

Policy and Procedure on Child Protection and Safeguarding – children’s services

Coleg Pengwern College

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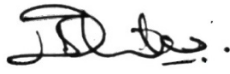
1. Monitoring and review

1.1 The Cambian (the Proprietor) will undertake a formal annual review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one

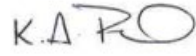
year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

- 1.2 The local content of this policy will be subject to continuous monitoring, refinement and audit by the Head of Service.

Signed:



Jeremy Wiles
Group Executive Director- Children's Services
Date: February 2024



Karen Ford
Principal
Date: February 2024

2. Terminology

- 2.1. Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

‘Establishment’ or ‘Location’	This is a generic term, which means the Children’s Home/school/college.
Individual	This means any child or young person under the age of 18, young adult between the ages of 18 and 25. At Pengwern College we have young people and young adults –residing at and/or attending our college between the ages of 16 to 26.
Head of Service	This is the senior person with overall responsibility for the college. At Pengwern College this is Principal Karen Ford.
Key Worker	Members of staff that have special responsibility for Individuals residing at or attending the Establishment.
Parent, Carer, Guardian	Means parent or person with Parental Responsibility
Regulatory Authority	Regulatory Authority is the generic term used in this policy to describe the independent regulatory body responsible for inspecting and regulating services.
Social Worker	This means the worker allocated to the individual’s family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible.
Safeguarding Authority	Children’s Social Care, Safeguarding Partners, Local Safeguarding Adults Board [LSAB] – North Wales Safeguarding Children’s Boards [NWSB] – Wales
LADO	Local Authority Designated Officer
DSL/DSL Deputy	Designated Safeguarding Lead/Designated Safeguarding Lead Deputy
Placing Authority	Placing Authority means the local authority/agency responsible for placing the child or commissioning the service
Staff	Means full or part-time employees of Cambian, agency workers, bank workers, contract workers and volunteers.
CambianKPI	The online in-house information system, which holds data for each site on quality measures.

3. Definitions and age-related arrangements

- 3.1. Children and Young people are under 18.
- 3.2. Adults are over the age of 18.
 - All Wales safeguarding procedures 2019
 - Anti-racist Wales action plan 2023
 - Education workforce council main functions regulations 2015
 - Independent inquiry into child sexual abuse
 - Independent special post-16 institutions guidance
 - Keeping learners safe 2022
 - Managing risk of radicalisation in your education setting 2023
 - Peer-on-peer sexual harassment among 16 to 18-year-old learners in further education
 - Prevent duty guidance: for further education institution in England and Wales (2023)
 - Procedures for reporting misconduct and incompetence in the education workforce in Wales (gov.wales) (2015)
 - Protection of freedoms act 2012
 - Reducing restrictive practices 2022

- Safe and effective intervention- use of reasonable force and searching for weapons
 - Safeguarding children in education: handling allegations of abuse against teachers and other staff
 - Safe learning communities 2019 (Work-based learning only)
 - Social services and well-being (Wales) act 2014
 - Statutory guidance issued under section 29 of the Counter-Terrorism and Security Act 2015
 - Supporting learners with healthcare needs
 - Welsh Government Health and Safety Code of Practice for Contracted Provision
- 3.3. The Social Services and Well-being (Wales) Act 2014 came into force in April 2016 and it provides the legal framework for social service provision in Wales. It sets out what must and should be done to safeguard children and adults. At a local level regional safeguarding children's boards co-ordinate and ensure the effectiveness of work to protect and promote the welfare of children.
- 3.4. Staff working with young adults aged 18 and over, who receive education, care and support from our children's services division will follow the Adult safeguarding referral process to LSAB/MASH/Regional Safeguarding Children's Boards depending on local arrangements.
- 3.5. This policy addresses children and young people up to the age of 18 and those over the age of 18 who attend a day or residential school or college – this might be 38- or 52-weeks' provision. Some children attending school or college live in children's homes or care homes across England and Wales, hence the reason why this policy and procedure is more comprehensive than that of a traditional day school or college. Our safeguarding responsibility extends beyond day education and often covers 24hrs services regulated by various regulators across the UK.
- 3.6. Where we make references to schools and colleges, this also includes associated children's or care homes in which children/young people live. Where we make references to children's or care homes, those cover all children's/care homes including those within the children's residential care division.

