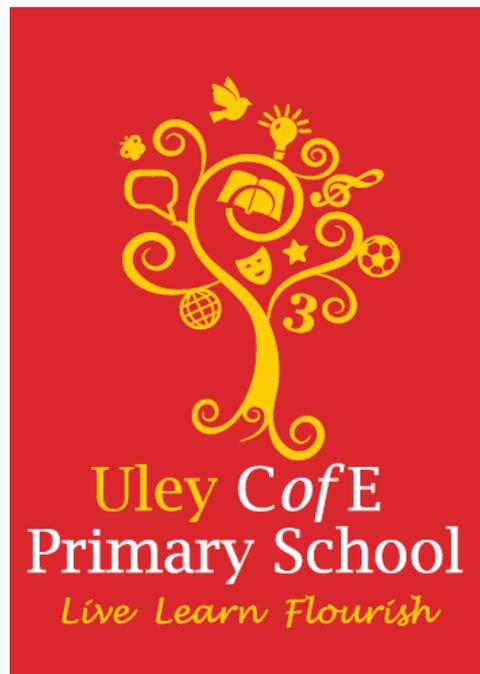


ULEY C OF E PRIMARY SCHOOL



SAFEGUARDING POLICY

They are like trees that grow beside a stream that bear fruit at the right time and whose leaves do not dry up. They succeed in all they do. Psalm 1:3

Ethos Statement

We believe that everyone should be given the opportunity and encouragement to be the best that they can be. To this end, we strive to create the right environment, deliver the right content, and embrace new ideas. We apply our school values of trust, friendship, compassion and wisdom to enable every individual to flourish within a moral framework built on Christian values. We believe that this can only be achieved by developing partnerships between pupils, staff, governors, parents and the wider community.

OUR SCHOOL VISION

Live – Learn – Flourish

-  Live: at home, in school, and in our local community
-  Learn: about self, others, and our ever-changing world
-  Flourish: be the best we can be in all that we do

OUR SCHOOL MISSION

-  We give all – pupils and staff – the opportunities and encouragement to be the best that they can be
-  We create an environment that has the right balance of challenge and support
-  We deliver a curriculum that is right for our school, inspiring and motivating all, and embracing new ideas
-  We apply our School Core Values of Trust, Friendship, Compassion and Wisdom in all that we do
-  We develop strong and effective partnerships between pupils, staff, governors, parents and the wider community
-  We strive to ensure that all flourish within a moral framework built on Christian values and the Diocesan vision “I have come that they may have LIFE, and have it to the full”. (John 10:10)

Safeguarding Policy 2019-2020

Uley C of E Primary School is committed to safeguarding and promoting the health and welfare of children and young people and expects all staff and volunteers to share this commitment.

We strive to create a nurturing and trusting environment where children and young people feel safe and secure and, one that enables them to develop, learn, grow and flourish.

Designated Safeguarding Lead (DSL) – Zoe Mandeville

Deputy Designated Safeguarding Lead (DDSL) – Debbie Brazier

Designated Safeguard Lead Fun Club – Philippa Nash & Katie Hill

Governor with safeguarding responsibility – Rachel Hughes

If you have a concern about a **child** please **contact the Children** and Families Services on 01452 426565 (during office hours), but if you are concerned about the immediate safety of a **child** please **contact** the Police on 101 at any time

Children's Services

01452 426565

School Number

01453 860350

Fun Club

07582615475

Introduction

This policy has been updated in line with the revised publications of:

- Keeping Children Safe in Education (DfE, September 2019)
- Working together to safeguard children (HM Government, July 2018)
- Information sharing (HM Government, July 2018)
- What to do if you're worried a child is being abused (HM Government, March 2015)

As well as:

- The Prevent Duty (DfE, July 2015)
- Disqualification Under the Childcare Act 2006 (DfE, 2018)

This policy also links to our documents on and evaluation of:

Policies and procedures of breakfast and after school club

Behaviour Policy

Walking home policy

Transporting Children

Cause for concern

Special Educational Needs

Staff Behaviour Policy / Code of Conduct – Guidance for Safer Working Practice

Whistleblowing

Anti-bullying

Induction policy

Staff handbook

Confidentiality Policy

Code of conduct for governors

Adult helpers in school handbook

Lunchtime handbook

Work experience handbook

Supply and initial teacher training handbook

E-safety

Health & Safety including risk assessments, first aid and administration of medicines

Parental concerns

Questionnaires

The curriculum including PSHE

Attendance and children missing from education

Offsite visits/trips

Drug Education

Physical intervention and use of reasonable force

Recruitment and Selection

Intimate Care

Site security

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.

We recognise that all adults, including temporary staff, 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.

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.

The aims of this policy are:

- To support the child's development in ways that will foster security, confidence and independence.
- 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.
- 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.
- Clarify the procedures for sharing concerns about a child
- 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.
- To emphasise the need for good levels of communication between all members of staff.
- To develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected abuse.
- To develop and promote effective working relationships with other agencies, especially the Police and Social Care.
- 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 identity, qualifications, and a satisfactory DBS check (according to guidance), and a central record is kept for audit.

Safe School, Safe Staff

All members of the governing body and staff, including volunteers and visitors, understand and fulfil their responsibilities to ensure that:

- **safeguarding is everyone's responsibility – it can happen here.**
- **it should never be assumed that someone else is taking action for the welfare of a child. Sharing information might just safeguard a child.**
- Gloucestershire Safeguarding Children's Executive (GSCE) audits are completed and areas for development identified and acted upon to continually improve safeguarding.
- all visitors are asked to sign in and out of school. They will be given a safeguarding information leaflet on arrival and will then be issued with a visitor badge with a lanyard.

The safeguarding leaflet and information on their visitor badge informs them who they can talk to if they have any safeguarding concerns during their visit.

- the names of the Designated Safeguarding leads are clearly advertised around the school, with a statement explaining the school's role in referring and monitoring cases of suspected abuse.
- the policy is available publicly either on the school website or by other means. Parents/carers can request a copy of the policy or refer to it via the school website/prospectus.
- community users organising activities for children are aware of the school's child protection guidelines and procedures.
- our lettings policy (if applicable) will seek to ensure the suitability of adults working with children on school sites at any time.
- the Governing Body considers how children may be taught about safeguarding. This may be part of a broad and balanced curriculum covering relevant issues through personal social health and economic education (PSHE) and/or for maintained schools through sex and relationship education (SRE).
- the school operates safer recruitment in line with 'Keeping Children Safe in Education (DfE, 2019)' procedures by ensuring that the Head Teacher and one governor on every recruitment panel that has completed Safer Recruitment training (see also Safer Recruitment and Induction Policies)
- the Designated Safeguarding Leads (DSL), who are involved in recruitment, and at least one member of the governing body will also complete safer recruitment training (currently on-line on the NSPCC website) to be renewed every 5 years.
- the Lead DSL, Zoe Mandeville, is a member of the Senior Leadership Team. The Deputy (DSL) is Debbie Brazier. These Officers have undertaken the relevant training, followed by biennial updates and are always available to discuss concerns.
- all other staff have Safeguarding training updated every three years.
- a single central record is in place and the following checks are undertaken: an identify check; a barred list check; an enhanced DBC check/certificate; a prohibition from teaching check; further checks on people living or working outside the UK; a check of professional qualifications; a check to establish the person's right to work in the UK.
- child protection type concerns or allegations against adults working in the school are referred to the LADO (Local Authority Designated Officer) 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) 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.
- the Chair and LADO will liaise on Child Protection issues in the event of an allegation of abuse made against the Head Teacher.

- all members of staff and volunteers are provided with a safeguarding induction (see Induction Policy and GCSB induction pack).
- all members of staff, volunteers and governors know how to respond to a pupil who discloses abuse through delivery of the Safeguarding Policy.
- safeguarding is on the agenda at Governing Body meetings and staff meetings. All members of staff are trained in and receive regular updates in e-safety and reporting concerns.
- the school has adopted the reflective approach to reviewing our safeguarding practice.
- all members of staff are trained in and receive regular updates in e-safety and reporting concerns. The Gloucestershire Safeguarding Children's Executive (GSCE) has an up-to-date handbook which can be accessed via www.gsce.org.uk
- our procedures will be annually reviewed.

Responsibilities

The Designated Safeguarding Leads including Governors are responsible for (See also Appendix 1):

- referring a child if there are concerns about possible abuse, to **01452 426565**, and acting as a focal point for staff to discuss concerns.
- Reporting procedures and information on aspects of safeguarding can be found following <https://www.proceduresonline.com/swcpp/gloucestershire/index.html>
- keeping written records of concerns about a child even if there is no need to make an immediate referral.
- ensuring that all such records are kept confidentially and securely and are separate from pupil records, until the child's 25th birthday, and are copied on to the child's next school or college. Child protection records should be kept for 99 years, however there is currently an embargo on destroying any CP records.
- ensuring that all such records are kept confidentially and securely and are separate from pupil records, and they are sent on to the child's next school or college.
- ensuring that an indication of the existence of confidential written records are marked on the pupil day to day records.
- liaising with other agencies and professionals.
- 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.
- 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.
- organising child protection induction, and update training every 3 years, for all school staff.

- providing, with the Headteacher, an annual report for the governing body, detailing any changes to the policy and procedures; training undertaken by the DCPO, and by all staff and governors; number and type of incidents/cases, and number of children on the child protection register (anonymised).
- ensuring safeguarding is an agenda item at governing body meetings.
- being aware of the lessons learnt from Serious Case Reviews (SCR) and using this information to inform school practise.

