  - on appointment, the DSLs undertake interagency training (SSCB Modules 1&2) and also undertake DSP 'New to Role' and the 'Update' Course every 2 years
  - all other staff have Safeguarding training updated as appropriate
  - any weaknesses in Child Safeguarding are remedied immediately
  - a member of the Governing Body, usually the Chair, is nominated to liaise with the LA on child safeguarding issues and in the event of an allegation of abuse made against the Headmaster
  - Child Safeguarding policies and procedures are reviewed annually and that the Child Safeguarding policy is available on the school website or by other means
  - that enhanced DBS checks are in place for Chairs of Governors of independent, academies and non-maintained special schools
- 2.1.2 The DSL, Catherine Trundle, is a member of the Senior Leadership Team. The Deputy DSL(s) are Sarah Woodcock (Early Years) and Brenda Gibson. These Officers have undertaken the compulsory training delivered through the SSCB (Modules 1&2), and, upon appointment will undertake 'DSL New to Role' training followed by biannual updates.
- 2.1.3 The DSL who is involved in recruitment will complete Safer Recruitment Training. This will be repeated every 5 years.
- 2.1.4 All members of staff and volunteers are provided with child safeguarding awareness information at induction, including in their arrival pack, the school safeguarding statement so that they know who to discuss a concern with. Staff induction procedures will include ensuring that all staff read Part 1 of KCSIE, staff code of conduct and the schools whistleblowing procedures.
- 2.1.5 All members of staff are trained in and receive regular updates in e-safety and reporting concerns (Ref Appendix 3)
- 2.1.6 Ensure that the Head, members of staff and volunteers in regulated activity have regular child protection training renewed as specified by the LSCB (typically every three years) and that temporary and voluntary staff are made aware of the arrangements.

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<sup>4</sup> Guidance regarding DBS checks recently updated by the Protection of Freedoms Act 2012

- 2.1.7 All members of staff, volunteers, and governors know how to respond to a pupil who discloses abuse through delivery of 'Working together to Safeguard Children', and 'What to do if you suspect a Child is being Abused' (2015)
  - 2.1.8 All parents/carers are made aware of the responsibilities of staff members with regard to child safeguarding procedures through publication of the school's Child Protection Policy, and reference to it in our Parents' Handbook.
  - 2.1.9 Our lettings policy will seek to ensure the suitability of adults working with children on school sites at any time. The school will continue to safeguard its pupils when off site by checking the suitability of 3<sup>rd</sup> party venues and their staffing and providing adequate and appropriate supervision of pupils at all times.
  - 2.1.10 Community users organising activities for children are aware of the school's child safeguarding guidelines and procedures.
  - 2.1.11 We will ensure that child safeguarding type concerns or allegations against adults working in the school are referred to the LADO<sup>5</sup> for advice, and that any member of staff found not suitable to work with children will be notified to the Disclosure and Barring Service (DBS)<sup>6</sup> for consideration for barring, following resignation, dismissal, or when we cease to use their service as a result of a substantiated allegation, in the case of a volunteer.
- 2.2 Our procedures will be regularly reviewed and up-dated.
  - 2.3 The name of the designated members of staff for Child Protection, the Designated Safeguarding Lead and deputies, will be clearly advertised in the school, with a statement explaining the school's role in referring and monitoring cases of suspected abuse.
  - 2.4 All new members of staff will be given a copy of our safeguarding statement, and child safeguarding policy, with the DSLs' names clearly displayed, as part of their induction into the school.
  - 2.5 The policy is available publicly either on the school website or by other means. Parents/carers are made aware of this policy and their entitlement to have a copy of it via the school handbook/newsletter/website
  - 2.6 All staff will be given a copy of part 1 of Keeping Children Safe in Education 2015 and will sign that they have read and understood it. Similarly this applies to the Governing Body in relation to part 2 of the same statutory guidance.

### **3.0 Responsibilities**

- 3.1 The DSLs are responsible for:
  - 3.1.1 Referring a child if there are concerns about possible abuse, to the Children's Services Area Referral, Assessment and Intervention Service (RAIS) Team<sup>7</sup>, and acting as a focal point for staff to discuss concerns. Referrals should be made in writing, following a telephone call using the Multi Agency Referral Form (MARF)<sup>8</sup>
  - 3.1.2 Keeping written records of concerns about a child even if there is no need to make an immediate referral.

<sup>5</sup> LADO Local Authority Designated Officer for allegations against staff. AEO Area Education Officer or Duty LADO via 0300 200 1006.

<sup>6</sup> Contact the LADO for guidance in any case

<sup>7</sup> All new referrals go to the Referral Assessment and Intervention Service for each area operating 8.00am to 6.00pm. DSLs may consult with an Assistant Team Manager by telephoning the Area RAIS Team. In an emergency out of hours, referrals can be made to the Emergency Duty Team on 01483 517898.

<sup>8</sup> On line forms will be e-mailed from the Children's Services Area RAIS Team