Multi agency working – Safeguarding Partners & Children's Social Care

- 3.7. Children Social Care - provide support to children in need of help and protection, including children with disabilities. Services include statutory assessment and care planning for children at risk of significant harm, provision for cared for children and care experienced young people, as well as fostering and adoption services.
- 3.8. Schools and colleges have a pivotal role to play in multi-agency safeguarding arrangements. Governance boards and proprietor should ensure that the school or college contributes to multi-agency working in line with statutory guidance 'Pointers for Practice: Ways in Which Practitioners Can Contribute to Early Help to Address Emerging Safeguarding Concerns'.
- 3.9. Locally, the three safeguarding partners (the local authority, a clinical commissioning group for an area within the local authority and the chief officer of police for an area (any part of which falls) within the local authority work together with appropriate relevant agencies to safeguard and promote the welfare of local children, including identifying and responding to their needs.
- 3.10. It is especially important that schools and colleges understand their role in the three safeguarding partner arrangements. Governance boards, proprietor and their senior leadership teams, especially their DSLs, should make themselves aware of and follow their local arrangements.
- 3.11. The three safeguarding partners should allow all schools and colleges in the local area to be fully engaged, involved and included in safeguarding arrangements. It is expected that, locally, the three safeguarding

partners will name schools and colleges as relevant agencies and will reach their own conclusions on the best way to achieve the active engagement with individual institutions in a meaningful way.

Child protection definition

- 3.12. Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures, which detail how to respond to concerns about a child.

Safeguarding definition – Keeping Learners Safe in Education

- 3.13. Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.
- 3.14. Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:
- Protecting children from maltreatment,
 - Preventing impairment of children's mental and physical health or development,
 - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
 - Acting to enable all children to have the best outcomes.

Safeguarding Adults

- 3.15. Safeguarding Adults means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

The statutory guidance enshrines the **six principles** of adults safeguarding:

- Empowerment - presumption of person led decisions and informed consent
 - Prevention - it is better to act before harm occurs
 - Proportionality - proportionate and least intrusive response appropriate to the risk presented
 - Protection - support and representation for those in greatest need
 - Partnerships - local solutions through services working with their communities
 - Accountability - accountability and transparency in delivering safeguarding
- 3.16. Caretech has Safeguarding Adults at Risk (England) and Safeguarding Adults (Wales) policies and procedures, which apply to its Adults' Services. Both policies can be accessed via Rezume. Services operating in Wales can find their Safeguarding Regional Boards via this hyperlink, which provides access to local procedures for each Board <https://safeguardingboard.wales/find-your-board/>.

The difference between safeguarding and child protection

- 3.17. In relation to children's services - in practice safeguarding is the policies and practices that schools/colleges/children's homes employ to keep children safe and promote their well-being. This

means everything from security of the buildings, to the safe recruitment of staff and everything in between. **Appendix 10.** Illustrates Safeguarding in children’s services.

Abuse and neglect – child and young person context

- 3.18. In the context of a child/young person, abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child/young person by inflicting harm, or by failing to act to prevent harm. Children/young people may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another child/young person or children/young people.
- 3.19. Abuse could mean neglect, physical, emotional, sexual abuse, any other including combination of these. The different types of abuse are explained in more detail in **Appendix 4 – Types of abuse - children**. The signs that someone could be a victim or an abuser have been explored in **Appendix 6** and **Appendix 7**. Parents, carers and other people can harm children and young people by direct acts and/or failure to provide proper care. It should also be understood that children can also be abused by being sexually exploited, or subject to honour-based abuse, domestic violence, forced marriage, female genital mutilation and through online social media. See **Appendix 12 - Further safeguarding information – what everyone needs to know**.
- 3.20. In the context of an adult, abuse is a violation of a person’s human and civil rights by another person or persons and may result in significant harm to, or the exploitation of, the person subjected to it.
- 3.21. In addition to the types of abuse mentioned in **Appendix 4 – Types of abuse - Children**, there are other forms of abuse in relation to adults explained in more detail in **Appendix 5 – Types of abuse – Adults**.
- 3.22. Abuse can happen anywhere: for example, in someone’s own home, in a public place, in hospital, in a care home, school or in a college. It can happen when someone lives alone or with others. Anyone can carry out abuse or neglect. Abuse can be intentional or unintentional; it may be a single act or repeated acts.

4. Purpose

- 4.1. As an organisation, we have a clear set of guidelines to make sure we deal with child protection and safeguarding concerns effectively.
- 4.2. This policy is aligned with legislation outlined in **Appendix 2 – Legislation and guidance**, and it complies with the statutory and best practice guidance as set out in the **25.10 Staff Safeguarding Information Poster**. This policy complies with Denbighshire’s locally agreed procedures. Printed or electronic copies

of the Local Safeguarding Children's Partnerships (LSCP), Local Safeguarding Adults Board (LSAB) or Regional Safeguarding Children's Boards (Wales) procedures are available in every setting.