Dealing with disclosure or reporting observations

Following an incident or disclosure all staff should refer concerns to a DSL or senior member of staff on duty as soon as possible (See Appendix 2 for signs and symptoms). In the meantime they should:

- Listen to the child, keeping calm and offer reassurance. The child should lead the discussion.
- Accept what the pupil says without challenge – reassure them that they are doing the right thing and that you recognise how hard it is for them.
- Consider using phrases such as ‘you’ve done the right thing’ or ‘you’re not to blame’.
- Allow the child to talk but do not interrogate or ask leading questions.
- Try to clarify details with them.
- You cannot promise confidentiality therefore explain that they have done the right thing and who you will need to tell and why.
- Don’t make promises about what might or might not happen next.
- Do not make judgements about the people children refer to – they may be people they love.
- Don’t lay blame or criticise either the child or the perpetrator.
- Try not to show any shock you might feel.
- Take what they say seriously.
- Stay calm and reassure them that they have done the right thing in telling you.
- Explain what will happen next and who you will need to talk to.
- Make brief notes at the time and write them up afterwards – keep both sets just in case.
- Use a body map to record the position of any bruising or marks.

After the disclosure, appropriate support should be offered to both the child and the members of staff receiving and dealing with the disclosure.

Where there is uncertainty about making a referral to children’s social care, advice can be sought from the Children and Families helpdesk on **01452 426565**

PROCEDURES FOR MONITORING, RECORDING AND REPORTING

At the time of disclosure

Brief notes made immediately after will help to complete the safeguarding concern form.

You should note:

- Date and time of disclosure/incident observed.
- Place and context of disclosure or concern.
- Facts you need to report.

As soon as possible after the disclosure

Complete a safeguarding concern form (Appendix 3) which is available from the school office or staff room. This should then be passed to a DSL.

Remember to keep to factual information and not assumption or interpretation. Use the child's own language/words/phrases to quote rather than translating into your own terms. Be aware that these sheets may be used at a later date to support a referral to an external agency.

The Designated Safeguarding Lead or Deputy Designated Safeguarding Lead will:

- Make a decision whether to continue to monitor the situation or take the referral further. This decision should be communicated to the individual making the initial referral.
- Seek advice from Children and Families Help desk – 01452 426565. They will give advice about whether a referral is appropriate or whether there are alternative ways of addressing the concerns.
- Complete a Multi-Agency Referral Form which should be passed on to the social care team. https://www.proceduresonline.com/swcpp/gloucestershire/p_report_concerns.html
- Recorded information from social care meetings and other reports are stored securely in the school office. Any documents for inclusion in this folder should be given directly to a DSL.

Child on Child Sexual Violence and Sexual Harassment

Schools should be aware that the department has published detailed advice to support schools on Sexual Violence and Sexual Harassment Between Children in Schools and Colleges -

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/719902/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

This includes, what sexual violence and sexual harassment look like, important context to be aware of, related legal responsibilities for schools and colleges and advice on a whole school or college approach to preventing child on child sexual violence and sexual harassment.

Ultimately, any decisions are for the school or college to make on a case-by-case basis, with the designated safeguarding lead (or a deputy) taking a leading role and using their professional judgement, supported by other agencies, such as children's social care and the police as required.

Children in Care

Children in care have additional vulnerabilities. The designated safeguarding leads, through the designated teacher for looked after children, should have details of the child's social worker and the name of the virtual school head in the authority that looks after the child.

It is a statutory requirement that all children in care are expected to have regular health assessments to make sure that they are growing up in a healthy environment and get any health care which they may have missed out on. It also gives children the chance to communicate with a doctor or nurse in private to discuss anything that might be worrying them.

Children Missing Education

The statutory guidance **Children Missing Education (September 2016)** sets out the key principles to enable local authorities in England to implement their legal duty under section 436A of the Education Act 1996 to make arrangements to identify, as far as it is possible to do so, children missing education (CME). Local authorities should be able to demonstrate that they have considered this statutory guidance and, where it is not followed, the local authority should have reasonable grounds for not doing so.

1. All children, regardless of their circumstances, are entitled to an efficient, full time education which is suitable to their age, ability, aptitude and any special educational needs they may have;
2. Children missing education are children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school. Children missing education are at significant risk of underachieving, being victims of harm, exploitation or radicalisation, and becoming NEET (not in education, employment or training) later in life;
3. Effective information sharing between parents, schools and local authorities is critical to ensuring that all children of compulsory school age are safe and receiving suitable education. Local authorities should focus their resources effectively in intervening early in the lives of vulnerable children to help prevent poor outcomes.

These 'missing' children can be vulnerable; it is essential that all services work together to identify and re-engage these children back into appropriate education provision as quickly as possible. It is important to establish the reasons for the child being missing at the earliest possible stage.

Possible reasons that should be considered include:

- Failure to start appropriate provision and never enter the system;
- Stopped attending, due to illegal exclusion or withdrawal by parent/carers;
- Failure to complete a transition between schools;
- Children from refugee and asylum seeking families;
- Children from families who are highly mobile;
- Children at risk of a forced marriage;
- Children experiencing abuse and neglect.

Children who remain disengaged from education are potentially exposed to higher degrees of risk.

Children who go missing or run away from home or care may be in serious danger and are vulnerable to crime, sexual exploitation or abduction as well as missing education.

When families move between local authority areas it can sometimes lead to a child becoming 'lost' in the system and consequently missing education. Where a child has moved, local authorities should check with other local authorities - either regionally or nationally - and share information in order to ascertain where a child has moved. Once the location of the child is established, the relevant local authority must ensure that the child is receiving an education either by attending a school or the provision of electronic or distance learning packages where these are available.

Schools

As a result of daily admissions registration, schools are particularly well placed to notice when a child has gone missing. If a member of school/educational establishment/college staff becomes aware that a child may have run away or gone missing, they should try to establish with the parents/ carers, what has happened.

If this is not possible, or the child is missing, the designated safeguarding teacher/advisor should, together with the class teacher, assess the child's vulnerability by making reasonable enquiries, and refer (see also [Referrals Procedure](#)) any concerns about the child to Children and Families Services.

Schools should monitor attendance closely and address poor or irregular attendance. It is important that pupils' poor attendance is referred to the local authority.

In the more general circumstances of a child going missing who is not known to any other agencies, the Head Teacher should inform the Local Authority of any child who has not attended for 10 consecutive school days without provision of reasonable explanation.

Maintained schools have a safeguarding duty in respect of their pupils, and as part of this should investigate any unexplained absences. Academies and independent schools have a similar safeguarding duty for their pupils. Further information about schools' safeguarding responsibilities can be found in 'Keeping Children Safe in Education' the statutory guidance.

All schools are required to notify the local authority within five days when a pupil's name is added to the admission register at a non-standard transition point. Schools will need to provide the local authority with all the information held within the admission register about the pupil.

Schools must notify the local authority when a pupil's name is to be removed from the admission register at a non-standard transition point under any of the fifteen grounds set out in the regulations, as soon as the ground for removal is met and no later than the time at which the pupil's name is removed from the register.

In line with the duty under section 10 of the Children Act 2004, the expectation is that the school and the local authority will have in place procedures designed to carry out reasonable enquiries. The type of procedures may include the appropriate person checking with relatives, neighbours, landlords - private or social housing providers - and other local stakeholders who are involved. They should also record that they have completed these procedures. If there is reason to believe a child is in immediate danger or at risk of harm, a referral (see [Referrals Procedure](#)) should be made to children's social care (and the police if appropriate).

Racist Incidents

Our policy on racist incidents is set out separately following the Gloucestershire Local Authority guidance, 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.

Anti-Bullying

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. We keep a record of known bullying incidents. 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.

Physical Intervention

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.

Such events should be recorded and signed by a witness.

Staff who are likely to need to use physical intervention will be appropriately trained in the Positive Options technique.

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.

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. The school uses the DFE guidance 'Use of Reasonable Force' alongside the Physical Intervention Policy which can be found in the school's Behaviour Policy.

Supporting Children

All pupils in our school know they can talk to any member of staff should they need to. The school is committed to ensuring that pupils are aware of behaviour towards them that is not acceptable and how they can keep themselves safe. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm. PSHCE and online safety awareness materials we use to help pupils learn how to keep safe are ChildLine, NSPCC, Police, Stranger Danger, Anti-bullying.

Our school will ensure that pupils are made aware that information can be found at the following helplines, NSPCC, CEOP, Childline.

School's arrangements for consulting with and listening to pupils are school council, befrienders, pupil survey. We make pupils aware of these arrangements by sharing it with them as part of planned lessons and assemblies.

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.

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.

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.

Our school will support all children by:

- encouraging self-esteem and self-assertiveness, through the curriculum as well as our relationships, whilst not condoning aggression or bullying.
- promoting a caring, safe, trusting and positive environment within the school.
- liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- notifying Social Care as soon as there is a significant concern.
- 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.

Early Help

Uley School's early help procedure ensures that children receive the right help at the right time. Our staff support children and families through daily home/school contact; arranging parents support and information sessions and attending multi-disciplinary meetings to ensure continuity of care. (See Appendix 4)

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.

All Staff should be aware of the school's own Behaviour Management policy and the staff Code of Conduct Policy including Guidance for Safer Working.

Guidance about conduct and safe practice, including safe use of mobile phones by staff and volunteers will be given at induction.

We understand that a pupil may make an allegation against a member of staff.

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 Headteacher.

The Head Teacher will follow procedures recommended by the Gloucestershire Safeguarding Children's Executive.

https://www.proceduresonline.com/swcpp/gloucestershire/p_alleg_against_staff.html

The Headteacher on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO) **01452 426320**.

If the allegation made to a member of staff concerns the Headteacher, the person receiving the allegation will immediately inform Chair of Governors who will contact the LADO as above, without notifying the Headteacher first.

The school will follow the GSCE procedures for managing allegations against staff. Under no circumstances will we send a child home, pending such an investigation, unless this advice is given exceptionally, as a result of a consultation with the LADO.

Suspension of the member of staff, excluding the Headteacher, against whom an allegation has been made, needs careful consideration, and the Headteacher will seek the advice of the LADO and Personnel Consultant in making this decision.

