

Child Protection and Safeguarding Policy Framework for Children and Young People

At the Viking School the named personnel with designated responsibility for safeguarding are:

<u>Designated Safeguarding Lead</u>	<u>Deputy Designated Safeguarding Lead</u>	<u>Safeguarding Governor</u>
Mrs. Karen. Presgraves: 01754 765749	Miss. Laura. Middlebrook	Mrs. Sandra. Barker

The named personnel with Designated Responsibility regarding allegations against staff are:

<u>Designated Senior Manager</u>	<u>Designated Deputy Senior Manager</u>	<u>Safeguarding Governor (in the event of an allegation against the Headteacher)</u>
Miss. Laura. Middlebrook	Mrs. Karen. Presgraves	Mrs. Sandra. Barker

Safeguarding Definition:

Safeguarding and promoting the welfare of children is defined for the purpose of this policy as:

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

Child protection is a part of Safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Rationale:

At the Viking School we recognise that the responsibility we have under Section 157 (academies and independent schools) of the Education and Inspections Act 2002, to have arrangements for safeguarding and promoting the welfare of children. This policy demonstrates the schools commitment and compliance with safeguarding legislation. Through their day-to-day contact with pupils and direct work with families, staff at our school have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to Children's Services (in Lincolnshire or neighbouring authorities dependent upon the child's area of residence). This also involves understanding serious case reviews and how to improve practice to prevent children from falling through the gaps.

Purpose:

The purpose of the policy is to ensure that:

- The welfare of the child is paramount;
- All children regardless of age, gender, ability, culture, race, language, religion or sexual identity have equal rights to protection;
- All staff have an equal responsibility to act on suspicion or disclosure that may suggest a child is at risk of harm;
- Pupils and staff involved in Safeguarding issues receive appropriate support;
- Staff adhere to a Code of Conduct and understand what to do if a child discloses any allegations against teaching staff, Headteacher or the Principal.

The procedures contained in this policy apply to all staff, volunteers, sessional workers, students, agency teaching staff or anyone working on behalf of the Viking School.

They are consistent with Lincolnshire Local Safeguarding Children's Board (LSCB) multi-agency child protection procedures.

www.lincolnshire.gov.uk/lscb

Terminology:

Safeguarding and promoting the welfare of children refers to the process of protecting children from maltreatment, preventing the impairment of children's health or development, ensuring that children

are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best life chances.

Child Protection refers to the activity undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Staff refers to all those working for or on behalf of the School in either a paid or voluntary capacity.

Child refers to all young people who have not yet reached the age of 18.

Parent refers to birth parents and other adults who are in a parenting role - step-parents, foster parents, carers and adoptive parents.

Contents

There are four main elements to the policy:

1. Prevention - through the curriculum and pastoral support offered to pupils and through the creation and maintenance of a whole school protective ethos.
2. Procedures - for identifying and reporting cases, or suspected cases of abuse.
3. Support to children - who may have been abused.
4. Preventing unsuitable people working with children - by following the DfE guidance in "Keeping Children Safe in Education" July 2015 together with the school's individual procedures.

Prevention

The school will establish an ethos where:

- Children feel secure in a safe environment in which they can learn and develop;
- Children know that there are adults in the school whom they can approach if worried or in difficulty;
- Adequate signposting to external sources of support and advice is in place for staff, parents and pupils;
- Importance and prioritisation is given to equipping the children with the skills needed to stay safe; including providing

opportunities for Personal, Social and Health Education throughout the curriculum;