- 4.3. Policies and procedures for child protection and safeguarding must be undertaken in accordance with the requirements of the local authority in which the establishment is situated.
- 4.4. This policy, and supporting information in various accessible forms, is made available to all Individuals, staff and parents associated with Cambian Pengwern College to ensure that everyone is clear on procedures for ensuring the protection of children and safeguarding children and young adults.
- 4.5. This policy and procedure must be read in conjunction with **GHR 30. Whistleblowing Policy** and **GHR 11. Staff Code of Practice and GHR 37. Code of Conduct**.
- 4.6. In addition, staff should be aware of and have access to the **NSPCC whistle-blowing helpline number 0800 028 0285** and the Cambian Whistleblowing service operated by **EthicsPoint on 0800 086 9128**. More information about EthicsPoint and how it can be contacted can be found in the Whistleblowing policy.
- 4.7. 'When to call the police' has been produced by the National Police Chiefs Council (NPCC) to support school and college staff with when it is appropriate to contact the police.
- 4.8. This NPCC advice does not cover safeguarding incidents. Where a child is suffering, or is likely to suffer from harm, it is important that a referral to children's social care (and if appropriate the police) is made immediately. Referrals should follow the local referral process.

5. Policy

Safeguarding culture of the organisation

- 5.1. Cambian safeguarding culture can be best described as:
 - **Proactive**, being professionally curious to determine further information in the interests of the child. It is essential that staff exercise professional curiosity at all times, as it is likely that signs of any form of abuse including neglect will be identified when dealing with an un-associated incident. Having strong governance and leadership, raising awareness through and enhancing

children's and young people's capacity around the risks and their own safety, regular reflective supervision).

- **Reactive** (taking swift actions, reducing the risk of harm to a minimum, involving other professionals in timely manner, active listening, applying theory in practice in a methodical way).
 - **Reflective** (understanding 'how we got there in the first place', completing a reflective account of events, involving other key professionals in future planning, identifying actions and further changes to be made).
- 5.2. Child Protection and Safeguarding is everyone's responsibility. Everyone working for or visiting our locations has a responsibility to understand and implement this policy and procedure at all times.
- 5.3. All Individuals in our services have a right to feel safe, secure and be protected from harm.
- 5.4. As a provider of specialist education and care services it is imperative that all staff are aware that all Individuals with Special Educational Needs (SEN) and disabilities:
- Are more likely to be abused or neglected;
 - May display behaviour, mood and/or injury, which may relate to possible abuse and not just their SEN or a particular disability.
 - Have a higher risk of peer group isolation.
 - Can be disproportionately impacted by things like bullying without outwardly showing any signs.
 - Experience communication barriers and difficulties in overcoming these barriers.
- 5.5. The most common reason for children or young people being looked after is as a result of abuse/neglect. We will ensure all staff have the skills, knowledge and understanding to help keep children and young people safe.
- 5.6. All staff have a key role in the prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate an Individual is at risk of harm, either in the school, college, and care home or in the community, taking into account contextual safeguarding, see **Appendix 12 - Further safeguarding information – what everyone need to know** which also contains information related to safeguarding issues related to individual children and young people's needs.
- 5.7. We have a duty to help Individuals learn how to keep themselves safe and deepen their understanding of safeguarding, through both formal curriculum and informal opportunities.
- 5.8. As an organisation, we acknowledge that working in partnership with other agencies protects Individuals and reduces risk and so we will engage in partnership, working throughout the child protection process to safeguard children and will equally work through safeguarding adults' procedures as directed by local procedures.
- 5.9. A comprehensive list of all supporting documentation and related policies, procedures and guidance referred to in this document can be found in separate appendices at the end of this document.

Divisional Safeguarding Board

- 5.10. As an organisation Caretech children's services operates three Divisional Safeguarding Boards: Education, Residential Care and Fostering. The main purpose of each board is to ensure that all services across all divisions discharge their responsibilities effectively for assuring safe and secure services for children and young people, and manage all safeguarding risks appropriately within its own workforce, including

direct employees and also the contracted workforce (supply workers/agency/contractor and subcontractors). The full terms of reference for each Board is available on Cambian Point.