- 3.1.3 Ensuring that all such records are kept confidentially and securely and are separate from pupil records, until the child's 25<sup>th</sup> birthday, and are forwarded on to the child's next school or college.
- 3.1.4 A copy of the CP file will be retained by the school until such time that the new school acknowledges receipt of the original file. The copy can then be shredded.
- 3.1.5 Ensuring that an indication of the existence of the additional file in 3.1.3 above is marked on the pupil records.
- 3.1.6 Liaising with other agencies and professionals.
- 3.1.7 Ensuring that either they or the staff member attend case conferences, core groups, or other multi-agency planning meetings, contribute to assessments, and provide a report which has been shared with the parents.
- 3.1.8 Ensuring that any pupil currently with a child protection plan who is absent in the educational setting without explanation for two days is referred to their key worker's Social Care Team.
- 3.1.9 The school has a duty to report any child missing from education. The DSL' must ensure that any child who is absent from school for 10 days without authorisation (such as for sickness) is reported to the Local Authority where the child resides. A child who does not attend regularly should also be reported to the LA, as should a child who leaves the school (and is deleted from the register) where the next school is not known. The LA should also be made aware when a child has been deleted from the attendance register for any of the following reasons: because the child is to be home educated, when the family appears to have moved away, when the child has been certified medically unfit to attend, when the child has been in custody for more than four months, or where the child has been permanently excluded.
- 3.1.10 Organising child safeguarding induction, and annual update training for all school staff.
- 3.1.11 Providing the Headmaster and the Governing Body with an annual report detailing any changes to the policy and procedures; training undertaken by the DSLs, and by members of staff; the number and type of incidents/cases, and number of children currently with a child protection plan (anonymised). Providing, with the Headmaster and Chair of Governors, and contributing to the "Audit of Statutory Duties and Associated Responsibilities" to be submitted to the Education Safeguarding Team at Surrey County Council annually.
- 3.1.12 Contact with Children's Services and or LADO must be within one working day and also with the Police if there is serious harm or a crime may have been committed.
- 3.1.13 The DSL must make prompt contact with children's social care where there are concerns that a child may be in need of help or at risk and /or with the LADO in relation to allegations against someone working in the school and /or the police if a criminal offence is suspected and links with the LSCB.

#### 4. Responsibilities of staff: what to do if you have a concern

- 4.1 All staff are responsible for noticing signs of possible abuse, namely physical, sexual (including Child Sexual Exploitation), emotional or neglect: see signs of abuse (see Appendix **Error! Reference source not found.**). Staff must be especially mindful of vulnerable children e.g. **children in need, children with eating disorders, those with emotional or mental health concerns.**<sup>9</sup>
- 4.2 All staff are made aware that:
  - they have a professional responsibility to share information with other agencies in order to safeguard children and if at any point there is a risk of serious and immediate harm to a child, then a referral must be made to Children's Services;

<sup>9</sup> See (Appendix 6: Thresholds for Children at Risk/Children in Need [Adapted from Surrey County Council]).

- they cannot promise a child to keep secrets which might compromise the child's safety or welfare;
- they should not use leading questions when listening to a pupil's evidence.
- they have a duty under the Counter-Terrorism Act and Security Act (2015) to help prevent young people from becoming radicalised. (See *KCSIE Part One 2015 for further information*)

#### 4.3 Procedures:

- Staff receiving information directly about a child, from another child or the child him or herself, should report it immediately to one of the DSLs.
- They should remember never to promise confidentiality.
- If staff are worried about a child, they should discuss the matter either directly with one of the DSLs. The priority is to raise concerns and not to think a concern is not important or an over-reaction. **If there is an immediate risk of serious harm to a child and staff cannot contact the DSLs then they must make an urgent referral to Children's Services themselves**

4.4 Staff are given guidance to ensure that their own actions do not place pupils or themselves at the risk of harm, or indeed of allegations of harm. This guidance is contained in a separate school document *Safeguarding Children, Protecting Staff*.

## 5.0 Supporting Children

5.1 We recognise that a child who is abused or witnesses violence may feel helpless and humiliated, may blame themselves, and find it difficult to develop and maintain a sense of self worth.

5.2 We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.

5.3 We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

5.4 Our school will support all children by:

- 5.4.1 Encouraging self-esteem and self-assertiveness, through the curriculum as well as our relationships, whilst not condoning aggression or bullying.
- 5.4.2 Promoting a caring, safe and positive environment within the school.
- 5.4.3 Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- 5.4.4 Notifying Social Care as soon as there is a significant concern.
- 5.4.5 Providing continuing support to a child about whom there have been concerns who leaves the school by ensuring that appropriate information is copied under confidential cover to the child's new setting and ensuring the school medical records are forwarded as a matter of priority.

## 6.0 Confidentiality

6.1 We recognise that all matters relating to child safeguarding are confidential.

6.2 The Headmaster or DSLs will disclose any information about a child to other members of staff on a need to know basis only.<sup>10</sup>

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<sup>10</sup> Guidance about sharing information, can be found in the DfE booklet 'Information sharing guidance for practitioners and managers' DCSF-00807-2008



- 6.3 All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- 6.4 All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.
- 6.5 We will always undertake to share our intention to refer a child to Social Care with their parents /carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with an Assistant Team Manager at the Children's Services Area Team on this point.

## **7.0 Supporting Staff**

- 7.1 We recognise that staff working in the school who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.
- 7.2 We will support such staff by providing an opportunity to talk through their anxieties with the DSLs and to seek further support as appropriate.

## **8.0 Allegations against staff**

All school staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults.

- 8.1 All Staff should be aware of Surrey's Guidance on Behaviour Issues, and the school's own Behaviour Management policy.
- 8.2 Guidance about conduct and safe practice, including safe use of mobile phones by staff and volunteers will be given at induction<sup>11</sup>
- 8.3 We understand that a pupil may make an allegation against a member of staff.
- 8.4 If such an allegation is made, or information is received which suggests that a person may be unsuitable to work with children, the member of staff receiving the allegation or aware of the information, will immediately inform the Headmaster<sup>12</sup>.
- 8.5 The Headmaster on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO)<sup>13</sup> at the earliest opportunity.
- 8.6 If the allegation made to a member of staff concerns the Headmaster, the person receiving the allegation will immediately inform the Chair of Governors who will consult as in 7.6 above, without notifying the Headmaster first.
- 8.7 The school will follow the Surrey procedures for managing allegations against staff.