- Children develop realistic attitudes to their responsibilities in adults life and are equipped with the skills needed to keep themselves safe; including understanding and recognition of healthy/unhealthy relationships and support available;
- Children are supported in recognising and managing risks in different situations, including on the internet, being able to judge what kind of physical contact is acceptable and unacceptable, recognising when pressure from others, including people they know, threatens their personal safety and well-being and supporting them in developing effective ways of resisting pressure;
- All adults feel comfortable and supported to draw safeguarding issues to the attention of the Principal and / or Head teacher and Designated Safeguarding Lead and are able to pose safeguarding questions with "respectful uncertainty" as part of their shared responsibility to safeguard children "Thin the unthinkable" [Keeping Children Safe. July 2015](#);
- Emerging themes are proactively addressed and fed back to the local authority and LSCB to ensure a coherent approach so that multi-agency awareness and strategies are developed;
- There is a proactive approach to substance misuse. Issues of drugs and substance misuse are recorded and there is a standalone policy which is robustly delivered throughout the school and curriculum;
- Support and planning for young people in custody and their resettlement back into the school community is undertaken, where necessary, as part of our inclusive approach;
- It works in accordance with ["Working Together to Safeguard Children 2015"](#) and supports the Lincolnshire Local Safeguarding Children Board (LSCB) Continuum of Need (see Appendix 2) to ensure children and young people receive the most appropriate referral and access provision; actively supporting multi agency planning for those children and, in doing so, providing information about the "voice of the child" and the child's lived experience as evidenced by observations or information provided through the multi-agency forum;
- Our school's arrangements for consulting with, listening and responding to pupils are discussed in assembly (where we explain to the children who the Lead Professional is and who they can talk to);
- There is a commitment to the continuous development of staff with regard to safeguarding training;

1. All staff follow the LSCB 5 year training pathway (see Appendix 6) and receive a safeguarding update as part of their induction, to enable them to understand and fulfil their safeguarding responsibilities effectively;
2. The Designated Lead, and/or Principal attend the briefings for Designated Safeguarding Leads co-ordinated by the Safeguarding in Schools Team, therefore enabling them to remain up to date with Safeguarding practices and be aware of any emerging concerns/themes emerging with Lincolnshire. The expectation is that the Designated Lead will attend at least 2 briefings per academic year.

Early Identification Recognising and Responding to Safeguarding Needs

- The school acknowledges serious case review findings and shares lessons learned with all staff with the aim to ensure no child falls through the gap;
- All staff understand the "[Meeting the Needs of Children in Lincolnshire](#)" procedures and know how to pass on any concerns no matter how trivial they seem. They are consistent with Lincolnshire's Local Safeguarding Children's (LSCB) child protection procedures;
- The school knows how to identify and respond to:
 1. signs and symptoms of any type of abuse e.g. Physical, Sexual, Emotional Neglect;
 2. drug/substance/alcohol misuse (both pupil and parent);
 3. child sexual exploitation/trafficked children;
 4. children missing education;
 5. domestic abuse;
 6. peer relationship abuse;
 7. risky behaviours including concerns around extremism/radicalisation;
 8. sexual health needs;
 9. obesity/malnutrition
 10. inclusion and diversity including SEND, HIV, LGBT pupils;
 11. on line grooming;
 12. inappropriate behaviour of staff towards children;
 13. bullying, including homophobic, racist, gender and disability. Breaches of the Equality Act 2010;
 14. self harm;

15. Female Genital Mutilation;
16. forced marriage;
17. unaccompanied asylum seeking children.

- School staff contribute to assessments along the "Continuum of Need" (see Appendix 2) and actively support multi agency planning for those children. Staff have an understanding of the *Framework of Assessment of Need* (see below) and make decisions based on a child's development needs, parenting capacity and family & environmental factors.

Early Help

Early Help is the term used to describe arrangements and services that identify the need for help for children and families as soon as the problems start to emerge, or when there is a strong likelihood that problems will emerge in the future. [Working Together to Safeguard Children \(2015\)](#) identifies the critical features of the effective Early Help as:

A multi-disciplinary approach that brings a range of

- Practice that empowers families and helps them to develop the capacity to resolve their own professional skills and expertise through a "Team around the Child" approach;
- A relationship with a trusted lead professional who can engage with the child and their family, and co-ordinate the support needed from other agencies;
- A holistic approach that addresses the children's needs in the wider family context;
- Simple, streamlined referral assessment process;
- Early Help in Lincolnshire includes both TAC and ESCO process. Signs of safety is embedded throughout. ESCO is similar to the TAC process but specifically supports the care co-ordination of Children with Disabilities (CWD). Further information can be seen at www.lincolnshire.gov.uk/ESCO All forms and guidance for Early Help including Signs of Safety, TAC Handbook, TAC Consultants contact details etc are available at www.lincolnshirechildren.net

What is Team Around the Child (TAC)?