What staff should read and be aware of

- 5.11. It is essential that everybody working in a school or college understands their safeguarding responsibilities. Staff who work directly with children read Keeping Learners Safe guidance. Governance Boards and proprietor (or those acting on their behalf) working with their senior leadership teams and especially their designated safeguarding lead, should ensure that those staff who do not work directly with children read either Part one or Annex A (a condensed version of Part one) of this guidance.
- 5.12. The guidance should be read alongside:
- 5.13. statutory guidance – The all wales safeguarding app
- 5.14. The North Wales Safeguarding Partnership advice
- 5.15. departmental advice - What to do if you are Worried a Child is Being Abused - Advice for Practitioners ;
- 5.16. All staff 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 should include the:
 - Child protection and safeguarding policy
 - Behaviour Support policy
 - Anti bullying policy
 - Whistleblowing policy, Code of conduct and Code of Practice policy
 - Missing from Care policy, local procedure for children missing from education
 - Role of the DSL (including the identity of the DSL and any deputies)
- 5.17. All staff should be aware of the process for making referrals to children's social care and for statutory assessments under the Children Act 1989, especially section 17 (children in need) and section 47 (a child suffering, or likely to suffer, significant harm) that may follow a referral, along with the role they might be expected to play in such assessments.
- 5.18. Schools concerned about a child's/young person's welfare should refer their concern to local authority children's social care. Where a child is suffering, or is likely to suffer from harm, it is important that a referral to children's social care (and if appropriate the police) is made immediately. Referrals should follow the local referral process. Children's homes/care homes should follow their referral process as per their local procedure and contact Safeguarding Partner/Safeguarding Board as per their local Safeguarding procedure.
- 5.19. All staff should know what to do if a child/young person/young adult tells them he/she is being abused, exploited or neglected. Staff should know how to manage the requirement to maintain an appropriate level of confidentiality. This means only involving those who need to be involved, such as the DS (or a deputy) and children's social care. Staff should never promise a child that they would not tell anyone about a report of any form of abuse, as this might ultimately not be in the best interests of the child.
- 5.20. All staff should be able to reassure victims that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting any form of abuse including sexual violence and sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.
- 5.21. It is important to explain that the law is in place to protect children and young people rather than criminalise them, and this should be explained in such a way that avoids alarming or distressing them.
- 5.22. All staff should be aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or being threatened. This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child. It is also

important that staff determine how best to build trusted relationships with children and young people which facilitate communication.

- 5.23. Staff should not assume a colleague, or another professional will act and share information that might be critical in keeping learners safe. They should be mindful that early information sharing is vital for the effective identification, assessment, and allocation of appropriate service provision, whether this is when problems first emerge, or where a child is already known to local authority children's social care (such as a child in need or a child with a protection plan).

Whole service approach to Safeguarding

- 5.24. The proprietor and service (school/college/home) leaders should ensure they facilitate a whole school or college approach to safeguarding. This means ensuring safeguarding and child protection are at the forefront and underpin all relevant aspects of process and policy development. Ultimately, all systems, processes and policies should operate with the best interests of the child at their heart.
- 5.25. Where there is a safeguarding concern, the child's wishes and feelings must be considered when determining what action to take and what services to provide. Systems should be in place, and they should be well promoted, easily understood and easily accessible for children to confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.

Children with special educational needs and disabilities or physical health issues

- 5.26. Children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges. There might be some additional barriers when recognising abuse and neglect in this group of children. These can include:
- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's/young person's condition without further exploration;
 - these children/young people being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children/young people;
 - the potential for children/young people with SEND or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
 - Communication barriers and difficulties in managing or reporting these challenges.
- 5.27. SEN division and other services where children have/may have SEND should consider extra pastoral support and attention for these children, along with ensuring any appropriate support for communication is in place. Further information can be found in the Department's: SEND Code of Practice 0 to 25 and Supporting Pupils at School with Medical Conditions.

Virtual school heads



- 5.28. Virtual school heads manage pupil premium plus for looked after children. In maintained schools and academies, the designated teacher should work with the virtual school head to discuss how funding can be best used to support the progress of looked after children in the school and meet the needs identified in the child's personal education plan. The designated teacher should also work with the virtual school head to promote the educational achievement of previously looked after children. In other schools and colleges, an appropriately trained teacher should take the lead. More information can be found in

Designated teacher for looked after and previously looked after children and Promoting the education of looked after and previously looked after children.