In the event of an allegation against the Headteacher, the decision to suspend will be made by the Chair of Governors with advice from the LADO.

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.

Disqualification by Association

The 2018 regulations are made under section 75 of the Childcare Act 2006 (“the 2006 act”). They set out the circumstances in which an individual will be disqualified for the purposes of section 75 of the act.

Section 76(2) of the 2006 act, provides that a person who is disqualified under the 2018 regulations may not:

- provide relevant childcare provision
- be directly concerned in the management of such provision

Staff are covered by this legislation if they are employed or engaged to provide early years childcare (this covers the age range from birth until 1 September following a child’s fifth birthday i.e. up to and including reception year) or later years childcare (this covers children above reception age but who have not attained the age of 8) in nursery, primary or secondary school settings, or if they are directly concerned with the management of such childcare. This includes:

- Early years provision - staff who provide any care for a child up to and including reception age. This includes education in nursery and reception classes and/or any supervised activity (such as breakfast clubs, lunchtime supervision and after school care provided by the school) both during the normal school day and outside of school hours for children in the early years age range; and
- Later years provision (for children under 8) - staff who are employed to work in childcare provided by the school outside of the normal school day for children who are above reception age but who have not attained the age of 8. This does not include education or supervised activity for children above reception age during school hours (including extended school hours for co-curricular learning activities, such as the school’s choir or sports teams) but it does include before school settings, such as breakfast clubs, and after school provision.

In relation to staff employed by childcare providers (i.e. not employed by the school or local authority) who hire or rent school facilities or premises (for example a private, voluntary or independent childcare provider), schools should ensure that such providers have appropriate policies and procedures in place in regard to safeguarding children, including under the 2018 Regulations.

12. Where centrally employed local authority staff are deployed to work in relevant childcare settings in schools (for example peripatetic music teachers or special needs teachers) it is the responsibility of the local authority to ensure that such staff are compliant with the requirements of the legislation explained in this guidance.

Where schools or local authorities use staff from any agency, or third-party organisation (e.g. supply teacher, music teacher or sports coach) to work in relevant childcare provision, or contract out such childcare, they must obtain confirmation that the agency or organisation providing the staff has informed them that they will be committing an offence if they are deployed to work in relevant childcare, or are directly concerned in the management of such provision, if they are disqualified under the 2018 Regulations. This should include the provider requesting that their staff inform them if they consider that they could be disqualified under the legislation.

14. Where the school deploys a person who is self-employed (e.g. music teacher or sports coach) to work in relevant childcare provision, the school must ensure that they are compliant with the requirements of the legislation explained in this guidance.

The requirements in paragraph 13 also apply where training suppliers, such as initial teacher training providers, are placing trainees or students at the school, who are working and/or being trained in a relevant setting. Where trainee staff are salaried, for example on employment-based teacher training programmes, it is the responsibility of the school to ensure that they comply with the legislation. If a salaried trainee is disqualified from childcare, schools should inform the training provider of this. Where trainee staff are not on a salaried programme (i.e. fee or self-funded students), it is the responsibility of the training provider to conduct the relevant checks to ensure that trainees placed in schools are not disqualified from childcare or that they have obtained a waiver from Ofsted. Guidance on how to apply for a waiver can be found at paragraphs 38-44 of this guidance.

Volunteers and casual workers (including individuals on work experience) who are directly concerned with the management of childcare provision, and/or who work on a regular basis, whether supervised or not, in relevant childcare, are within the scope of the legislation and are covered by this guidance.

School governors and proprietors are not covered by the legislation, unless they volunteer to work in relevant childcare on a regular basis, or they are directly concerned with the day-to-day management of such provision. Further guidance on the safeguarding arrangements covering governors and the safeguarding responsibilities of governing bodies and proprietors is provided in KCSIE. Additionally it should be noted that, whilst out of scope of these regulations, school governors in maintained schools are also subject to additional arrangements and can also be disqualified from holding office (i.e. being a governor in maintained schools) under regulation 17, schedule 4 of the School Governance (Constitution) (England) Regulations 2012.

<https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006/disqualification-under-the-childcare-act-2006>

Whistle-Blowing

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.

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 LADO following the Whistleblowing Policy. Whistle-blowing regarding the Headteacher should be made to the Chair of the Governing Body.

Supporting Staff

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.

We will support such staff by providing an opportunity to talk through their anxieties with the DSLs and to seek further support as appropriate.

Working with Parents and Carers

It is important that school has a consistent approach to working with parents and carers. Attitudes to and contact with parents should be non-judgemental in order to obtain the most conducive working relationship. The priority is the needs of the child and effective liaison is crucial for this.

It should be recognised that families from different backgrounds and cultures will have different approaches to child-rearing. These differences should be acknowledged and respected, provided they do not place the child at risk.

We encourage parents to discuss any concerns they may have with the class teacher, SENCo or head teacher

Confidentiality

We recognise that all matters relating to child protection are confidential.

The Headteacher or DSLs will disclose any information about a child to other members of staff on a need to know basis only.

All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

“Where there is a concern that the child may be suffering or is at risk of suffering significant harm, the child’s safety and welfare must be the overriding consideration”.

The school has a clear confidentiality policy.

All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.

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 **01452 426565** on this point.

Health & 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. The school follows guidance from the Health and Safety Unit and Gloucestershire Safeguarding Children Executive. Staff who have had an enhanced DBS check and are in a regulated activity supervise adult helpers. Reputable coach companies are used and confirmation of DBS checks are requested and ID is checked on the day of the trip.

Monitoring and Evaluation

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

- Governing Body visits to the school
- '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
- Review of parental concerns and parent questionnaires
- Review of playtimes/ lunchtimes

Appendix 1

Uley C of E Primary School Designated Safeguard Lead Job Description 2019

The Designated Safeguarding Lead (DSL) must be a senior member of the school leadership team. They have a legal responsibility for dealing with safeguarding issues, providing advice and support to staff, liaising with the Local Authority, and working with a range of other agencies. The Designated Safeguarding Lead need not be a teacher but must have the status and authority within the management structure to carry out the duties of the post.

Areas of responsibility:

Policy and procedure:

-  Act as a champion of the school's safeguarding policy and procedures by ensuring all staff have access to and understand them
-  Induct new members of staff with regard to the school and GSCS safeguarding policies and procedures
-  Ensure the school safeguarding policy is updated and reviewed annually
-  Ensure parents see copies of the safeguarding policy to avoid potential conflict later
-  Ensure that all staff are aware of their responsibility to challenge behaviour which breaches the Guidance for Safer Working Practice (Code of Conduct)

Reporting concerns:

-  Recognise how to identify signs of abuse and when to make a referral
-  Respond appropriately to disclosures or concerns relating to the well-being of a child
-  Refer allegations or cases of suspected abuse to the relevant investigating agencies, ensuring they have access to the most relevant up to date information
-  Liaise with the Head Teacher to inform them of any issues and ongoing investigations
-  Liaise with the Governor with safeguarding responsibilities
-  Ensure that relevant, detailed and accurate written records of referrals/concerns are kept and that these are stored securely
-  When pupils move school, ensure their safeguarding file is sent to the new establishment immediately and securely
-  Refer cases to the Channel programme where there is a radicalisation concern as required
-  Support staff who make referrals to the Channel programme
-  ***It is not the role of the DSL to investigate allegations of abuse or neglect by members of staff working or volunteering with children in school.*** This falls to the Headteacher or to the Chair of Governors where the allegation is against the Headteacher.

Multi Agency working:

- ✿ Ensure that pupils who are victims of abuse are supported appropriately and sensitively and that all actions from planning and intervention meetings are carried out and monitored
- ✿ Attend and contribute effectively to Child In Need meetings, Child Protection conferences, planning and review meetings; including those taking place out of normal working hours.
- ✿ Liaise and coordinate with colleagues and outside organisations to provide Early Help as soon as a problem emerges, at any point in a child or young person's life working with the Early Help Strategic Partnerships and referring to the Early Help Allocation groups where necessary. Acting as Lead Professional as appropriate
- ✿ Ensure that actions resulting from meetings are SMART and that they are carried out in a co-ordinated way; making the difference which was anticipated

Training:

- ✿ Ensure all staff have safeguarding induction within their first 7 days and receive frequent updates so that they are able to recognise and report any concerns immediately
- ✿ Attend relevant training every 2 years and on an annual basis attend forums/roadshows to reinforce and enhance Safeguarding knowledge and practice
- ✿ Represent the school at Designated Lead forums and disseminate the information to colleagues

Knowledge and skills:

- ✿ Act as a source of support, advice and expertise within the school
- ✿ Have a working knowledge of how the Gloucestershire Safeguarding Children Executive operates
- ✿ Ensure that staff members are following up to date procedures in line with National and Local expectations
- ✿ Act with integrity; maintaining confidentiality at all times

General Duties:

- ✿ To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job.
- ✿ To ensure that the Section 175 Audit published by Gloucestershire Safeguarding Children Executive (GSCE) is completed annually and returned by deadline and reviewed regularly

Role Description for the Safeguarding Governor

As the governor responsible for safeguarding children, you will play an essential role in ensuring children in this school are kept safe from harm. The safeguarding governor plays an important role in ensuring oversight and scrutiny of safeguarding policy, procedure and practice on behalf of the full governing body. It is recognised that Governors are volunteers and generously give of their time, interest and expertise to the ultimate benefit of children in our schools but it should not be underestimated that your role is that of a 'senior manager' of a school with accountability befitting such a significant responsibility.