TAC is shared assessment and planning framework which is in use by a variety of agencies across the country and is employed in similar format throughout the country. It aims to help with the early identification of additional needs of children and young people and promote a co-ordinated multi agency response to meet them. TAC can be used to support children and young people between 0-19 years, including unborn babies and can also be used with consent up to the age of 24 where a young person has a learning difficulty or disability. There are four main stages in setting up a TAC:

- Early identification of needs
- Assessing strengths and needs in a consistent and methodical framework
- Developing and delivering an integrated service
- Reviewing and refining the support arrangements

Support and Guidance Available; Please refer also to the LSCB Website and publications (Particularly "[Meeting the Needs of Children in Lincolnshire](#)") at www.lincolnshire.gov.uk/lscb In addition the following staff are available to support professionals:

Early Help Advisors are available to support professionals. These advisors are based within Customer Service Centre (01522 782111). They offer consultations to professionals for new cases where practitioners need some advice or guidance. The Advisors are qualified social workers who will advise on all levels of safeguarding and thresholds.

Early Help Consultants provide support, advice and guidance to lead professionals on existing TAC cases. They will use Signs of Safety methodology to map and / or quality assure cases in order to secure improved outcomes for children, young people and their families. Contact via your local TAC Co-ordinator in your locality.

TAC Administrators provide administrative support, maintain records, monitor processes and can signpost professionals to local services.

Further Support for Schools and Academies in addition to the support outlined above, and academies can request case supervision for all TAC cases where the Lead Professional is employed in an educational setting. For these cases administrative support can also be requested in the form of arranging meetings and typing of assessments and plans. This support can be accessed via the Request Forms at www.lincolnshirechildren.net/tac

The **designated safeguarding lead** acts as the focal point for all matters concerning child protection and safeguarding children and young people. One of the primary tasks is to act as the contact between school, the family and other agencies. Incidents of possible child abuse obviously need to be handled with sensitivity and confidentiality consistent with the multi-disciplinary approach. If there is any cause for concern whatsoever it is vital that information is passed to the **designated safeguarding lead** immediately. In the event, following statutory investigation, of concerns proving to be unfounded, staff should not reproach themselves for having raised the issue. In cases of this nature it is always better to be safe than sorry.

Procedures and record-keeping

The Viking School will follow Lincolnshire's safeguarding procedures with reference to Lincolnshire's LSCB "Managing Individual Cases where there are Concerns about a Child's Safety and Welfare" ([section 4 of LSCB Inter-Agency procedures](#))

The school will ensure that:

Safeguarding information including Child Protection information is stored and handled in line with the principles of the Data Protection Act 1998 ensuring that information is:

- Used fairly and lawfully
- For limited, specifically stated purposes
- Used in a way that is adequate, relevant and not excessive
- Accurate
- Kept for no longer than necessary
- Handled according to people's data protection rights
- Kept safe and secure

Any concerns about a child will be recorded in writing within 24 hours. All records will provide a factual, evidence-based account. Timely, accurate recordings of every episode / incident / concern / activity / actions will be made, including telephone calls to other professionals. Records will be signed, dated and where appropriate, witnessed.

Hard copies of records or reports relating to Safeguarding and Child Protection concerns will be kept in a separate, confidential file, securely stored away from the main pupil file. Authorisation to access these electronic records will be controlled by the Principal and Designated Safeguarding Lead.

There is always a Designated Safeguarding Lead (DSL) available who has the necessary seniority and skills, undertakes appropriate Safeguarding training, and is given the time to carry out this important role.

The Policy is updated annually and that changes are made in line with any new DfE guidance.

In the case of child protection referral or serious injury the DSL will contact Lincolnshire Customer Service Centre without delay to report concerns and seek medical attention as necessary.