6. Procedure

Roles and responsibilities

- 6.1. All employees, volunteers, consultants, agency staff, sub-contractors, partner organisations and visitors are obliged to follow this policy and maintain an environment that prevents exploitation and abuse and which encourages reporting of breaches of this policy using the appropriate procedures.
- 6.2. Managers at all levels are responsible for ensuring volunteers, consultants, agency staff, sub-contractors, partner organisations and visitors are aware of the policy and are supported to implement and work in accordance with it, as well as creating a management culture that encourages a focus on safeguarding. They must ensure that they are responsive, acting immediately if they become aware of any safeguarding concerns, and supportive towards employees or volunteers who complain about breaches in this policy.
- 6.3. The DSP is responsible for handling reports and/or concerns, about the protection of children, young people and adults, appropriately and in accordance with the procedures that underpin this policy.

Education	Residential
	
Name: Karen Ford	Name: Nicola Brantley
Contact: 01745592300 xt36103	Contact:01745592300 xt36118

- 6.4. Our DSPs are Karen Ford and Nicola Brantley who are senior members of our leadership team. The role of the DSP is to:
 - Ensure this child protection and safeguarding policy and local arrangements are known, understood and used appropriately by the staff.
 - Act as a source of support, advice and expertise for all staff; provide support to staff to carry out their safeguarding duties.
 - Act as a point of contact with the Safeguarding Authority.
 - Take lead responsibility for referring and managing safeguarding issues and cases, unless management of a particular case is passed on to a more senior member of the organisation – see section of allegations (those meeting harm threshold) and those which don't meet LADO criteria).
 - Liaise with staff (especially teachers, pastoral support staff, school nurses, IT Technicians, senior mental health leads and special educational needs coordinators (SENCOs) or the named person with oversight for SEN in a college and Senior Mental Health Leads) on matters of safety and safeguarding and welfare (including online and digital safety) and when deciding whether to make a referral by liaising with relevant agencies so that children's needs are considered holistically.
 - Liaise with the senior mental health lead and, where available, the Mental Health Support Team, where safeguarding concerns are linked to mental health.
 - Refer all cases of suspected abuse or allegations of abuse to the Local Safeguarding Authority (child or adult) and where appropriate - Local Authority Designated Officer (LADO).
 - Liaise with the head teacher or principal (if they are not the DSL themselves) to inform him or her of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police

investigations. This should include being aware of the requirement for children to have an Appropriate Adult. Further information can be found in the statutory guidance - [PACE Code C 2019](#).

- As required, liaise with the “case manager” and the local authority designated officer(s) (LADO) for child protection concerns in cases which concern a staff member.
 - Refer cases to the Channel programme where there is a radicalisation concern as required.
 - Refer cases where a person is dismissed or left due to risk/harm to a child/young person to the Disclosure and Barring Service as required; and
 - Refer cases where a crime may have been committed to the Police as required. [NPCC - When to call the police](#) should help understand when to consider calling the police and what to expect when working with the police.
 - Act as a source of advice, support and expertise within the location when deciding to make a referral by liaising with relevant agencies.
 - Help promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children are experiencing, or have experienced, with teachers and school and college leadership staff.
 - Identify staff safeguarding training needs and organise training for their staff.
 - Participate in local safeguarding boards when required.
 - Evaluate and contribute to high standards of safeguarding practice at the location.
 - Work to ensure that the wellbeing of children and young people is in constant focus and that they are guarded from harm or abuse.
 - Ensure the child protection and safeguarding policy is available publicly and parents/those with parental responsibility are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the school/college/home in this.
 - Understands the relevant data protection legislation and regulations, especially The Data Protection Act 2018.
- 6.5. More details about the role of the DSP including their availability, management of referrals, information sharing, working with others, raising awareness and other can be found in Keeping Learners Safe
- 6.6. Deputy – will act up in the absence of the DSP and compliment their ongoing work where asked do to so. There are arrangements for covering the role of the DSP when Karen Ford or Nicola Brantley are unavailable. Our larger provisions such as schools and college will have an internal Safeguarding Team

lead by a DSP with a number of deputies where required. Our Designated Deputies are Rhianna Jones and Alethea Coulston.