Your role as Nominated Governor for Safeguarding is to:

- Act as a 'critical friend' to the school, in order to ensure that the appropriate systems and procedures are in place to cover all aspects of the safeguarding agenda and all statutory governing body responsibilities are met.
- Monitor appropriate policies, including the safeguarding and whistle blowing policies.
- Ensure there is a suitably qualified, trained and supported Designated Lead who has responsibility for responding to and overseeing safeguarding issues.
- Ensure there is a suitably qualified, trained and supported Deputy Designated Lead who has responsibility for responding to and overseeing safeguarding issues as agreed reasonable to be delegated by the DSL.
- Ensure that the DSL adequately supervises and supports the work, development and wellbeing of the DDP and any other individual to whom they may delegate additional safeguarding responsibilities in order that there exist clear lines of accountability.
- Ensure there is a robust system for recording, storing and reviewing child welfare concerns.
- Liaise with the head about general child protection and broader safeguarding issues within the school and as such be able to provide reports to the governing body in respect of themes and issues within the school/locality to enable adequate oversight, understanding and development of solutions.
- Ensure that school staff training is up to date.
- Attend Basic Awareness Safeguarding training every 3 years and other training as appropriate to the role and relevant to issues within the school/locality
- Ensure other governors attend appropriate safeguarding training.
- Ensure appropriate members of the governing body complete training in respect of allegations against staff.
- Ensure at least one governor on the recruitment and selection panel for staff has successfully completed accredited Safer Recruitment training.
- Ensure interview panels are convened appropriately and safer recruitment practices are followed.
- Have oversight of the single central record and ensure it is up to date and maintained in line with guidance.
- Take account of how safe pupils feel when in school.
- Ensure the voice of pupils is truly heard and appropriately acknowledged.
- Ensure the school constantly review and consider their curriculum in order that key safeguarding 'messages and lessons' run throughout.
- Ensure school do not operate in isolation and have an awareness of agencies available to support children and families
- Ensure the safeguarding agenda is embedded in the ethos of the school.
- Monitor progress against any outstanding actions on the governing body safeguarding audit tool and other local authority review.
- Report at governors meetings.

Appendix 2

Recognising signs of Child Abuse

Categories of Abuse:

- Physical Abuse
 - Emotional Abuse (including Domestic Abuse)
 - Sexual Abuse
 - Neglect
-

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 not attachment
- Indiscriminate attachment or failure to attach
- Aggressive behaviour towards others
- Scape-goated 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

Bullying and Hate Incidents/Crimes

There is clear evidence that bullying is abusive and will include at least one of the defined categories of abuse.

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from the activities and social acceptance of their peer group).

Bullying by race, gender, sexual orientation or disability

Racist bullying e.g. any incident which is perceived to be racist by the victim or any other person (MacPherson Report, 1999).

Incidents can include:

- Verbal abuse by name calling, racist jokes and offensive mimicry
- Physical threats or attacks
- Sending offensive text messages or e-mails
- Wearing of provocative badges or insignia
- Bringing racist leaflets, comics or magazines
- Inciting others to behave in a racist way
- Racist graffiti or other written insults, even against food, music, dress or customs
- Refusing to co-operate in work or in play.

Sexual Bullying, including Homophobic bullying

Sexual bullying affects boys and girls. A case of proven sexual assault is likely to lead to the exclusion of the perpetrator.

Sexual bullying can be characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty
- Sending offensive or suggestive text messages or e-mails
- Inappropriate and uninvited touching

- Sexual innuendoes and propositions
- Pornographic material, graffiti with sexual content
- In its most extreme form, sexual assault
- The use of the word 'gay'.

Sexual bullying can also be related to sexual orientation. Children do not necessarily have to be lesbian, gay or bi-sexual to experience such bullying.

Bullying of children with Special Educational Needs or disabilities

- Abusive name-calling;
- Looks and comments about intellectual ability;
- Refusal to co-operate in work or play;
- Comments directed at the help or support of a Teaching Assistant (TA).

Cyber Bullying

Cyber bullying can be defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else...

Cyber bullying takes different forms:

- threats and intimidation;
- harassment or cyber stalking (e.g. repeatedly sending unwanted texts or instant messages);
- defamation;
- exclusion or peer rejection;
- impersonation;
- unauthorised publication of private information or images (including what are sometimes misleadingly referred to as 'happy slapping' images);
- manipulation.

Some cyber bullying is clearly deliberate and aggressive, but it is important to recognise that some incidents of cyber bullying are known to be unintentional and the result of simply not thinking about the consequences. What may be sent as a joke, may not be received as one, and indeed the distance that technology allows in communication means the sender may not see the impact of the message on the receiver. There is also less opportunity for either party to resolve any misunderstanding or to feel empathy. It is important that children are made aware of the effects of their actions.

All incidents of bullying including potential hate incidents should be dealt with by the class teacher in the first instance and/or the principal as appropriate. A more detailed guide can be found in the school's Anti-bullying Policy.

Hate Incident/Crime is defined:

A hate incident is defined as: "Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by hostility or prejudice." (College of Policing 2014)

If a criminal offence has been committed the Incident becomes a Hate Crime.

Protected characteristics under current (2019) hate crime legislation are named: disability; race; religion or belief; sexual orientation; and transgender identity. Gloucestershire also includes: age; gender (sex); and alternative subcultures, eg homeless.

Support is available from Victim Support for school guidance, and/or one-to-one support and advocacy with pupils and their families (0808 281 0112 www.victmsupport.org.uk). Restorative Gloucestershire can provide support with embedding restorative practice into schools, to tackle harmful bullying behaviours, reduce exclusion levels and/or prevent unnecessary criminalisation (01452 754 542 www.restorativegloucestershire.co.uk)

Self-harm

If it comes to the attention of a teacher/member of staff that a child is self-harming, they should alert a designated safeguarding lead. Their actions might include:

- Contacting parents/carers
- Contacting Child and Adolescent Mental Health Services (with parent/carer support)
- Contacting Social Care if the child meets the referral criteria

It should be recognised that initial factual evidence of abuse, which may require a referral to a social services department, is sometimes significantly less than conclusive, but individuals who are the subject of investigation in these circumstances will often feel traumatised by the action taken. The policy statement and procedural guidelines aim to acknowledge and address these issues, whilst ensuring children with disabilities are appropriately supported and protected from abuse.

Prevent Duty and Radicalisation

The governors and leadership team at Uley have deemed our students to be at a low risk of radicalisation; however we recognise that protecting children from the risk of radicalisation is part of our wider safeguarding duties. We understand that during the process of radicalisation it is possible to intervene to prevent vulnerable people being radicalised.

All schools and childcare providers are subject to a duty under the Counter Terrorism and Security Act (2015). This is new legislation on preventing radicalisation. This is known as the Prevent Duty. We must have 'due regard to the need to prevent people from being drawn into terrorism.'

Prevent aims to stop people becoming terrorists or supporting terrorism by focusing on the following 3 objectives;

- challenging **ideologies** that support terrorism and those who promote it;
- protecting vulnerable **individuals** from being drawn into extremism through appropriate advice and support;
- supporting sectors and **institutions** where there is a risk of radicalisation.

www.gov.uk/government/publications/prevent-duty-guidance

<http://www.gsce.org.uk/CHttpHandler.ashx?id=67496&p=0>

<http://www.gsce.org.uk/CHttpHandler.ashx?id=67495&p=0>

The Counter-Terrorism and Security Act 2015 also places a duty on local authorities to ensure Channel panels are in place. Schools and colleges which are required to have regard to Keeping Children Safe in Education are listed in the Act as partners of the panel. 'Channel' is the name for the process of referring a person for early intervention and support, including:

- identifying people at risk of being drawn into terrorism
- assessing the nature and extent of that risk, and
- developing the most appropriate support plan for the people concerned.

The Channel process is about safeguarding children, young people and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from risk before a crime occurs.

A short general awareness course online can be accessed here:

http://course.ncalt.com/Channel_General_Awareness/01/index.html

All staff have been trained using this online course.

Further information about the Channel panels can be accessed here:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/425189/Channel_Duty_Guidance_April_2015.pdf

Peer on Peer Abuse

What is it?

Children can abuse other children. This is generally referred to as peer on peer abuse. Peer on peer abuse can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.

Staff should not underestimate the potential for one child or young person to abuse another. There are many different forms peer on peer abuse can take, which may involve all the above categories.

Abuse may involve person to person contact, however abuse involving the use of technology such as online bullying, social media abuse and "sexting" is on the increase and should be positively dealt with. There should be an understanding of the different gender issues that can be prevalent when dealing with peer on peer abuse.

Staff are reminded that peer on peer abuse is abuse and should never be tolerated or passed off as "banter" or "part of growing up." Any concerns should be shared with the Safeguarding Team. And Anti-bullying procedures to be implemented.

Gender Identity and Sexuality

Sexist, sexual and transphobic bullying occurs when a pupil (or group), usually repeatedly, harms another pupil or intentionally makes them unhappy because of their sex or because they may not be perceived to conform to normal gender roles. The root cause of sexist and sexual bullying is gender inequality.

Sexist bullying can be defined as bullying based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex or gender.

Sexual bullying can be defined as bullying behaviour that has a specific sexual dimension or a sexual dynamic and it may be physical, verbal or non-verbal/psychological. Behaviours may involve suggestive sexual comments or innuendo including offensive comments about sexual reputation; or using sexual language that is designed to subordinate, humiliate or intimidate. It is also commonly underpinned by sexist attitudes or gender stereotypes.

Transphobic bullying stems from a hatred or fear of people who are transgender. 'Transgender' is as an umbrella term that describes people whose sense of their gender or gender identity is seen as being different to typical gender norms. Where children and young people are perceived not to be conforming to the dominant gender roles that may be widely expected of them, we will be alert for signs of bullying. An individual may also experience transphobic bullying as a result of perceptions that a parent, relative or other significant figure displays gender 'variance' or is transgender.