Staff must report any concerns about adults who work with children or young people to the Principal in the event of an allegation of abuse made against the Headteacher. The Principal must seek advice from the Local Authority Designated Officer(s) (LADO) (see Appendix 1 and Section of

[Keeping Children Safe in Education - September 2016](#)) The Emergency Duty Team should be contacted outside normal working hours: 01522 782333.

In the case of poorly explained serious injuries or where behaviour or concerns arouse suspicion if in any doubt the Designated Safeguarding Lead should consult with the Lincolnshire Children's Services Customer Service Centre and seek advice from the Early Help Advisors.

The DSL will keep written, signed and dated records detailing any allegation and action taken as near to the time of disclosure as possible even when no investigation is undertaken; following up any verbal referral in writing within 24 hours.

Conversations with a child who discloses abuse should follow the basic principles:

- Listen rather than directly question, remain calm;
- Never stop a child who is recalling significant events;
- Make a record of discussion to include time, place, persons present and what was said (child language - do not substitute words);
- Advise you will have to pass the information on;
- Avoid coaching / prompting;
- Never take photographs of any injury;
- Allow time and provide a safe haven / quiet area for future support meetings;
- At no time promise confidentiality to a child or adult.

Roles and Responsibilities

The school will ensure that every member of staff and person working on behalf of the school:

Knows the name of the Designated Safeguarding Lead (DSL) and his / her role and responsibility.

Has read part 1 of [Keeping Children Safe in Education - September 2016](#).

Has an individual responsibility to refer Safeguarding (Child Protection) concerns.

Knows what to do if a child tells them he / she is being abused or neglected (appendix 5) and [What to do if you are worried a child is being abused - Advice for practitioners.](#)

Will receive training at the point induction and at regular intervals so that they know:

- Their personal responsibility / code of conduct / teaching standards;
- LSCB child protection procedures and how to access them;
- The need to be vigilant in identifying cases of abuse at the earliest opportunity;
- How to support and respond to a child who discloses significant harm.

Knows their duty concerning unsafe practices in regard to children by a colleague.

The Designated Safeguarding Lead (DSL) will disclose any information about a pupil to other members of staff on a need to know basis.

The school will undertake appropriate discussion with parents prior to involvement with other agencies unless circumstances preclude this.

The school will ensure that parents have an understanding of their obligations re: Child Protection by intervention as and when appropriate.

Work to develop effective links with relevant agencies in relation to Safeguarding (Child Protection).

Ensure that, where there are unmet needs, an Early Help discussion is initiated. Advice may be sought from the Early Help Consultants in the locality.

Complete reports and send representatives to case conferences, core groups and Child Protection review meetings.

Notify any allocated Social Worker if:

- A pupil subject to a Child Protection Plan (CCP) is excluded (fixed term or permanent);
- There is an unexplained absence of a pupil on a CCP of more than 2 days or 1 day following a weekend, or as agreed as part of a CCP.

Follow Lincolnshire's policy and statutory guidance on Children Missing Education (CME).

Supporting Vulnerable Pupils At Risk

Special consideration should be given to safeguarding and protecting children that may have additional vulnerabilities, for example children that are looked after or those with special educational needs (SEN) and disabilities. Additional barriers can exist to the recognition of abuse and neglect which can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- Vulnerable children can disproportionately be impacted by things like bullying - without outwardly showing any signs; and
- Communication barriers and difficulties in overcoming these barriers.

The school will endeavour to support vulnerable pupils through:

- Its ethos which promotes a positive, supportive and secure environment; giving pupils a sense of being valued;
- Its behaviour policy aimed at supporting vulnerable pupils in school. All staff will agree a consistent approach which focuses on the behaviour of the offence committed by the child; working to support children in developing positive behaviour;
- Liaison with other appropriate agencies which support the pupil;
- Developing supportive relationships;
- Recognition that children living in difficult home environments are vulnerable and are in need of support and protection;
- Monitoring pupil welfare, keeping accurate records and notifying appropriate agencies when necessary;
- Allowing designated staff opportunity to attend face to face Safeguarding in Schools briefings / LSCB multi-agency training. (For example Prevent, Child Sexual Exploitation guidance, domestic violence, drugs / alcohol substance misuse etc);
- Ensuring information is transferred safely and securely when a pupil with a Safeguarding Record transfers to another school. Also notifying Key workers or social workers where a child leaves the school (as appropriate);

- Following Lincolnshire's procedures for [Child Sexual Exploitation](#) including using the CSE Risk Assessment Toolkit as necessary.