Residential	Education
	
Name: Rhianna Jones	Name: Alethea Coulston
Contact: 07469155128	Contact: 07732602217

- 6.7. All staff are required to be aware of and alert to the signs of abuse and neglect. All cases of suspected abuse and neglect should be given the highest priority.
- 6.8. All staff will be given a personal copy of the booklet titled **25.15 Guide to Child Protection and Safeguarding at Cambian**.
- 6.9. There is **Appendix 3. Child Protection and safeguarding flowchart procedure**, which sets out clear steps to be followed when dealing with particular allegations, incidents or suspected physical injuries. Staff must use the correct forms when recording and managing concerns and allegations regarding the abuse of individuals. Education services must use Behaviour Watch/Databridge system: Concern/Safeguarding function to record concerns. Where, throughout this policy, references are made to the ‘concern form’ this means either 25.04 Concern form which is a word document (part of this policy) or the Behaviour Watch/Databridge – Concern/Safeguarding functionality where the system is being used.

Information sharing and managing the child protection file

- 6.10. The DSP is responsible for ensuring that child protection files are kept up to date. Information should be kept confidential and stored securely. It is good practice to keep concerns and referrals in a separate child protection file for each child. Schools and colleges should use the Behaviour Watch/Databridge system - Concern/Safeguarding function to record all concerns and to generate Safeguarding Tracking Packs per child/young person as necessary.
- 6.11. Records should include:
- a clear and comprehensive summary of the concern;
 - details of how the concern was followed up and resolved;
 - a note of any action taken, decisions reached and the outcome
- 6.12. They should ensure the file is only accessed by those who need to see it and where the file or content within it is shared, this happens in line with information sharing and Information sharing advice for safeguarding practitioners. Schools and colleges using Behaviour Watch/Databridge must set up their system Group purposes in line with Behaviour Watch/Databridge guidance. Behaviour Watch/Databridge ‘Safeguarding Group’ controls who can view and report on Concern/SG slips and ‘Not Safeguarding Group’ is an opposite Group to restrict who can complete certain sections within the Concern/SG slips.
- 6.13. Where reasonably possible, schools and colleges hold more than one emergency contact number for each pupil or student. This goes beyond the legal minimum. It is good practice to give the school or college

additional options to contact a responsible adult when a child missing education is also identified as a welfare and/or safeguarding concern.

7. All Wales child Protection procedures

Recognition and Referral

- 7.1. Suspicion about child abuse may take the form of 'concerns' rather than 'known facts'. Child welfare concerns can arise in many different contexts, including when a child is already known to the social services. Concerns can and should be shared with social services through a referral. While concerns will not necessarily trigger an investigation, they help to build up a picture, along with concerns from other sources, which suggests that a child may be suffering harm. Many local authorities have developed protocols establishing arrangements for conducting initial assessments by local services and defining the circumstances and thresholds under which a child should be referred to social services. In cases of alleged or suspected abuse by a professional or individual employee, the action should also be guided by the agency's own procedures on professional abuse and whistle blowing.

Making the referral

- 7.2. Referrals should be made to social services as soon as a problem, suspicion or concern about a child becomes apparent, and certainly within 24 hours. Outside office hours, referrals should be made to the social services emergency duty service or the police. Social services and the police must ensure that an appropriate level and deployment of trained staff are available to undertake child protection section 47 enquiries, including out of hours. All telephone referrals or referrals made in person should be confirmed in writing within two working days, preferably using a local standard form where provided. The duty social

worker taking the referral should be given as much of the following information as possible by the referrer:

- 7.3. The nature of the concerns;
- 7.4. How and why those concerns have arisen;
- 7.5. The full name, address and date of birth (or age) of the child;
- 7.6. The names, addresses and dates of birth/ages of family members, along with any other names which they use or are known by;
- 7.7. The names and relationship of all those with parental responsibility, where known, should be recorded;
- 7.8. The name, address & date of birth of parent's partner;
- 7.9. The name, address and date of birth of any other adults living in the household;
- 7.10. The names of other professionals involved with the family, including the name of the child's school and GP;
- 7.11. Any information you have on the child's developmental needs and his/her parents or caregivers ability to respond to these needs within the context of the wider family and environment;
- 7.12. Any information affecting the safety of staff.
- 7.13. Individual employees, professionals and independent contractors, should be aware that they cannot remain anonymous when making a referral. However, members of the public may remain anonymous, if they wish to.
- 7.14. The individual employee or professional making the referral may be asked to do some or all of the following tasks, and should be prepared and willing to do them:
 - 7.15. Contribute to a strategy discussion or strategy meeting;
 - 7.16. Assist in the child protection section 47 enquiries;
 - 7.17. Attend the child protection conference;
 - 7.18. Provide a written report for the child protection conference;
 - 7.19. Contribute to the initial and core assessments.
- 7.20. It is the responsibility of individual employees and professionals to ensure that their child protection concerns are taken seriously and followed through. Each individual employee and professional is accountable for his or her own role in the child protection process, and if an individual employee or professional remains concerned about a child they should re-refer the child and/or bring the matter to the immediate attention of the social services senior manager with responsibility for child protection for the area. In their absence the social services team manager responsible for the child's case must be

notified. In all such situations, the individual employee or professionals own line manager and named professional for child protection should be informed.