Behaviours displayed in these forms of bullying are in many cases similar to those of other forms of bullying, but there is the additional element of inappropriate or coercive sexual behaviours, which can in extreme cases constitute criminal behaviour such as sexual abuse. Some of the behaviours associated with sexist, sexual or transphobic bullying, such as the use of sexist or inappropriately sexual language, can sometimes go unchallenged in schools as school staff are unsure how to respond appropriately. Examples of some behaviours which may be seen in instances of sexist, sexual or transphobic bullying include: inappropriate and unwanted touching, spreading rumours of a sexual nature, use of humiliating or offensive sexist, sexual or transphobic language (eg. reversing he/she pronouns) and the display or circulation of images of a sexual nature.

Schools must respond to this type of bullying as they are responsible for safeguarding the health and well-being of their pupils, which can be adversely affected by bullying. Sexist, sexual and transphobic bullying can damage lives. It may cause fear and anxiety, increase the likelihood of self-harm and limit aspirations and achievement. The effects of exposure to bullying can last well into adulthood.

Domestic Violence

The cross-government definition of domestic violence and abuse is any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

It can be very difficult for children and young people living with domestic abuse, due to what they may be hearing, witnessing, or experiencing themselves. There is a dedicated website for children and young people, www.thehideout.org.uk, which helps them understand domestic abuse and take positive action if it is happening to them.

Multi Agency Risk Assessment Conference - MARAC

MARAC stands for Multi Agency Risk Assessment Conference. The meeting/conference is part of a process triggered by identifying a high risk victim of domestic abuse. A high risk victim is somebody at risk of serious harm or homicide. The purpose of the MARAC process is to share information with partner agencies and create a risk management plan to safeguard the victim and children. The emphasis is on action planning to safeguard victims and children at all times. The Gloucestershire Domestic Abuse Support Service (GDASS) is a county-wide service designed to reduce the level of domestic abuse and improve the safety of victims and their families. They operate in all Districts offering a variety of support programmes for women and men over 16 years old experiencing Domestic Abuse. They can be contacted via the helpline on 0845 602 9035.

There are also national helplines available:

- National Domestic Violence Helpline (0808 2000 247).
- National Centre for Domestic Abuse (0844 8044 999).
- Men's Advice Line (0808 801 0327).

As part of Uley School's commitment to keeping children safe we have signed up to implement the principles and aims of the **Gloucestershire Encompass Model**.

In signing up to Gloucestershire Encompass the Governing Body and Senior Leadership Team:

- Endorse the Gloucestershire Encompass Model and support the Key Adults in our school to fulfil the requirements of the Gloucestershire Encompass Protocol.
- Promote and implement Gloucestershire Encompass processes and use these in accordance with internal safeguarding children processes.
- Recognise the sensitive nature of the information provided and ensure that this is retained in accordance with the principles of data protection

Fabricated and Induced Illness

There are three main ways of a parent / carer fabricating or inducing illness in a child. These are not mutually exclusive and include:

- fabrication of signs and symptoms. This may include fabrication of past medical history;
- fabrication of signs and symptoms and falsification of hospital charts and records, and specimens of bodily fluids. This may also include falsification of letters and documents;
- induction of illness by a variety of means.

Children who have had illness fabricated or induced are likely to require co-ordinated help from a range of agencies such as health, social care (adults' and children's), education, schools and the voluntary and independent sectors over a sustained period of time. The nature of this input is likely to change as the child develops and his or her needs change; over time, therefore, the types of services required may differ considerably.

For those children who are suffering, or at risk of suffering significant harm, joint working is essential, to safeguard the welfare of children and – where necessary – to take action, within the criminal justice system, regarding the perpetrators of crimes against children. In using this guidance all agencies and professionals should:

- be alert to potential indicators of illness being fabricated or induced in a child;
- be alert to the risk of harm which individual abusers, or potential abusers, may pose to children in whom illness is being fabricated or induced;
- share, and help to analyse information so that an informed assessment can be made of the child's needs and circumstances;
- contribute to whatever actions (including the cessation of unnecessary medical tests and treatments) and services are required to safeguard and promote the child's welfare and
 - regularly review the outcomes for the child against specific planned outcomes
 - work co-operatively with parents unless to do so would place the child at increased risk of harm;
- assist in providing relevant evidence in any criminal or civil proceedings, should this course of action be deemed necessary.

Comprehensive advice can be found at: www.gov.uk/government/publications/safeguarding-children-in-whom-illness-is-fabricated-or-induced

Child Sexual Exploitation

Child sexual exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

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.

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.

Female Genital Mutilation (FGM) and Breast Ironing

What is FGM?

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

FGM is internationally recognised as a violation of the human rights of girls and women. The Female Genital Mutilation Act was introduced in 2003 and came into effect in March 2004.

The Act

- Makes it illegal to practice FGM in the UK;
- Makes it illegal to take girls who are British nationals or permanent residents of the UK abroad for FGM whether or not it is lawful in that country.
- Makes it illegal to aid, abet, counsel or procure the carrying out of FGM abroad.
- A conviction of FGM has a penalty of up to 14 years in prison and/or a fine.

Mandatory reporting duty of FGM - From Oct 2015 there is a mandatory requirement that **all staff report cases of FGM to the police**. The duty has been brought through the Serious Crime Act 2015

and will mean that whenever regulated professionals (health, social care and education) identify that a girl under 18 has had FGM, or if the girl discloses this herself, the professional must make a report to the police.

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

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:

- 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 profile of Female Genital Mutilation has increased considerably over the last couple of years as a result of the Department of Health FGM Prevention Programme and launch of the NSPCC FGM Helpline (0800 028 3550).

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.

Breast Ironing

Much like FGM, Breast Ironing is a harmful cultural practice and is child abuse. Professionals working with children and young people must be able to identify the signs and symptoms of girls who are at risk of or have undergone breast ironing. Similarly to FGM, breast ironing is classified as physical abuse therefore professionals must follow their Local Safeguarding Children's Board Procedures.

https://www.kscb.org.uk/_data/assets/pdf_file/0007/55555/Breast-Ironing_policy_briefing_No-164.pdf

Gangs and Youth Violence

Being part of a friendship group is a normal part of growing up and it can be common for groups of children and young people to gather together in public places to socialise. Belonging to such a group can form a positive and normal part of young people's growth and development. These groups should be distinguished from 'street gangs' for whom crime and violence are a core part of their identity, although 'delinquent peer groups' can also lead to increased antisocial behaviour and youth offending. Although some group gatherings can lead to increased antisocial behaviour and youth offending, these activities should not be confused with the serious violence of a gang.

Overall, children particularly vulnerable to suffering harm in the gang context are those who are:

- not involved in gangs, but living in an area where gangs are active;
- not involved in gangs, but at risk of becoming victims of gangs;
- not involved in gangs but at risk of becoming drawn in, for example, siblings or children of known gang members; or
- gang-involved and at risk of harm through their gang-related activities (e.g. drug supply, weapon use, sexual exploitation and risk of attack from own or rival gang members).

Young people who become involved in gangs and commit violent crime as a result of this involvement have significant needs themselves. They should be held responsible for their actions and harmful behaviour but practitioners also have a responsibility to safeguard and promote the welfare of these young people and to prevent further harm both to themselves and to other potential victims.

There are a number of areas in which young people are put at risk by gang activity both through participation in and as victims of gang violence. Safeguarding procedures can provide a key tool for all agencies working with young people to assist them when working together to prevent young people from being drawn into gangs, to support those who have been drawn into the margins of gangs; and to protect those who are at immediate risk of harm either as members or victims of gangs.

Potential signs of involvement in gangs

Many of these factors are normal adolescent behaviour and, indeed, many gang symbols and patterns of speech have been adopted more widely by young people who are not in gangs, but they may be useful in identifying concerns prior to referral and should be taken into account during a robust assessment. Parents or other practitioners involved with the family may be best placed to recognise these signs. These may include:

- child withdrawn from family;
- sudden loss of interest in school. Decline in attendance or academic achievement;
- started to use new or unknown slang words;
- holds unexplained money or possessions;
- stays out unusually late without reason;
- sudden change in appearance – dressing in a particular style or ‘uniform’ similar to that of other young people they hang around with, including a particular colour;
- dropped out of positive activities;
- new nickname;
- unexplained physical injuries;
- graffiti style ‘tags’ on possessions, school books, walls;
- constantly talking about another young person who seems to have a lot of influence over them;
- broken off with old friends and hangs around with one group of people;
- increased use of social networking sites;
- started adopting certain codes of group behaviour e.g. ways of talking and hand signs;
- expressing aggressive or intimidating views towards other groups of young people, some of whom may have been friends in the past;
- scared when entering certain areas; and
- concerned by the presence of unknown youths in their neighbourhoods.

The information in this section is taken from the following document:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/97862/gang-violence-detailreport.pdf

The Avenger Task Force is an initiative led by police to revolutionise the approach to gangs in Gloucester. The multi-agency project, involving representatives from Gloucestershire Constabulary, Gloucestershire City Council and Gloucestershire County Council’s Youth Support Team, aims to reduce the number of youngsters involved in gangs by offering support to those who are or may be vulnerable. The Avenger Task Force has set up an anonymous reporting hotline for anyone wanting to report gang activity - ATF@gloucestershire.police.uk.

Gender-based Violence

“Gender-based violence is the general term used to capture violence that occurs as a result of the normative role expectations associated with each gender, along with the unequal power relationships between the two genders, within the context of a specific society.” (Bloom 2008). This is not to say that gender-based violence against men does not exist. For instance, men can become targets of physical or verbal attacks for transgressing predominant concepts of masculinity, for example because they have sex with men. Men can also become victims of violence in the family – by partners or children. However, it has been widely acknowledged that the majority of persons affected by gender-based violence are women and girls, as a result of unequal distribution of power in society between women and men. Further, women and girls victims of violence suffer specific consequences as a result of gender discrimination. See the domestic violence section for support helplines.

Honour-based Violence

Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community.