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<sup>11</sup> Refer to "Guidance for Safe Working Practice for the Protection of Children and Staff in Education Settings" available on the DfE website, also the [SCC E-safety toolkit](#)

<sup>12</sup> or Chair of Governors in the event of an allegation against the Headmaster

<sup>13</sup> Duty LADO 0300 200 1006

- 8.8 Suspension of the member of staff, excluding the Headmaster, against whom an allegation has been made, needs careful consideration, and the Headmaster will seek the advice of the LADO and HR Consultant in making this decision.
- 8.9 In the event of an allegation against the Headmaster, the decision to suspend will be made by the Chair of Governors with advice as in 7.8 above.
- 8.10 We have a procedure for managing the suspension of a contract for a community user in the event of an allegation arising in that context.
- 8.11 Contact with Children's Services and or LADO must be within one working day and also with the Police if there is serious harm or a crime may have been committed.
- 8.12 Any concerns about the DSL are taken to the Head.

## **9.0 Whistle-blowing**

- 9.1 We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
- 9.2 All staff should be aware of their duty to raise concerns, where they exist, about the management of 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 Area Education Officer/LADO following the Whistleblowing Policy.
- 9.3 Whistle-blowing re the Headmaster should be made to the Chair of the Governing Body whose contact details are available from the Bursar, Reigate Grammar School (01737 222235)

## **10.0 Physical Intervention**

- 10.1 We acknowledge that staff must only ever use physical intervention as a last resort, when a child is endangering him/herself or others, and that at all times it must be the minimal force necessary to prevent injury to another person.
- 10.2 Such events should be recorded and signed by a witness.
- 10.3 Staff who are likely to need to use physical intervention will be appropriately trained in the Positive Options technique.
- 10.4 We understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- 10.5 We recognise that touch is appropriate in the context of working with children, and all staff have been given 'Safe Practice' guidance to ensure they are clear about their professional boundary.<sup>14</sup>

## **11.0 Anti-Bullying**

- 11.1 Our school policy on anti-bullying is set out in a separate document and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. This includes all forms e.g. cyber, racist, homophobic and gender related bullying. Bullying

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<sup>14</sup> 'Guidance on Safer Working Practices is available on the DfE website

itself may be a possible safeguarding issue and in these circumstances must be referred to an outside agency. All staff are aware that children with SEND and / or differences/perceived differences are more susceptible to being bullied / victims of child abuse. We keep a record of bullying incidents.

## **12.0 Racist Incidents**

- 12.1 Our policy on racist incidents is set out separately, and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of racist incidents.

## **13.0 Radicalisation and Extremism**

- 13.1 Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.
- 13.2 Reigate St Mary's School values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both pupils and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.
- 13.3 The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. Reigate St Mary's School is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.
- 13.4 Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix 3.
- 13.5 Reigate St Mary's School seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.
- 13.6 The school Governors, the Headmaster and the Designated Safeguarding Lead (DSL) will assess the level of risk within the school and put actions in place to reduce that risk. Risk assessment may include, the use of school premises by external agencies, anti-bullying policy and other issues specific to the school's profile, community and philosophy.
- 13.7 This will be reviewed as part of the annual "Audit of Statutory Duties and Associated Responsibilities" that is monitored by the local authority and the Surrey Safeguarding Children Board.

## Response

- 13.8 All teaching staff have completed the online Channel General Awareness module. This training highlights to staff how to identify and protect those at risk of radicalisation and includes advice on the signs that might present themselves
- Expresses hatred for/is insulting of others for reasons relating to race, nationality, religious beliefs (including absence of belief) or sexuality.
  - Expresses hatred for/is insulting of British values, such as democracy and freedom of religion
  - Possesses or expresses interest in materials which could be associated with an extremist cause
  - Expresses sympathy for or interest in an extremist cause or an ideology associated with an extremist cause
  - Supports violence/coercion as means of achieving resolution
  - Conceals their view on issues that could indicate they are at risk of radicalisation
  - Changes their appearance or behaviour significantly
  - Socially isolates themselves or tends to associate only with others at risk of radicalisation
  - Struggles to integrate or distances themselves from their heritage; has low self-esteem, feels rejected or a failure; harbours a sense of grievance/injustice.
- 13.9 When any member of staff has concerns that a pupil may be at risk of radicalisation or involvement in terrorism, they should speak with the Headmaster and/ or to the DSL. They should then follow normal safeguarding procedures. If the matter is urgent then Surrey Police must be contacted by dialling 999. In non urgent cases where police advice is sought then dial 101. The Department of Education has also set up a dedicated telephone helpline for staff and governors to raise concerns around Prevent (020 7340 7264).
- 13.10 Numerous factors can contribute to and influence the range of behaviours that are defined as violent extremism, but most young people do not become involved in extremist action. For this reason the appropriate interventions in any particular case may not have any specific connection to the threat of radicalisation, for example they may address mental health, relationship or drug/alcohol issues.

## 14.0 Prevention

- 14.1 We recognise that the school plays a significant part in the prevention of harm to our children by providing children with good lines of communication with trusted adults, supportive friends and an ethos of protection.
- 14.2 The school community will therefore:
- 14.2.1 Work to establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.

- 14.2.2 Include regular consultation with children e.g. through safety questionnaires, participation in anti-bullying week, asking children to report whether they have had happy/sad lunchtimes/playtimes
- 14.2.3 Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.
- 14.2.4 Include safeguarding across the curriculum, including PSHE, opportunities which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help. In particular this will include anti-bullying work, e-safety, road safety, pedestrian and cycle training. Also focussed work in Year 6 to prepare for transition to Secondary school and more personal safety/independent travel building their resilience to risk.
- 14.2.5 Ensure all staff are aware of school guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks. NB schools to check with SCC e-safety guidance Appendix 11 to 'cherry pick' statements relevant to their setting.