Children potentially at greater risk of harm

- 7.21. Many children and young people in our services (Education and care) organisation have an allocated social worker due to safeguarding or welfare needs.
- 7.22. Children may need this help due to abuse, neglect and complex family circumstances. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as educationally disadvantaged in facing barriers to attendance, learning, behaviour and mental health.
- 7.23. Local authorities should share the fact a child has a social worker, and the DSL should hold and use this information so that decisions can be made in the best interests of the child's safety, welfare and educational outcomes. This should be considered as a matter of routine. There are clear powers to share this information under existing duties on both local authorities and schools and colleges to safeguard and promote the welfare of children.
- 7.24. Where children need a social worker, this should inform decisions about safeguarding (for example, responding to unauthorised absence or missing education where there are known safeguarding risks) and about promoting welfare (for example, considering the provision of pastoral and/or academic support, alongside action by statutory services). Schools/colleges must follow missing from education protocol agreed with their LA.
- 7.25. Children missing from education, particularly persistently, can act as a vital warning sign to a range of safeguarding issues including neglect, child sexual and child criminal exploitation- particularly county lines. It is important the school or college's response to children missing from education supports identifying such abuse and helps prevent the risk of them going missing in the future.

Unexplained body marks

- 7.26. Whilst Individuals are in our care there may be occasions where minor injuries occur such as bruises, swellings, cuts and scratches which by and large will be as a result of daily activities or for some Individuals as a result of self-injurious behaviour. However, all marks or physical changes must be recorded appropriately using (number to be added) weekly body chart. A Concern form must be completed for all unexplained marks and physical changes and passed to the DSL (or a deputy) along with copies of the last 3 days of Daily Diary notes and Activity Records. Parents/carers and social workers should always be kept informed. Concern log should be updated with concern and relevant reference number provided to concern.
- 7.27. The flowchart provided in - **25.14 Guidance for Investigating Unexplained Body marks** indicates the correct course of action for dealing with unexplained body marks.
- 7.28. The DSL will assign a manager to investigate the concern to ascertain the reason for the marks and if no reasonable explanation can be given the DSL must contact the Safeguarding Authority/LADO for further advice and mutual conclusion as to whether the matter should be treated as a Safeguarding Concern.
- 7.29. If the concern is considered to be a safeguarding concern, then safeguarding tracking pack must be opened and safeguarding process followed.
- 7.30. If the concern is considered not to be a safeguarding concern, then the concern investigation outcome must be shared with social worker and parents.

A disclosure from an Individual

- 7.31. Staff must follow the process outlined in **Appendix 3. Child Protection and safeguarding flowchart procedure.**
- 7.32. It is important to note that children/young people may not find it easy to tell staff about their abuse verbally. Children/young people can show signs or act in ways that they hope adults will notice and react to. In some cases, the victim may not make a direct report. For example, a friend may make a report or a member of school or college staff may overhear a conversation that suggests a child has been harmed or

a child's/young person's own behaviour might indicate that something is wrong. If staff have any concerns about a child's/young person's welfare, they should act on them immediately rather than wait to be told and follow the procedure described in **Appendix 3. Child Protection and safeguarding procedure.**