It is often linked to family members or acquaintances who mistakenly believe someone has brought shame to their family or community by doing something that is not in keeping with the traditional beliefs of their culture. For example, honour based violence might be committed against people who:

- become involved with a boyfriend or girlfriend from a different culture or religion
- want to get out of an arranged marriage
- want to get out of a forced marriage
- wear clothes or take part in activities that might not be considered traditional within a particular culture

Women and girls are the most common victims of honour based violence however it can also affect men and boys. Crimes of ‘honour’ do not always include violence. Crimes committed in the name of ‘honour’ might include:

- domestic abuse
- threats of violence
- sexual or psychological abuse
- forced marriage
- being held against your will or taken somewhere you don’t want to go
- assault

Warning signs of honour-based violence:

- Broken communication between victim and friends
- Absence from education/the workplace
- Criticism of the victim for ‘western’ adoption of dress/make-up
- Restrictions in leaving the house or being accompanied outside the home
- Depressive or suicidal tendencies in an otherwise happy person.

There is an Honour-based violence monitoring form available on the GSCE website: www.gsce.org.uk/article/113294/Gloucestershire-procedures-and-protocols

Private Fostering

Private fostering is when a child or young person aged under 16 (or under 18 if they are disabled), is cared for and provided with accommodation for 28 days or more by an adult who is not a close relative. A close relative is an aunt, uncle, step-parent, grandparent or sibling, but not a cousin, grand aunt/uncle or a family friend. Schools have duty to report such an arrangement to ensure children are kept safe.

Private fostering covers a diverse range of situations. Here are some of the most common:

- Children sent to this country for education or health care by birth parents living overseas.
- Children living with a friend's family as a result of parental separation, divorce or arguments at home.
- Teenagers living with a family of a boyfriend or girlfriend.
- Children whose parents' study or work involves unsociable hours, which make it difficult for them to use ordinary day care or after school care.

Although it is a private arrangement there are certain duties and responsibilities under the Children Act 1989 and 2004, to ensure that children who are privately fostered are protected. It is the job of Gloucestershire's Children & Young People's Directorate to check that these regulations are being observed.

The law requires that the directorate makes regular visits to ensure that children are safe and well cared for, and that advice is available to those caring for them. They have to check various aspects of the fostering arrangements, including undertaking safeguard checks on the carers, and assessing whether or not they find the arrangement acceptable. The Children & Young People's Directorate has the power to stop a person from private fostering if the carer is not suitable, or the accommodation is not suitable. Alternatively, if they consider something is particularly unsatisfactory, they can make it a requirement that the carer take action to remedy the problem. If you have concerns about a child being privately fostered, or you wish to clarify the rules and regulations you can contact a private fostering social worker on 01242 532613 or email private.fostering@gloucestershire.gov.uk or visit www.gloucestershire.gov.uk/privatefostering.

Safer Recruitment

It is vital that schools create a culture of safe recruitment and, as part of that we adopt recruitment procedures that help deter, reject or identify people who might abuse children. Please refer to our Safer Recruitment Policy and Keeping Children Safe in Education, Sept 2019.

Special Educational Needs

Children with Special Educational Needs and Disabilities (SEND) can be especially vulnerable. Disabled and deaf children are three times more likely to be abused than their peers. Additional barriers can sometimes exist when recognising abuse in SEND children (see Keeping Children Safe in Education September 2019).

School staff are aware of this and consider extra pastoral care for individuals.

Sexting

'Sexting' is the exchange of self-generated sexually explicit images, through mobile picture messages or webcams over the internet. It may be common but 'sexting' is illegal. By sending an explicit image, a young person is producing and distributing child abuse images and risks being prosecuted, even if the picture is taken and shared with their permission.

Children and young people may take part in sexting because they:

- feel like 'everyone else is doing it' and want to fit in with friends - especially if they are boasting about sending or having photos on their mobile phone;
- worry about being seen as 'not sexy', 'frigid' or 'shy' and go along with things they are uncomfortable with;
- feel under pressure to sext as a way of 'proving' their sexuality;
- feel harassed, threatened or blackmailed into sending pictures;
- feel it's easier just to 'give in' to somebody who keeps asking for things;
- think they 'owe' it to their boyfriend or girlfriend or are made to feel guilty if they don't do what is asked;
- are in love with the person and trust them completely and feel like it's okay;
- have a long distance or online relationship with someone and want to have a sexual relationship with them;
- feel proud of their body and want to share it with other people.

The ChildLine website contains valuable information for children and young people who feel pressures into sexting: <https://www.childline.org.uk/explore/onlinesafety/Pages/Sexting.aspx>

The NSPCC has information to help parents talk to their children about sexting: <http://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/sexting/>

Trafficking

Child trafficking is child abuse. Children are recruited, moved or transported and then exploited, forced to work or sold. They are often subject to multiple forms of exploitation.

Children are trafficked for:

- child sexual exploitation
- benefit fraud
- forced marriage
- domestic servitude such as cleaning, childcare, cooking
- forced labour in factories or agriculture
- criminal activity such as pickpocketing, begging, transporting drugs, working on cannabis farms, selling pirated DVDs, bag theft.

Many children are trafficked into the UK from abroad, but children can also be trafficked from one part of the UK to another or even from one street to another.

Signs of child trafficking

Signs that a child has been trafficked may not be obvious but you might notice unusual behaviour or events. These include a child who:

- spends a lot of time doing household chores
- rarely leaves their house, has no freedom of movement and no time for playing

- is orphaned or living apart from their family, often in unregulated private foster care
- lives in substandard accommodation
- isn't sure which country, city or town they're in
- is unable or reluctant to give details of accommodation or personal details
- might not be registered with a school or a GP practice
- has no documents or has falsified documents
- has no access to their parents or guardians
- is seen in inappropriate places such as brothels or factories
- possesses unaccounted for money or goods
- is permanently deprived of a large part of their earnings, required to earn a minimum amount of money every day or pay off an exorbitant debt
- has injuries from workplace accidents
- gives a prepared story which is very similar to stories given by other children.

It is important to remember that children who have been trafficked may find it hard to understand that what's happening is abuse - especially if they have been groomed. A victim of grooming may believe they are in a relationship with their abuser and be unaware that they are being exploited. Children may not understand that child trafficking is child abuse and that they've done nothing wrong. They might think they played a part in their abuse or they're guilty of breaking the law.

The NSPCC website states that children who have been trafficked may find it difficult to tell anyone what's happened to them. They may also tell their stories with obvious errors, inconsistencies or a lack of reality.

Children are often too scared to speak out. They may be frightened of:

- what will happen to themselves, their friends and their family
- all adults and authorities
- being prosecuted for a crime
- being returned to their home country where their situation may be even worse
- Juju or witchcraft rituals performed during their experiences
- judgement from their community and families

They may also feel very guilty or ashamed about the abuse they've suffered.

Some traffickers compose stories for victims to learn in case they are approached by the authorities.

If a child is suffering from Post-Traumatic Stress Disorder (PTSD) they may have difficulty in recalling details or have blanks in their memory.

Reporting concerns

If a UK agency or organisation thinks a child has been trafficked they should follow their own child protection procedures to ensure the child's safeguarding needs are assessed and addressed. They should also report their concerns to a first responder for the National Referral Mechanism (NRM) such as the NSPCC's Child Trafficking Advice Centre.

Upskirting

Upskirting is now a criminal offence. Upskirting typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.

Appendix 3 – SAFEGUARDING CONCERN FORM

Name of child/young person:

Date of Birth:

Parent's/Carers name(s):

Home address (and phone number if available):

Are you reporting just your own concerns or passing on those of somebody else? Give details:

Brief description of what has prompted your concerns: include dates, times, etc. of any specific incident:

Any physical signs? Behaviour signs? Indirect signs?:

Has the child spoken to you? If so, what was said? – Use their words

Name, time and date reported to member of safeguarding team

Signature of person reporting concern:

Date and time:

Signature of member of safeguarding team receiving concern:

Appendix 4 – Uley School EARLY HELP

Early Help for Children and Families at Uley Primary School

‘Early help means providing support as soon as a problem emerges, at any point in a child’s life, from the foundation years through to the teenage years.’ Munro ‘Working Together’ 2018.

At Uley Primary School, we understand that family life doesn’t always run smoothly and that there are many challenges that can arise. Our offer of early help is about a consensual agreement with parents and carers to work with partners, to help children, young people and their families deal with their issues as early as possible. We do this by providing information and advice and by signposting families to other services that can provide support, or making a referral. Every family is different and each needs options from which to choose, so that concerns can be reduced or prevented from growing or becoming entrenched.

<p>Universal source of help for all families in Gloucestershire: Gloucestershire Family Information Service (FIS)</p>	<p>Gloucestershire Family Information Service (FIS) advisors give impartial information on childcare, finances, parenting and education. FIS are a useful source of information for parents and professionals. They support families, children and young people aged 0-19 years of age (25 for young people with additional needs) and professionals working with these families.</p> <p>This service can give family support and advice: information about options for childcare; information about schools; information that young people can access and a guide to activities happening in Gloucestershire.</p> <p>Contact the FIS by emailing: a familyinfo@gloucestershire.gov.uk Or telephone: (0800) 542 0202 or (01452) 427362.</p> <p>FIS also has a website which has a wealth of information to support many issues such as childcare and support for children with disabilities, including the local authority’s SEND local offer of help and support.</p> <p>www.glosfamilies.org</p>
<p>GSCE (Gloucestershire Safeguarding Children’s Executive)</p>	<p>Important information for parents and professionals across Gloucestershire in relation to keeping children safe and avenues of support including early help options.</p> <p>http://www.gsce.org.uk</p>
<p>Safeguarding</p>	<p>The Designated Safeguard Leads are Mrs Zoe Mandeville, Mrs Debbie Brazier, Mrs Philippa Nash, Miss Katie Hill and Mrs Rachel Hughes (Governor). We ensure that there are rigorous systems in place and that all staff are kept aware of safeguarding issues, to ensure that our children are kept safe. We always act in the best interests of the child.</p>
<p>Pastoral Care</p>	<p>Our staff are available to meet to discuss any family, attendance or welfare issues which may be affecting individual children. All staff are vigilant and raise concerns whenever they have a concern about a child’s health, learning, how they present in class, approach to work, or how they behave and get on with their friends. In this way we can plan to provide early support for the child and, where appropriate, the family.</p> <p>Nurture groups support children and families as does our Family Support Liaison.</p>