## **15.0 Domestic Abuse**

- 15.1 Domestic abuse represents one quarter of all violent crime. It is actual or threatened physical, emotional, psychological or sexual abuse. It involves the use of power and control by one person over another. It occurs regardless of race, ethnicity, gender, class, sexuality, age, religion, mental or physical ability. Domestic abuse can also involve other types of abuse.
- 15.2 We use the term domestic abuse to reflect that a number of abusive and controlling behaviours are involved beyond violence.
- 15.3 Slapping, punching, kicking, bruising, rape, ridicule, constant criticism, threats, manipulation, sleep deprivation, social isolation, and other controlling behaviours all count as abuse.
- 15.4 The signs and symptoms of a child suffering or witnessing domestic abuse are similar to other forms of abuse or neglect. (See Appendix 2)

## **16.0 Mobile telephones and photography**

- 16.1 Staff are aware that personal cameras and mobile phones are not allowed at all in the EYFS settings. There is further guidance given to staff in the EYFS on use of personal cameras and mobile phones Policy.
- 16.2 Staff are aware that they must never use their personal mobile telephone to take photographs of pupils. Only school iPads and cameras may be used.
- 16.3 Images from all cameras and iPads should be downloaded regularly and then deleted from these devices.
- 16.4 Cameras and iPads should be stored in a cupboard and drawer when not in use.
- 16.5 Mobile telephones must be kept in a cupboard or drawer.
- 16.6 Parents are asked to give their consent on admission to the school for the use of any images of their child within school publications.

- 16.7 All staff as part of their induction read the Safeguarding Children, Protecting staff document.

## **17.0 Health and Safety**

Our Health & Safety policy, set out in a separate document, reflects the consideration we give to the protection of our children both physically within the school environment, and for example in relation to internet use, and when away from the school and when undertaking school trips and visits.

## **18.0 Monitoring and Evaluation**

Our Child Protection Policy and Procedures will be monitored and evaluated by:

- Governing Body visits to the school
- SLT 'drop ins' and discussions with children and staff
- Pupil surveys and questionnaires
- Scrutiny of Attendance data
- Scrutiny of range of risk assessments
- Scrutiny of GB minutes
- Logs of bullying/racist/behaviour incidents for SLT and GB to monitor
- Review of parental concerns and parent questionnaires
- Review of the use of nurture room and fun club at lunchtime

## **19.0 Appointment of staff**

- 19.1 School procedures for appointing staff are in line with the Keeping Children Safe in Education, 2015, guidance. These procedures will be reviewed regularly in the light of new legislation and guidance. This policy should be read in conjunction with the school's Recruitment Policy.
- 19.2 Child protection issues must be uppermost in our mind throughout the process of appointing both teaching and support staff. Staff responsible for the appointment of new teaching and support staff have completed training in safer recruitment run by an approved body.
- 19.3 The appointment process is designed to deter potential offenders from applying. All applicants are required to complete application forms which are designed to prompt interviewers to spot gaps, frequent changes of jobs and movement around the country. They state the primacy of child protection concerns at the school and require a declaration of past convictions and whether or not the candidate is on the Barred List or disqualified from working with children. References are taken up in advance, and interviews include questions regarding child protection issues.
- 19.4 All applicants who are offered employment in posts involving access to children (whether teaching or support) are subject to a criminal record check with the Disclosure & Barring Service before the appointment is confirmed. Other adults who may come into direct contact with pupils as part of their business with the school or on an infrequent basis (are checked against the Barred List.)
- 19.5 We will ensure that child protection type concerns or allegations against adults working in

the school are referred to the LADO for advice, and that any member of staff found not suitable to work with children will be sent promptly to the Disclosure and Barring Service (DBS) for consideration for barring, following resignation, dismissal, or when we cease to use their service as a result of a substantiated allegation, in the case of a volunteer. A consideration will also be made about whether to refer to the National College for Teaching and Learning (NCTL) where a teacher has been dismissed (or would have been dismissed if they had not resigned) and a prohibition order may be appropriate because of 'unacceptable professional conduct', 'conduct that may bring the profession into disrepute', or 'a conviction at any time for a relevant offence.'

***This policy also links to our policies on:***

*Behaviour,  
Staff Behaviour Policy / Code of Conduct  
Anti-bullying,  
Health & Safety  
Allegations against staff  
Attendance  
Curriculum  
PSHE  
Teaching and Learning  
Administration of medicines  
Drug Education  
Sex and Relationships Education  
E-Safety, including staff use of mobile phones  
Risk Assessment  
Recruitment and Selection  
Intimate Care*

## **Appendix I**

### **Recognising signs of child abuse**

#### **Types of Abuse and Neglect:**

##### **Abuse**

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children.

##### **Physical abuse**

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

##### **Emotional abuse**

The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

##### **Sexual abuse**

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

##### **Neglect**

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.



## **Signs of Abuse in Children:**

The following non-specific signs may indicate something is wrong:

- Significant change in behaviour
- Extreme anger or sadness
- Aggressive and attention-seeking behaviour
- Suspicious bruises with unsatisfactory explanations
- Lack of self-esteem
- Self-injury
- Depression
- Age inappropriate sexual behaviour
- Child Sexual Exploitation.

## **Risk Indicators**

The factors described in this section are frequently found in cases of child abuse. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of the possibility of significant harm
- Justifies the need for careful assessment and discussion with designated / named / lead person, manager, (or in the absence of all those individuals, an experienced colleague)
- May require consultation with and / or referral to Children's Services

The absence of such indicators does not mean that abuse or neglect has not occurred.