Extremism and Radicalisation

The Viking School seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation.

The Viking School is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Prevention work and reductions of risks will include the RE curriculum, SEND Policy, assembly policy, the use of school premises by external agencies, integration of pupils by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy.

The school adheres to the [Prevent Duty Guidance for England and Wales](#) July 2015.

Risk Assessment

Settings need to assess the risk, with local partners, of their children being drawn into terrorism, as well as their support for extremist ideas and terrorist ideology. They should have robust safeguarding policies to identify children at risk, appropriate intervention and the most appropriate referral option. The policy should also cover the suitability of visiting speakers.

Police in all regions are expected to produce a Counter-Terrorism local profile (CTLPs) which is to assess the risk of individuals being drawn into terrorism and is the risk assessment that settings need to refer to. The Lincolnshire profile is currently being amended and further support can be provided by contacting prevent@lincs.pnn.police.uk

Working in Partnership

Lincolnshire settings are required to ensure that their safeguarding arrangements take into account [policies and procedures of Lincolnshire Safeguarding Children Board](#)

The key aim of the [PREVENT strategy in Lincolnshire](#) is:

To help local authorities, police, community safety partnerships and other partners and partnerships to develop and implement effective actions, which will make their communities safer. This will reduce the risk from terrorism and violent extremism, so that the people of Lincolnshire can go about their business freely and with confidence.

Experience has shown that the best results are achieved by:

- Partnership working and community engagement;
- Understanding the challenge and its context;
- Developing an effective action plan;
- Managing risk;
- Tracking progress and evaluating success;
- Sharing learning.

Lincolnshire has a PREVENT steering board which provides the strategic direction and is attended by a variety of partners including education.

The CHANNEL panel is the operational group for Lincolnshire and has multi-agency representation.

Staff Training

Settings should ensure that their staff are equipped to identify children at risk of being drawn into terrorism, as well as challenge extremism ideas. They should know how to refer children and young people for further help.

All staff can undertake PREVENT e-learning via the [LSCB website](#). Face to face learning is available to book via the [Stay Safe partnership website](#).

Referral Process

As part of the duty to protect young people from the messages of extremism, the school will refer any young person they are concerned about to the local Prevent team through the Channel process. The Channel referral form can be found through the LSCB website link above and should be returned to the email provided channel@lincs.pnn.police.uk The school may also email prevent@lincs.pnn.police.uk to seek advice and support. Should a school use the child protection referral process through Customer Service Centre 01522 782111, the CSC will ask the school to complete a channel form if there are any concerns related to extremism and radicalisation. Where the school has serious concerns about the vulnerability of a young person in relation to extremist behaviour, then the school should make a call to the Police on 999.

IT Policies

Settings are expected to ensure that children are safe from online terrorist and extremist material, typically via appropriate levels of filtering.

Settings can require pupils and staff to abide by acceptable user policies which make clear that accessing such sites is unacceptable. Using school equipment to send terrorist publications to others would be a criminal offence.

Monitoring and enforcement

Ofsted inspectors will assess the settings approach to keeping children safe from the dangers of radicalisation and extremism and what is done when the setting suspects that pupils are vulnerable to these threats. If a setting is considered to be failing in this regard or if their staff or children's safety is threatened, maintained schools will be subject to intervention and academies or free schools may be subject to termination of funding. For independent schools in England or Wales, they must remedy any failing or be subject to regulatory action. Early years settings are also covered by this monitoring provision.

Wider issues to consider

These are some further areas to consider in implementing the prevent agenda:

- Settings are required to promote the fundamental British Values of democracy, the rule of the law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs;
- Curriculum including a balanced Religious Education, Personal Social and Health Education etc.