<p>Pupil Voice</p>	<p>We take time to listen to children’s concerns, which can be expressed in the following ways:</p> <ul style="list-style-type: none"> • making suggestions through the School Council • Gloucestershire’s Healthy Living and Learning online survey • discussions with key staff about the support they receive • direct requests for adult support • encouragement to express their views and feelings through Circle Time and Personal, Social, Health and Emotional lessons. • children complete e-safety questionnaires and results are analysed to inform focused provision. • our local PCSO visits regularly and conducts assemblies on e-safety and stranger danger • children complete questionnaires regularly • the children have access to a worry box and are encouraged to speak to <p>We also listen to parents’ concerns. If things aren’t quite right at home, we encourage parents to come and speak to us so that we can take into consideration how this may be impacting on their learning. As well as parents’ evenings and review meetings, there are opportunities to talk with staff, speak to a member of staff to make an appointment.</p>
<p>Behaviour</p>	<p>Our Behaviour Policy is built around our Core Christian Values of Wisdom, Friendship, Compassion and Trust. We encompass an ethos of mutual respect and tolerance throughout the school. We have anti-bullying week annually and work with children to know how to identify what is bullying and what being unkind is.</p>
<p>Attendance</p>	<p>Attendance is closely monitored at Uley Primary School. Poor attendance and lateness is addressed by meeting with the parents to look at reasons behind this. We work with parents to improve attendance and follow the procedures for children missing education. The school operates a first day response system</p>
<p>Special Educational Needs</p>	<p>The SENCo and staff work with children and families with additional needs and can request support when necessary and when agreed, to many different agencies including for example, speech and language therapists, advisory teachers, educational psychologists, health workers and occupational health services – see SEN Local Offer.</p>
<p>PSHCE / SMSC curriculum</p>	<p>Other specific topics helping pupils stay safe covered within the curriculum include(age appropriate content):</p> <p>Sex education: Children in Y5 and 6 have formal Sex education – discussing puberty, changes, personal hygiene.</p> <p>Gender, identity and tolerance: preventing homophobic and transphobic bullying; preventing bullying of pupils from different types of families (e.g. same sex parents); avoiding anti-gay derogatory language; Gender identity - there isn’t such thing as a typical girl or a typical boy. Understanding and acceptance of others different than us, including those with different religions.</p> <p>Drugs: Alcohol, Smoking and illegal drugs.</p> <p>Keeping Safe: E-safety (facebook and internet); personal safety (out and about); How to respond to an emergency</p>

E-safety	E-safety is a key part of the ongoing (PSHE/SMSC/SRE) curriculum. -PACE (parents against child exploitation) UK is a useful website to engage parents with e-safety issues. www.paceuk.info / and CEOP https://www.ceop.police.uk/ (Child Exploitation and Online Protection).
Bullying (including cyber-bullying)/child death/suicide prevention Hate Incidents/Crime	<p>We want to know immediately if there any issues with bullying at school so that it can be addressed. It could be that bullying is related to a child’s home or school. School can also offer bespoke lessons on anti-bullying for anyone who has suffered bullying to encourage behaviours that might avert it in the future (e.g. assertiveness) or to boost self-esteem.</p> <p>Every year we take part in Anti – bullying week (Nov) and all children contribute to the school’s policy about how we can stop bullying.</p> <p>A very useful website is the anti-bullying alliance - http://www.anti-bullyingalliance.org.uk/</p> <p>In serious cases of bullying parents should contact the police; particularly if there are threats involved. In an emergency call 999. Other sources of help and advice are: www.gsce.org (Gloucestershire Safeguarding children’s Executive) http://www.bullying.co.uk</p> <p>Gloucestershire Healthy Living and Learning team provide alerts and resources in relation to supporting young people being bullied.</p> <p>Hate Incidents/Crime</p> <p>Support is available from Victim Support for school guidance, and/or one-to-one support and advocacy with pupils and their families (0808 281 0112 www.victmsupport.org.uk). Restorative Gloucestershire can provide support with embedding restorative practice into schools, to tackle harmful bullying behaviours, reduce exclusion levels and/or prevent unnecessary criminalisation (01452 754 542 www.restorativegloucestershire.co.uk)</p> <p>www.gloshate.co.uk</p> <p>If you have seen someone experience or do experience a hate incident or crime, it is important to report. There are many options available for providing information. Tel: 0800 0778460 Text: HATE to 80800</p>
Children or young people with multiple needs (vulnerable) or multiple needs (complex) requiring multi-agency input or assessment	<p>Within Gloucestershire locality Family First Plus teams provide multi agency support for children and families. A phone call to discuss a possible referral is helpful before making written referral. The school will work with a range of agencies and attend relevant meetings.</p>
Drug concerns	<p>www.infobuzz.co.uk : Info Buzz provides individual targeted support around drugs & emotional health issues, development of personal & social skills, and information & support around substance misuse.</p>

	Drugs education is covered in the school curriculum.
Mental health concerns	<p>Referral to school nurses may be appropriate.</p> <ul style="list-style-type: none"> • Referral to CYPS (Gloucestershire’s mental health services) via your own GP. • For children/young people/adults with existing mental health difficulties concerns should be discussed with the existing medical professionals (consultant psychiatrists). <p>In an emergency call 999 or 111.</p> <ul style="list-style-type: none"> • CYPS* Practitioner advice line (for professionals to call) tel: 01452 894272.
Child Sexual exploitation (CSE)	<p>CSE screening tool (can be located on the GSCE website: http://www.gsce.org.uk/im-a-child-or-young-person/child-sexual-exploitation-cse/i-work-with-children-and-young-people/)</p> <p>This should be completed if CSE suspected.</p> <p>Further information: PACE UK (Parents Against Child Sexual Exploitation) www.paceuk.info</p>
Domestic violence	<p>The GSCE (Gloucestershire Safeguarding Children’s Executive) have information http://www.gsce.org.uk/i-work-with-children-young-people-and-parents/issues-affecting-children-and-young-people/domestic-abuse/</p> <p>If a child or young person is suspected of living at home with a domestically abusive parent or if a young person has domestic abuse in their own relationship then the usual procedures should be followed and a referral made to the children’s helpdesk (tel: 01452 426565).</p> <p>Gloucestershire Domestic Abuse Support Service (GDASS) www.gdass.org.uk</p> <p>or</p> <ul style="list-style-type: none"> • Call the police (999 in an emergency or 101 for a non-emergency situation). <p>or contact any of the national support help lines:</p> <ul style="list-style-type: none"> • National Domestic Violence Helpline (0808 2000 247). • National Centre for Domestic Abuse (0844 8044 999). • Men’s Advice Line (0808 801 0327). <p>MARAC Gloucestershire Constabulary: Multi Agency Risk Assessment Conferences (MARACs) prioritise the safety of victims who have been risk assessed at high or very high risk of harm.</p> <p>The MARAC is an integral part of the Specialist Domestic Violence Court Programme, and information will be shared between the MARAC and the Courts, in high and very high risk cases, as part of the process of risk management.</p>
Fabricated and induced illness (FII)	<p>http://www.nhs.uk/Conditions/Fabricated-or-induced-illness for information on behaviours and motivation behind FII. Any professionals suspecting FII must involve the Police, Social Services and follow the child protection procedures outlined in the school’s Safeguarding Policy</p>
Faith abuse	<p>https://www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief for copy of DfE document ‘national action plan to tackle child abuse linked to faith or belief.’</p> <p>Judith Knight; Diocese of Gloucester Head of Safeguarding/faith abuse contact: jknight@glosdioc.org.uk. For other faith groups contact GCC LADO.</p>

<p>Female genital mutilation (FGM) Breast Ironing</p>	<p>http://www.nhs.uk/Conditions/female-genital-mutilation for NHS information and signs of FGM. Any suspicion of FGM should be referred to the Police and social care.</p> <p>Staff have received training in recognising and preventing FGM. - E-learning package- http://www.fgmelearning.co.uk/ for staff or professionals (free home office e-learning)</p> <p>Similarly to FGM, breast ironing is classified as physical abuse therefore professionals must follow their Local Safeguarding Children's Board Procedures.</p>
<p>Forced marriage</p>	<p>The SPOC (Single Point of Contact) for Forced Marriage in Gloucestershire is Acting DI Jo Mercurio (Gloucestershire Constabulary, Public Protection Bureau).</p> <p>Other contacts include: UK Forced Marriage Unit - fm@fco.gov.uk Telephone: 020 7008 0151 Call 999 (police) in an emergency. www.gov.uk/stop-forced-marriage for information on Forced Marriage. <i>Visit Home Office website to undertake Forced Marriage e-learning package</i> www.gsce.org.uk</p> <p>Please see 'Multi-Agency Practice Guidelines- Handling cases of Forced Marriage' for more information https://www.gov.uk/forcedmarriage</p> <p>www.freedomcharity.org.uk</p> <p>The Freedom Charity (UK charity) have a helpline, text facility and app which can be downloaded to help to provide support and protection for victims of abuse, FGM or forced marriage. They can be contacted on 0845 607 0133 or text 4freedom to 88802 or go to the website to download the app from the app page.</p>
<p>Gangs and youth violence</p>	<p>Contact the Avenger Task Force (Gloucestershire Police tel: 101). A task force set up to identify potential gang members as vulnerable individuals and potential victims and aims to help them.</p>
<p>Gender-based violence/violence against women and girls (WAWG)</p>	<p>www.gov.uk Home office policy document, 'Ending violence against women and girls in the UK' (June 2014). FGM (Female Genital Mutilation) is violence against women and girls.</p> <p>Hope House SARC (Sexual Assault Referral Centre): 01452 754390 Gloucestershire Rape and Sexual Abuse Centre: 01452 526770</p>
<p>Honour based violence (HBV)</p>	<p>The police have made it a high priority to help communities fight back to tackle both honour based violence and hate crime. The 'Honour Network Help line': 0800 5 999 247</p>
<p>Private fostering</p>	<p>http://www.gloucestershire.gov.uk/privatefostering Gloucestershire County council website information on private fostering. Refer to Gloucestershire Children & Families Helpdesk on 01452 426565 or</p>