In an abusive relationship the child may:

- Appear frightened of the parent/s
- Act in a way that is inappropriate to her/his age and development (though full account needs to be taken of different patterns of development and different ethnic groups)

The parent or carer may:

- Persistently avoid child health promotion services and treatment of the child's episodic illnesses
- Have unrealistic expectations of the child
- Frequently complain about/to the child and may fail to provide attention or praise (high criticism/low warmth environment)
- Be absent or misusing substances
- Persistently refuse to allow access on home visits
- Be involved in domestic abuse

Staff should be aware of the potential risk to children when individuals, previously known or suspected to have abused children, move into the household.

## **Recognising Physical Abuse**

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury

- Several different explanations provided for an injury
- Unexplained delay in seeking treatment
- The parents/carers are uninterested or undisturbed by an accident or injury
- Parents are absent without good reason when their child is presented for treatment
- Repeated presentation of minor injuries (which may represent a “cry for help” and if ignored could lead to a more serious injury)
- Family use of different doctors and A&E departments
- Reluctance to give information or mention previous injuries

## **Bruising**

Children can have accidental bruising, but the following must be considered as non accidental unless there is evidence or an adequate explanation provided:

- Any bruising to a pre-crawling or pre-walking baby
- Bruising in or around the mouth, particularly in small babies which may indicate force feeding
- Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive)
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally
- Variation in colour possibly indicating injuries caused at different times
- The outline of an object used e.g. belt marks, hand prints or a hair brush
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting
- Bruising around the face
- Grasp marks on small children
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse

## **Bite Marks**

Bite marks can leave clear impressions of the teeth. Human bite marks are oval or crescent shaped. Those over 3 cm in diameter are more likely to have been caused by an adult or older child.

A medical opinion should be sought where there is any doubt over the origin of the bite.

## **Burns and Scalds**

It can be difficult to distinguish between accidental and non-accidental burns and scalds, and will always require experienced medical opinion. Any burn with a clear outline may be suspicious e.g.:

- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine)
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water is his/her own accord will struggle to get out and cause splash marks)
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation

Scalds to the buttocks of a small child, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

## **Fractures**

Fractures may cause pain, swelling and discolouration over a bone or joint.

Non-mobile children rarely sustain fractures.

There are grounds for concern if:

- The history provided is vague, non-existent or inconsistent with the fracture type
- There are associated old fractures
- Medical attention is sought after a period of delay when the fracture has caused symptoms such as swelling, pain or loss of movement
- There is an unexplained fracture in the first year of life
- **Scars**

A large number of scars or scars of different sizes or ages, or on different parts of the body, may suggest abuse.

## **Recognising Emotional Abuse**

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse.

The indicators of emotional abuse are often also associated with other forms of abuse.

The following may be indicators of emotional abuse:

- Developmental delay
- Abnormal attachment between a child and parent/carer e.g. anxious, indiscriminate or no attachment
- Indiscriminate attachment or failure to attach
- Aggressive behaviour towards others
- Scapegoated within the family
- Frozen watchfulness, particularly in pre-school children
- Low self esteem and lack of confidence
- Withdrawn or seen as a 'loner' – difficulty relating to others

## **Recognising Signs of Sexual Abuse**

Boys and girls of all ages may be sexually abused and are frequently scared to say anything due to guilt and/or fear. This is particularly difficult for a child to talk about and full account should be taken of the cultural sensitivities of any individual child/family.

Recognition can be difficult, unless the child discloses and is believed. There may be no physical signs and indications are likely to be emotional/behavioural.

Some behavioural indicators associated with this form of abuse are:

- Inappropriate sexualised conduct
- Sexually explicit behaviour, play or conversation, inappropriate to the child's age
- Continual and inappropriate or excessive masturbation
- Self-harm (including eating disorder), self mutilation and suicide attempts
- Involvement in prostitution or indiscriminate choice of sexual partners
- An anxious unwillingness to remove clothes e.g. for sports events (but this may be related to cultural norms or physical difficulties)

Some physical indicators associated with this form of abuse are:

- Pain or itching of genital area
- Blood on underclothes
- Pregnancy in a younger girl where the identity of the father is not disclosed
- Physical symptoms such as injuries to the genital or anal area, bruising to buttocks, abdomen and thighs, sexually transmitted disease, presence of semen on vagina, anus, external genitalia or clothing

### **Sexual Abuse by Young People**

The boundary between what is abusive and what is part of normal childhood or youthful experimentation can be blurred. The determination of whether behaviour is developmental, inappropriate or abusive will hinge around the related concepts of true consent, power imbalance and exploitation. This may include children and young people who exhibit a range of sexually problematic behaviour such as indecent exposure, obscene telephone calls, fetishism, bestiality and sexual abuse against adults, peers or children.

**Developmental Sexual Activity** encompasses those actions that are to be expected from children and young people as they move from infancy through to an adult understanding of their physical, emotional and behavioural relationships with each other. Such sexual activity is essentially information gathering and experience testing. It is characterised by mutuality and of the seeking of consent.

**Inappropriate Sexual Behaviour** can be inappropriate socially, inappropriate to development, or both. In considering whether behaviour fits into this category, it is important to consider what negative effects it has on any of the parties involved and what concerns it raises about a child or young person. It should be recognised that some actions may be motivated by information seeking, but still cause significant upset, confusion, worry, physical damage, etc. it may also be that the behaviour is "acting out" which may derive from other sexual situations to which the child or young person has been exposed.

If an act appears to have been inappropriate, there may still be a need for some form of behaviour management or intervention. For some children, educative inputs may be enough to address the behaviour.

Abusive sexual activity included any behaviour involving coercion, threats, aggression together with secrecy, or where one participant relies on an unequal power base.