EMTET is the Ethnic Minority and Traveller Education Team who can support settings by working with individuals who are victims of racism or are perpetrators of racism or have racist views. In addition they can post settings to other organisations which will be able to support with other similar issues. EMTET contact details are: 01427 787190, www.lincolnshire.gov.uk/emtet

Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is child abuse and illegal. As of 31st October 2015, all regulated professionals including qualified teachers or persons who are employed or engaged to carry out teaching work in schools are required to report cases of FGM to the Police. This is a personal duty and cannot be transferred to anyone else. The new mandatory reporting duty related to a disclosure that FGM has already happened and this should be reported to the Police on 101. Where a girl discloses information that identifies her as at risk of FGM, professionals should follow the normal safeguarding procedures.

Safer recruitment and professional boundaries

The school pays full regard to DfE guidance "[Keeping Children Safe in Education](#)" - September 2016 and with reference to the "Position of Trust" offence (Sexual Offences Act 2003). We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult. We do this by:

- Operating safer recruitment practices including appropriate Disclosure and Barring Service (DBS) and reference checks, verifying identity academic and vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and checking the Children's List and right to work in England checks in accordance with DBS and Department for Education procedures;

- Ensuring that staff and volunteers adhere to a published code of conduct and other professional standards at all times, including after school activities. Staff are aware of social media / on-line conduct;
- Ensuring any disciplinary proceedings against staff related to Child Protection matters are concluded in full in accordance with Government guidance ["Keeping Children Safe in Education" - September 2016](#) and LSCB, LADO and HR Policy and procedures and guidance;
- Ensuring that all staff and other adults on site are aware of the need for maintaining appropriate and professional boundaries in their relationship with pupils and parents, following the Code of Conduct
- Establishing adequate risk assessments are in place including for extended school, volunteer and holiday activities;
- Supporting staff confidence to report misconduct;
- At least one member of every recruitment panel has completed Safer Recruitment training within the last 5 years. At least one person in school should have completed the LSCB face-to-face Safer Recruitment within the last 5 years. E-learning is also available. Training is available to book at www.lincolnshire.gov.uk/lscb (click "Training").

Whistleblowing Procedure

Independent schools are responsible for agreeing and establishing their own whistleblowing arrangements.

The Principal's minutes should include a record of:

- The school's whistleblowing arrangements
- The people in and outside the school that staff members should report concerns to.

Every member of staff must be informed of the school's whistleblowing arrangements.

Every staff member, including temporary staff and contractors, should know:

- What protection is available to them if they decide to report another member of staff;

- What areas of malpractice or wrongdoing are covered in the school's whistleblowing procedure;
- The different routes available to them for reporting a concern, including who they can approach both in and outside school.

All staff and contractors should be aware of the **NSPCC Whistleblowing Advice Line for Professionals (0800 028 0285)** and be aware that they can use this line if:

- The school doesn't have clear safeguarding procedures to follow;
- They believe their concerns won't be dealt with properly or may be covered up;
- They have raised a concern but it hasn't been acted upon;
- They are worried about being treated unfairly.

They should be aware that they can call about an incident that happened in the past, is happening now or they believe may happen in the future.

Communication with Parents and Carers

The school takes steps to ensure all parents and carers understand the child protection and safeguarding policy. The policy is available through the school website. Parents can raise a concern about their child's safety or general safeguarding concerns in the school by informing the school immediately where there is risk of harm to a child or raising the concern through the school's complaints procedure.

Parents are regularly informed of information that they may need to be aware of to help them to protect their children from harm inside and outside the school environment.

Where the school has concerns for the safety of a child, parents are made aware of these concerns and their consent is sought in line with local safeguarding procedures unless doing so would increase the risk of harm to the child.

Principal's Responsibilities

The Principal fully recognises her responsibilities with regard to Safeguarding and promoting the welfare of children in accordance with Government guidance.

The Principal has agreed processes which allow her to monitor and ensure that the school:

- Has robust Safeguarding procedures in place;
- Operates safer recruitment procedures and appropriate checks are carried out on new staff and adults working on the school site. This includes checking the Single Central Record (SCR);
- Has procedures for dealing with allegations of abuse against a member of staff or adult on site;
- Has a member of the Leadership Team who is designated to take lead responsibility for dealing with Safeguarding and Child Protection issues;
- Takes steps to remedy any deficiencies or weaknesses with regard to Safeguarding arrangements;
- Carries out an annual review of the Safeguarding policies and procedures.