	<p>Gloucestershire Private Fostering Social Worker 01452 427874.</p> <p>A private fostering arrangement is essentially one that is made without the involvement of a local authority. Private fostering is defined in the Children Act 1989 and occurs when a child or young person under the age of 16 (under 18 if disabled) is cared for and provided with accommodation, for 28 days or more, by someone who is not their parent, guardian or a close relative. (Close relatives are defined as; step-parents, siblings, brothers or sisters of parents or grandparents).</p>
<p>Preventing Radicalisation and Extremism/HATE (PREVENT duty)</p>	<p>The counter-terrorism and Security Act 2015 require specified authorities (including all schools) to have due regards to the need to prevent people being drawn into terrorism.</p> <p>The 'Advice on the Prevent Duty' publication from the Department for Education explains what governors and staff can do if they have any concerns relating to extremism.</p> <p>The Department for Education has also set up a telephone helpline (020 7340 7264) to enable people to raise concerns directly. Concerns can also be raised by email to counter.extremism@education.gsi.gov.uk.</p> <p>Information can be found at: Gloucestershire Safeguarding Children's Executive -www.gsce.org. They have published a PREVENT pathway for professionals to refer to. www.educateagainsthate.com is the government website providing information and practical advice for parents, teachers and schools leaders on protecting children from radicalisation and extremism.</p> <p>All teachers have had online training in how to spot the signs of radicalisation and extremism and when to refer to the Channel panels.</p> <p>If you see extremist or terrorist content online it should be reported via https://www.gov.uk/report-terrorism.</p> <p>Other contacts: PC Adam Large, Gloucestershire Constabulary PREVENT officer: tel 101 Anti-Terrorist Hotline: tel 0800 789 321</p> <p>Prevention</p> <p>Uley teaches traditional British values through the curriculum: democracy, rule of law, respect for others, liberty, tolerance of those with different faiths and beliefs and promotion of 'Britishness'.</p> <p>E-safety is an important aspect of the curriculum to keep pupils safe from radicalisation. Pupils need to understand that radicalisation can be a form of grooming online and understand the notion of propaganda. They need to be taught to be discerning about what they read on the internet as the dangers of speaking to strangers online.</p> <p>Uley also seeks to equip parents with the knowledge of how to safeguard their children from radicalisation. Let's talk about it is an excellent website for parents www.ltai.info/ as is www.preventtragedies.co.uk While it remains very rare for school age children to become involved in extremist activity to the point of committing criminal acts, young people can be exposed to extremist influences or prejudiced views, including via the internet, from an early age. As with other forms of criminality or risk of harm, early intervention is always preferable.</p> <p>Schools, working with other local partners, families and communities, can help support pupils who may be vulnerable as part of wider safeguarding responsibilities.</p>

<p>Sexting</p>	<p>http://www.nspcc.org.uk/preventing-abuse/keeping-childrensafe/sexting (NSPCC website). Gloucestershire Police have a small sexual exploitation team. Contact Sgt. Nigel Hatton.</p>
<p>Trafficking</p>	<p>Serious crime which must be reported to the Gloucestershire Police. Trafficking can include a young person being moved across the same street to a different address for the purpose of exploitation. It doesn't have to include people, children or young people being moved great distances.</p>
<p>Children who run away (missing persons/missing children)</p>	<p>Contact: Telephone 101 (Gloucestershire Police). GSCE Missing Children Protocol Gloucestershire's protocol on partnership working when children and young people run away and go missing from home or care can be found at http://www.gsce.org.uk: ASTRA (Gloucestershire) The ASTRA (Alternative Solutions To Running Away) has the primary aim of reducing the incidence of persistent running away across Gloucestershire. The project provides support, advice and information to young people up to eighteen years old who have run away. This might be from a family home, foster home or from a residential unit. ASTRA provides support after the event to enable a young person to address the causes of running away. The ASTRA project offers young people help and the support required in order to find Alternative Solutions To Running Away. Freephone Telephone number: 08003894992 EXCLUSIVELY for young people who have run away and have no money. All other callers are asked to use the 'ordinary' number (01452 541599).</p>
<p>CME (Children missing education)</p>	<p>Anyone concerned that a child is missing education (CME) can make a referral to the Education Entitlement and Inclusion team (EEI) at Gloucestershire County Council. Tel: 01452 426960/427360. Children Missing Education (CME) refers to 'any child of compulsory school age who is not registered at any formally approved education activity e.g. school, alternative provision, elective home education, and has been out of education provision for at least 4 weeks'. CME also includes those children who are missing (family whereabouts unknown), and are usually children who are registered on a school roll/alternative provision. This might be a child who is not at their last known address and either: has not taken up an allocated school place as expected, or has 10 or more days of continuous absence from school without explanation, or left school suddenly and the destination is unknown. It is the responsibility of the Education Entitlement and Inclusion team, on behalf of the Local Authority (LA) to collate information on all reported cases of CME of statutory school aged children in Gloucestershire maintained schools, academies, free schools, alternative provision academies and Alternative Provision Schools (APS). The EEI Team will also liaise with partner agencies and other LAs and schools across Britain to track pupils who may be missing education and ensure each child missing education is offered full time education within 2 weeks of the date the LA was informed.</p>

Work with agencies

We work with a number of local agencies who can provide support for families including:

Gloucestershire Healthy Living and Learning Team

School Nurse/Health Visitor/GP

Community Paediatrics/Speech and Language Therapy/Occupational Health/ Physiotherapy/

Continence Clinic

CYPS (Children and Young People's Services)

Educational Psychology/Advisory Teaching Service

Community social worker/ Families First plus Team

Local community policy officer

Avenger Task Force

GDASS (Gloucestershire Domestic Abuse Support Service)

MASH (Multi-Agency Safeguarding Hub)

Early Help for Sexual Exploitation

Faith Abuse- Gloucester Diocese

Housing Associations

Family Lives

NSPCC

GDASS (Gloucestershire Domestic Abuse Support Service)

GSCE (Gloucestershire Children's Safeguarding Executive)

Virtual School for Children in Care

Links with support charities, where necessary, such as Allsorts, parent partnership and Winston's Wish

The Door Youth Project

Young Carers

<https://www.gloucestershire-pcc.gov.uk/victim-services/>

This policy will be reviewed annually.

Useful Websites and Numbers

Attendance www.gov.uk/government/publications/school-attendance

Bullying including cyberbullying www.gov.uk/government/publications/preventing-andtackling-bullying

Children missing from Education www.gov.uk/government/publications/children-missingeducation

Child missing from home or care www.gov.uk/government/publications/children-who-runaway-or-go-missing-from-home-or-care

Child Sexual Exploitation (CSE) www.gov.uk/government/publications/what-to-do-if-you-suspect-a-child-is-being-sexually-exploited

Domestic violence www.gov.uk/domestic-violence-and-abuse

Drugs www.gov.uk/government/publications/drugs-advice-forschools

Fabricated or induced illness www.gov.uk/government/publications/safeguarding-children-inwhom-illness-is-fabricated-or-induced

Faith abuse www.gov.uk/government/publications/national-actionplan-to-tackle-child-abuse-linked-to-faith-or-belief

FGM www.gov.uk/government/publications/female-genital-mutilation-guidelines

www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-proceduralinformation

Forced marriage www.gov.uk/forced-marriage

Gangs and youth violence www.gov.uk/government/publications/advice-to-schoolsand-colleges-on-gangs-and-youth-violence

Gender based violence www.gov.uk/government/policies/violence-againstwomen-and-girls

Gloucestershire Safeguarding Children's Executive <http://www.gsce.org.uk/article/111301/Home-Page>

Hate www.educateagainsthate.com/

Information Sharing www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice

Keeping Children Safe

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550511/Keeping_children_safe_in_education.pdf

Mental health www.gov.uk/government/publications/mental-health-andbehaviour-in-schools--2

Missing children and adults strategy www.gov.uk/government/publications/missingchildren-and-adults-strategy

Prevent www.gov.uk/government/publications/prevent-duty-guidance

Private fostering www.gov.uk/government/publications/children-act-1989-private-fostering

Sexting www.ceop.police.uk/Media-Centre/Pressreleases/2009/What-does-sexting-mean/

Teenage relationship abuse www.disrespectnobody.co.uk/relationship-abuse/what-isrelationship-abuse/

Trafficking www.gov.uk/government/publications/safeguardingchildren-who-may-have-been-trafficked-practice-guidance

Working Together to Safeguard Children

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

National Child Protection Agencies

NSPCC: 0808 800 5000 www.nspcc.org.uk

Childline: 08001111 www.childline.org.uk

Kidscape: 08451 205 204 www.kidscape.org.uk

National Mental Health Agencies

Young Minds: 0808 802 55444 www.youngminds.org.uk

Mental Health Foundation: 020 7803 1100 www.mentalhealth.org.uk

Mind: 0845 766 0163 www.mind.org.uk

Parents'/Carers support Agencies

ParentlinePlus: 0808 800 2222 www.parentlineplus.org.uk

National Internet Safety Agencies

ChildNet International: www.childnet.com

Child Exploitation and Online Protection: 0870 000 3344 www.ceop.gov.uk

Record of policy reviews
Jan 16, Nov 16 Sept 17, Nov 18, Sept 19