### **Recognising Neglect**

Evidence of neglect is built up over a period of time and can cover different aspects of parenting. Indicators include:

- Failure by parents or carers to meet the basic essential needs e.g. adequate food, clothes, warmth, hygiene and medical care
- A child seen to be listless, apathetic and unresponsive with no apparent medical cause failure of child to grow within normal expected pattern, with accompanying weight loss
- Child thrives away from home environment
- Child frequently absent from school
- Child left with adults who are intoxicated or violent
- Child abandoned or left alone for excessive periods

### **Child Sexual Exploitation**

The following list of indicators is not exhaustive or definitive but it does highlight common signs which can assist professionals in identifying children or young people who may be victims of sexual exploitation.

Signs include:

- underage sexual activity
- inappropriate sexual or sexualised behaviour
- sexually risky behaviour, 'swapping' sex
- repeat sexually transmitted infections
- in girls, repeat pregnancy, abortions, miscarriage
- receiving unexplained gifts or gifts from unknown sources
- having multiple mobile phones and worrying about losing contact via mobile
- having unaffordable new things (clothes, mobile) or expensive habits (alcohol, drugs)
- changes in the way they dress
- going to hotels or other unusual locations to meet friends
- seen at known places of concern
- moving around the country, appearing in new towns or cities, not knowing where they are
- getting in/out of different cars driven by unknown adults
- having older boyfriends or girlfriends
- contact with known perpetrators
- involved in abusive relationships, intimidated and fearful of certain people or situations
- hanging out with groups of older people, or anti-social groups, or with other vulnerable peers
- associating with other young people involved in sexual exploitation
- recruiting other young people to exploitative situations
- truancy, exclusion, disengagement with school, opting out of education altogether
- unexplained changes in behaviour or personality (chaotic, aggressive, sexual)
- mood swings, volatile behaviour, emotional distress
- self-harming, suicidal thoughts, suicide attempts, overdosing, eating disorders
- drug or alcohol misuse
- getting involved in crime
- police involvement, police records
- involved in gangs, gang fights, gang membership
- injuries from physical assault, physical restraint, sexual assault.

## Appendix 2

### **Forced Marriage(FM)**

This is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Whistle-blowing may come from younger siblings. Other indicators may be detected by changes in adolescent behaviours. Never attempt to intervene directly as a school or through a third party. Always call either the Contact Centre or the Forced Marriage Unit 020 7008 0151.

### **Female Genital Mutilation (FGM)**

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms and other indicators of FGM.

### **Mandatory reporting of FGM**

From **31 October 2015** all regulated health and social care professionals and teachers in England and Wales have a mandatory reporting duty to report any 'known' cases of FGM in under 18's in the course of their professional work to the police.

### **What is FGM?**

It involves procedures that intentionally alter/injure the female genital organs for non-medical reasons.

#### 4 types of procedure:

**Type 1** Clitoridectomy – partial/total removal of clitoris

**Type 2** Excision – partial/total removal of clitoris and labia minora

**Type 3** Infibulation entrance to vagina is narrowed by repositioning the inner/outer labia

**Type 4** all other procedures that may include: pricking, piercing, incising, cauterising and scraping the genital area.

Why is it carried out?

Belief that:

- ❖ FGM brings status/respect to the girl – social acceptance for marriage
- ❖ Preserves a girl's virginity
- ❖ Part of being a woman / rite of passage
- ❖ Upholds family honour
- ❖ Cleanses and purifies the girl
- ❖ Gives a sense of belonging to the community
- ❖ Fulfils a religious requirement
- ❖ Perpetuates a custom/tradition
- ❖ Helps girls be clean / hygienic
- ❖ Is cosmetically desirable
- ❖ Mistakenly believed to make childbirth easier

## Is FGM legal?

FGM is internationally recognised as a violation of human rights of girls and women. It is **illegal** in most countries including the UK.

## Circumstances and occurrences that may point to FGM happening are:

- Child talking about getting ready for a special ceremony
- Family taking a long trip abroad
- Child's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan)
- Knowledge that the child's sibling has undergone FGM
- Child talks about going abroad to be 'cut' or to prepare for marriage

Signs that may indicate a child has undergone FGM:

- Prolonged absence from school and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable
- Complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group
- Reluctance to take part in physical activity
- Repeated urinal tract infection
- Disclosure

## The 'One Chance' rule

As with Forced Marriage there is the 'One Chance' rule. It is essential that settings /schools/colleges take action **without delay** and call the Contact centre.

## Domestic Abuse

How does it affect children?

Children can be traumatised by seeing and hearing violence and abuse. They may also be directly targeted by the abuser or take on a protective role and get caught in the middle. In the long term this can lead to mental health issues such as depression, self harm and anxiety.

## What are the signs to look out for?

Children affected by domestic abuse reflect their distress in a variety of ways. They may change their usual behaviour and become withdrawn, tired, start to wet the bed and have behavioural difficulties. They may

not want to leave their house or may become reluctant to return. Others will excel, using their time in your care as a way to escape from their home life. None of these signs are exclusive to domestic abuse so when you are considering changes in behaviours and concerns about a child, think about whether domestic abuse may be a factor.

**What should I do if I suspect a family is affected by domestic abuse?**

To talk through your concerns call the Surrey Domestic Abuse Helpline on 01483 776822 or talk to your local outreach service.