(LADO) Allegations made against adults who work with children

Child Protection procedures must be followed whenever any member of staff or volunteer becomes aware of a concern, or an allegation of abuse is made, about an adult including volunteers who works with children. The Head Teacher must be notified or, where the allegation is against the Head Teacher, the Principal must be informed. The first priority is whether any immediate action needs taking to ensure a child or other children are safe. **All allegations of alleged or suspected abuse against an adult who works with children must be reported to the Lincolnshire's Local Authority Designated Officers (LADO)** (Contact numbers in Appendix 1). Further guidance is in part 4 of the statutory document [Keeping Children Safe in Education - September 2016](#).

Reporting to the LADO applies even where the nature of the alleged assault would not normally meet the threshold if applied to children in their own families. For example, a report of a child being smacked by a parent, with no injury caused, would be unlikely to require any responses by Police or Social Care. However, a similar report of a child being smacked by a teacher should be responded to because of:

- The vulnerability of children away from home;
- The higher standards of conduct demanded by law and regulation of those caring for other people's children;
- The position of trust enjoyed by such people.

Contact should be made with the LADO when it is alleged, or there are concerns that, a person who works with children has

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates he or she would pose a risk of harm if they work regularly or closely with children.

This process should be followed for members of staff / volunteers who are currently working in any school or college regardless of whether the school or college is where the alleged abuse took place - i.e. the allegation may relate to the individual personal life or be historic.

Employers have a duty of care to their employees. They should ensure they provide effective support for anyone facing an allegation and provide the employee with a named contact if they are suspended. Decisions about suspension are made on a case by case basis and will depend on the nature and seriousness of the allegation. It is essential that any allegation of abuse made against a teacher or other member of staff or volunteer in a school or college is dealt with in a timely manner, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegations.

Other related policies

The school takes safeguarding seriously and understands this policy is over-arching. The school also maintains other linked policies in line with the legislative requirements; together these make up the suite of policies to safeguard and promote the welfare of children in this school.

- Attendance policy
- Data protection
- Staff code of conduct
- Extremism and Radicalisation PREVENT policy
- E-safety guidance policy
- Anti-bullying policy
- Complaints procedure
- Safeguarding children policy
- SEND policy
- Acceptable use policy

STAYING SAFE (Appendix 1)

Advice on any aspect of Child Protection can be sought from the Child Protection Team:

Designated Safeguarding Lead:	Mrs. Karen. Presgraves
Deputy Safeguarding Lead:	Mrs. Sandra. Barker
Our local contact numbers are:	
Safeguarding of children concerns (Children living in Lincolnshire)	<p>01552 782111</p> <p><i>Lincolnshire's Children's Services Customer Service Centre for reporting concerns and Early Help Team for Advice</i></p> <p>01522 782333 (6pm - 8am + weekends and Bank Holidays) Emergency Duty Team</p>
Safeguarding of children concerns	
Allegations against / concerns about adult(s) working with children:	<p>01522 554668 Anne Faulkner 01522 554674 Ursula Morton Local Authority Designated Officers (LADO)</p>
Police (Emergency) Police (Non Emergency)	<p>999 101</p> <p>Lincolnshire Police Public Protection Unit, Central Referral Unit</p> <p>01522 947590</p>
Safeguarding Children Officer (Education Settings) For advice around safeguarding policy, audits etc	<p>01522 554696 Ruth Fox</p> <p>safeguardingschools@lincolnshire.gov.uk <u>Stay Safe Partnership Website</u></p>

Appendix 5

Receiving Disclosures:

Receive

- Listen, try not to look shocked or be judgmental
- Believe what they say "take it seriously"
- Accept what the young person says
- Don't make them feel bad by saying "you should have told me earlier"
- Don't "interrogate" them - let them tell you, try not to interrupt
- Note the date and time, what was done, who did it, and where it took place
- Use the young person's own words
- Don't criticise the perpetrator
- Don't take photographs of any injuries
- Don't ask leading questions - use "open" questions to clarify only (T.E.D) Tell me what you mean by that? Can you Tell me how that happened? Explain that to me. Describe that...