East Surrey Domestic Abuse Services - Covering Reigate & Banstead, Mole Valley and Tandridge - 01737 771350

Your Sanctuary Outreach Service Covering Woking, Runnymede and Surrey Heath - 01483 776822

North Surrey Outreach Service - Covering Epsom & Ewell, Elmbridge and Spelthorne - 01932 260690

South West Surrey Outreach Service - Covering Guildford and Waverley - 01483 577392



## Appendix 3

### INDICATORS OF VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy as:  
Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:  
The demonstration of unacceptable behaviour by using any means or medium to express views which:
  - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
  - Seek to provoke others to terrorist acts;
  - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
  - Foster hatred which might lead to inter-community violence in the UK.
4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
5. Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.
6. Indicators of vulnerability include:
  - Identity Crisis – the student / pupil is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
  - Personal Crisis – the student / pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;

- Personal Circumstances – migration; local community tensions; and events affecting the student / pupil’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
- Unmet Aspirations – the student / pupil may have perceptions of injustice; a feeling of failure; rejection of civic life;
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
- Special Educational Need – students / pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

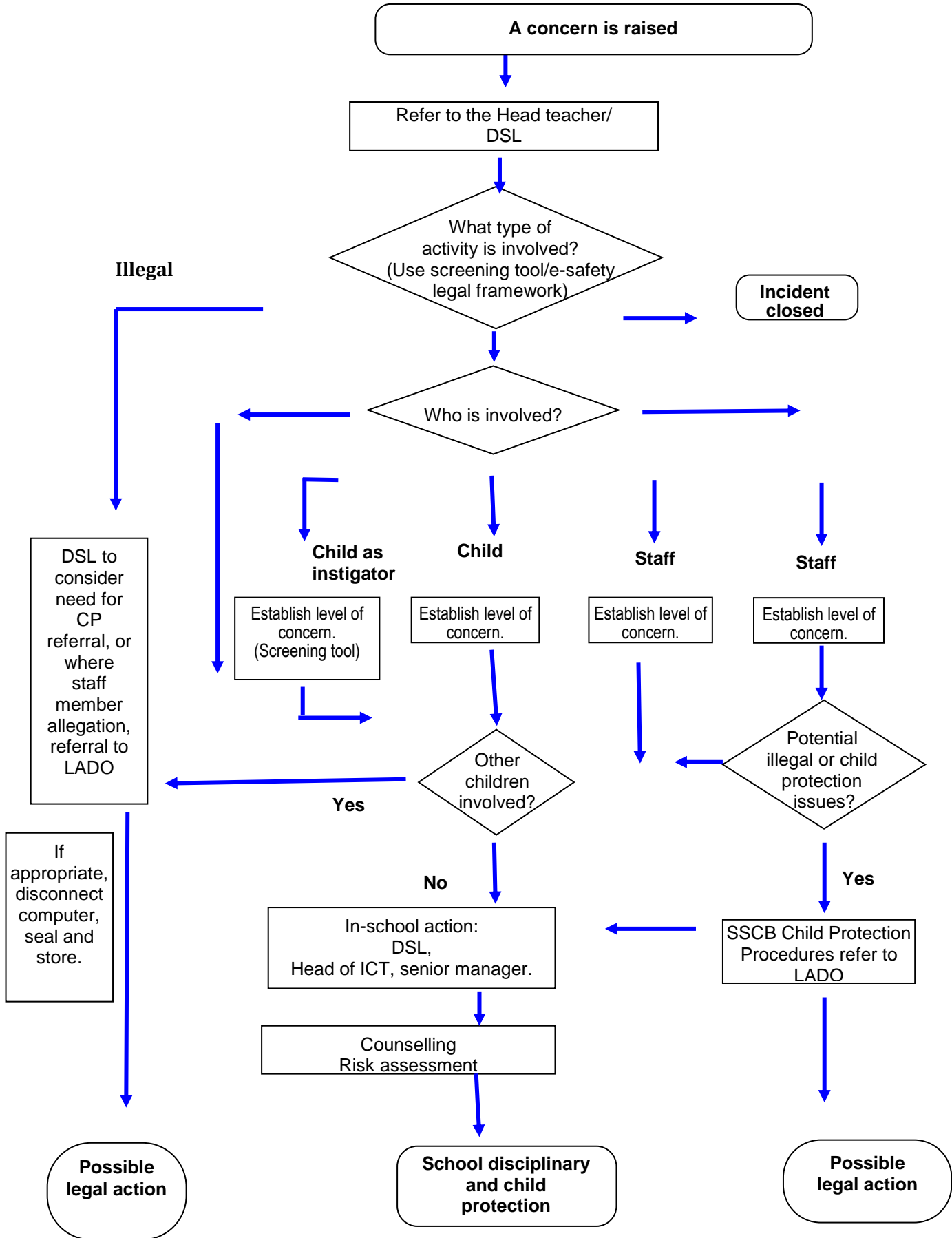
7. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

The Department of Education guidance [The Prevent Duty](#) can be accessed via this link.

# What to do if you have an e-safety concern:



## Appendix 5

Further advice on child protection is available from:

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

Childline: <http://www.childline.org.uk/pages/home.aspx>

CEOPSThinkuknow: <https://www.thinkuknow.co.uk/>

Anti-Bullying Alliance: <http://anti-bullyingalliance.org.uk/>

Beat Bullying: <http://www.beatbullying.org/>

Appendix 6: Thresholds for Children at Risk/Children in Need [Adapted from Surrey County Council)

Level 1	Level 2	Level 3	Level 4
<p><b>Children and Young People with no identified additional needs that can be met by personalised universal services</b></p>	<p><b>This level refers to those children and young people who may be considered vulnerable and in need of support services. Children and young people at this level frequently require time-limited targeted intervention at a level below the threshold for a Children’s Social Care service</b></p>	<p><b>This refers to children and young people with complex needs. Children in this category are likely to meet the threshold for social work assessment and time-limited intervention through a child in need service.</b></p>	<p><b>This refers to acute need that will have a significant impact upon the child, or young person’s safety and well-being. It will most commonly include children at risk of suffering actual, or likely significant harm associated with abuse, or severe neglect.</b></p>
	<p>Children who are receiving inadequate parenting that is having an effect upon their development and preventing them reaching their full potential. This would include poor implementation of boundaries, poor stimulation, low level concerns in respect of support to their education and health, low level concerns for hygiene and diet.</p>	<p>Children on the threshold of needing to be looked after by the Local Authority, or needing to be looked after by someone other than their normal care-giver due to family breakdown</p>	<p>A child, or children suffering actual, or at risk of suffering harm, as a result of disclosures of physical, sexual and emotional abuse.</p> <p>Neglect that will result in significant harm as a result of long term parental mental health</p>
	<p>Children whose parents are undergoing a separation that is causing emotional distress, is preventing them having unhindered contact with one parent and having an impact upon their ability to reach their full potential</p>	<p>Children whose parents are undergoing an acrimonious separation and this is having a severely detrimental effect upon their emotional well-being. Examples of this would be parents making frequent allegations against one another often involving the children, or children who are overly exposed to parental dysfunction.</p>	<p>Severe neglect of a child that will if continued, lead to significant harm: failure to attend essential medical appointments for a long-term medical condition; severely unhygienic home conditions; parenting resulting in failure to thrive and failure to adequately supervise, with the result that the child is placed at risk of significant harm.</p>
	<p>Children where there has been an incident, or incidents of domestic abuse; however there are sufficient protective factors in place to reduce the likelihood of ongoing domestic abuse and its’ impact upon the children</p>	<p>Situations of serious, or ongoing domestic abuse, which will have a detrimental effect upon the child’s physical and emotional well-being</p>	<p>Very serious or chronic cases of domestic abuse, which are likely to cause significant harm to the child(ren).</p>

Level 1	Level 2	Level 3	Level 4
	Children in households where there is occasional substance misuse and parents have demonstrated insight into the potential impact this may have upon the children and/or are engaging with the appropriate services	Situations where there are ongoing concerns about ongoing parental substance misuse, that it is likely to have a detrimental impact on a child's health and development	Neglect that will result in significant harm, as a result of the chaotic, prolonged and/or excessive substance misuse, by parent (s) or care-givers
	Pre-birth support to teenage/young parents, where there is evidence of extended family support, co-operation with universal services and there is little evidence of significant risk factors such as, substance misuse, parental mental health, chaotic lifestyle, or domestic abuse	Pre-birth assessments where there are concerns for the well-being of a new-born child, as a result of substance misuse, parental mental health problems, domestic abuse, very young parents with minimal extended family support and young people who were previously Looked After by the Local Authority and have limited support	Pre-birth assessments where there is clear evidence of significant harm due to substance misuse, parental mental health, Domestic Abuse and/or a history of previous children being subject to a CP Plan, or removed from parental care
	Children and young people who present with behaviour that challenges boundaries including those diagnosed with ADHD at home, results in frequent, or permanent exclusion from school, or involves low-level criminal activity such as, theft, shoplifting and minor criminal damage.	Children and young people who present with serious anti-social behaviour; violent and aggressive criminal activity that places them at risk of a custodial sentence; young people who pose a risk to other family members by their aggressive or uncontrolled behaviour, or presenting with inappropriate sexualised behaviour.	
	Children with a diagnosed disability such as AASD, who nevertheless are vulnerable and require additional support in order to access the same community resources and activities as non-disabled children	Children or young people whose primary need is related to their disability, or its impact and they are unlikely to reach their full potential despite the provision of universal and targeted services: e.g. a child whose health and development would not be met without the provision of specialist equipment; children with moving and handling needs that places them, or their parents at risk, children with a disability where there is a risk of family breakdown due to the parents inability to safely manage them, or children whose disability prevents them from being able to manage essential personal care.	Children or young people with a disability where the primary need is safeguarding or there is a risk of family breakdown and a likelihood that the child will be accommodated.

Level 1	Level 2	Level 3	Level 4
	Children who have experienced multiple carers that is having an impact upon their ability to reach their full potential	Private fostering arrangements where a private individual is caring for a child, following agreement with his/her primary care-giver/s	Children or young people who need to be Looked After by the Local Authority
	Children where one parent has mental health problems, or learning difficulties and this is impacting upon their ability to reach their full potential; but there are resilience factors in the home through support from another parent, extended family	Young carers where there is a need for joint assessment with adult services to identify significant unmet need for either/or both child and parent	Referrals against carers and professionals, or those in a position of trust and responsibility and which require a referral and investigation by the LADO service.
		Children who self-harm, run away from home and whose behaviour would place them at risk of harm without statutory involvement	Children or young people who pose a risk to themselves; through significant self-harm, frequent and extended periods of absconding that puts them in danger, serious drug misuse, sexually harmful behaviour, frequent offending that has resulted in a custodial sentence.
		Homeless teenagers abandoned by their parents or unaccompanied Asylum Seeking young people	Children who are at risk due to actual or likely contact with those who pose a risk to children and/or young people i.e. convicted of causing harm to children or on the sex offender's register.
		Children subject to court orders – section 7 enquiries where there has been recent Child Protection involvement, Family Assistance Orders, Supervision Orders	Children made subject to Police Protection Enquiries to assist the court in the execution of their duties pertaining to Section 37 of the Children Act (1989)
		Children who have previously been subject to a Child Protection Plan, for whom there are ongoing concerns requiring short-term intervention under a Social Care Child in Need Plan. Children or young people would need to meet one of the above Level 3 criteria in order to qualify for a Children's' Social Care Service	Children in immediate danger, or who require immediate assessment to ascertain whether they need to be looked after the Local Authority to ensure their safety
			Referrals where a crime has been committed against a child or young person and which require police investigation

			Child Protection investigations of Looked After Children placed by a Local Authority residing in Surrey.
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This document has been read and reviewed by:

Signed ..... Date .....

Governor responsible for Child Safeguarding