Reassure

- Stay calm, tell the young person they've done the right thing in telling you
- Reassure them they are not to blame
- Empathise - don't tell them how they should be feeling
- Don't promise confidentiality, explain who needs to know
- Explain what you'll do next
- Be honest about what you can do

Report and Record

- Make a brief, accurate, timely and factual record
- Discuss with the Designated Safeguarding Lead (DSL) or their Deputy without delay
- The Designated Safeguarding Lead will assess the situation and decide on the next steps

Things to include

- Time and full date, accurate record of what was said and / or seen
- Whether the child was seen or spoken to
- Whether information is fact / professional judgement
- Full names and roles / status of anyone identified in the report
- Avoid acronyms / jargon / abbreviations

- Sign the record with a legible signature
- Record actions agreed with / by the Designated Lead

Records should be reviewed regularly and any new concerns should be added and responded to.

The 5 Year Safeguarding Training Pathway Appendix 6

The statutory guidance "*Keeping Children Safe in Education 2015*" states "All staff members should be aware of systems within their school or college which support safeguarding and these should be explained to them as part of staff induction. This includes: the school's or college's child protection policy; staff behaviour policy (sometimes called a code of conduct); and the role of the designated safeguarding lead. All staff members should also receive appropriate child protection training which is regularly updated.

Lincolnshire Safeguarding Children Board (LSCB) & Lincolnshire County Council agree that best practice would be for all staff to undertake annual safeguarding training, based on the LSCB 5 year training pathway which is available at www.lincolnshire.gov.uk/lscb . Some staff find the pathway a little confusing so please see a simplified version below.

5 Year Cycle Training Pathway Example for Designated Safeguarding Leads (DSL)	
Year 1	Complete "Awareness of Child Abuse & Neglect Foundation" E-learning and LSCB 2 day "Inter-Agency Safeguarding Children & Young People" face to face course in the locality of your setting
Year 2	Complete another Safeguarding course e.g. PREVENT
Year 3	Complete Safeguarding Children Refresher training. This could be the LSCB E-learning
Year 4	Complete another Safeguarding course e.g. Awareness of Domestic Abuse
Year 5	Complete another Safeguarding course e.g. Keeping Children Safe in a Digital World

5 Year Cycle Training Pathway Example for all other staff members	
Year 1	Complete Basic Awareness Safeguarding training. This may be the Safeguarding in Schools "Training Package" which is update annually, delivered by the DSL or a DSL from a partner school. The package may be presented in one longer session or completed over several sessions. The LSCB "Awareness of Child Abuse & Neglect Foundation E-Learning" is a suitable alternative, however, please note that if the E-Learning is being undertaken, staff MUST be made aware of safeguarding procedures and policies specific to your setting, including safer working practices and procedures for reporting concerns about adults who work with children and young people.

Year 2	Complete another safeguarding course / session e.g. PREVENT. This may be face-to-face e-learning or attending an in-house session.
Year 3	Complete a Safeguarding Children Refresher course. This could be a refresh of one or more of the sections of the "Training Package" or the LSCB "Safeguarding Children Refresher training" E-Learning.
Year 4	Complete another safeguarding course. This may be face-to-face / e-learning or attending an in-house session.
Year 5	Complete another safeguarding course. This may be face-to-face / e-learning or attending an in-house session.

Schools should plan the 5 year pathway carefully, taking into consideration any gaps in staff knowledge, updates to statutory guidance documents and the needs of the children and young people in the setting and community. Always keep accurate records of staff safeguarding updates and a central copy of any evidence of training e.g. certificates.

This policy was drawn up, discussed and agreed by members of the Viking School. This policy is in-line with Lincolnshire County Council.

This policy will be reviewed again in two years time.

Signed: *Miss. L. J. Middlebrook*

Dated: *5th September 2017*