- 7.33. In case of reports of sexual violence and sexual harassment between children and young people, these are extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure their education and care is not disrupted. It is also important that other children, young people and staff are supported and protected as appropriate.
- 7.34. The service's initial response to a report from a child is incredibly important. How the staff respond to a report can encourage or undermine the confidence of future victims of sexual violence and sexual harassment to report or come forward.
- 7.35. If the child/young person make a disclosure - Listen to what they have to say and take them seriously. Reassure them but do not promise to keep it a secret. Not promising confidentiality at this initial stage as it is very likely a concern will have to be shared further (for example, with the DSL and Safeguarding Authority) to discuss next steps. Staff should only share the report with those people who are necessary in order to progress it. It is important that the victim understands what the next steps will be and whom the report will be passed to.
- 7.36. Reflect back, using the child's language, being non-judgmental, being clear about boundaries and how the report will be progressed, don't ask leading questions and only prompt the child where necessary with open questions – where, when, what, etc. It is important to note that whilst leading questions should be avoided, staff can ask children if they have been harmed and what the nature of that harm was.
- 7.37. Recognise that a child is likely to disclose to someone they trust: this could be anyone on the school or college staff. It is important that the person to whom the child discloses recognises that the child has placed them in a position of trust. They should be supportive and respectful of the child.
- 7.38. Consider the best way of making a record of the report. Best practice is to wait until the end of the report and immediately write up a thorough summary. This allows the staff member to devote their full attention to the child and to listen to what they are saying. It may be appropriate to make notes during the report (especially if a second member of staff is present). However, if making notes, staff should be conscious of the need to remain engaged with the child and not appear distracted by the note taking. Either way, it is essential a written record is made using Concern form which is part of this policy. The written record must be fully completed within maximum of 24 hours of the disclosure, but verbal report to the DSL must be completed within an hour from the moment of the disclosure being made.
- 7.39. Only recording the facts as the child presents them. The notes should not reflect the personal opinion of the note taker. Staff should be aware that notes of such reports could become part of a statutory assessment by Safeguarding Authority and/or part of a criminal investigation.
- 7.40. In cases where either a child/young person informs the staff that an act of FGM – however described – has been carried out on her, or where the staff observes physical signs on a girl appearing to show that an act of FGM has been carried out these situations, the DSL must be informed, who will trigger child protection/safeguarding procedures described in this policy and contact the Police. If a child/young

person is at immediate risk – the Police (999) must be contacted immediately. If a child/young person required medical attention, follow steps identified in ‘Setting priorities’ section below.

- 7.41. Remember, do not:
- Investigate the incident
 - Ask leading questions
 - Get the young person to repeat the disclosure over and over
 - Make assumptions or offer alternative explanations
 - Approach/inform the alleged abuser
- 7.42. The procedure for reporting concern is described in **Appendix 8. DSL/DSL Deputy – actions, reporting and recording procedure.**
- 7.43. All staff know that they can contact the Local Authority direct should that be necessary. Where a safeguarding issue is raised for a young adult, the matter should be dealt with by the Local Safeguarding Adult Board. Where someone is over 18 but still receiving children’s services, the matter should be dealt with by the local Safeguarding Adult Board.
- 7.44. For allegation made against a staff member or senior managers/directors follow relevant allegations procedures described later on in this policy.
- 7.45. Where contact is made with the Local Authority in which Cambian Pengwern College is geographically located, contact will also be made with the individual’s own Local Authority and also the child/young person’s social worker. This will be completed by one of the members of the school/college/home’s safeguarding team.
- 7.46. In the case of serious harm, and/or the Individual is in immediate danger the local Police should be informed immediately and they can take immediate protective action as necessary.
- 7.47. If a member of staff feels their concerns are not being taken seriously then they are to inform a more senior manager, a Director of the Company or contact CIW/Estyn, the local safeguarding boards, the police or the Whistleblowing Hotline – on 0800 086 9128.

Risk Assessment

- 7.48. When there has been a report of sexual violence, the DSL (or a deputy) should make an immediate risk and needs assessment. Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis. The risk and needs assessment should consider:
- the victim, especially their protection and support,
 - whether there may have been other victims,
 - the alleged perpetrator(s); and
 - all the other children, (and, if appropriate, adult students and staff) at the school or college especially, and any actions that are appropriate to protect them from the alleged perpetrator(s), or from future harms.
 - The time and location of the incident, and any action required to make the location safer.
- 7.49. Risk assessments should be recorded (written or electronic) and should be kept under review. At all times, staff should be actively considering the risks posed to all their pupils and students and put adequate measures in place to protect them and keep them safe. The DSL (or a deputy) should ensure they are engaging with Safeguarding Authority and specialist services as required. Where there has been a report of sexual violence, it is likely that professional risk assessments by social workers and or sexual violence specialists will be required. The above school or college risk assessment is not intended to replace the detailed assessments of expert professionals. Any such professional assessments should be used to

inform the school's or college's approach to supporting and protecting their pupils and students and updating their own risk assessment.

Following a report - what to consider

7.50. Important considerations will include:

- the wishes of the victim in terms of how they want to proceed. This is especially important in the context of sexual violence and sexual harassment. Victims should be given as much control as is reasonably possible over decisions regarding how any investigation will be progressed and any support that they will be offered. This will however need to be balanced with the school's or college's duty and responsibilities to protect other children;
- the nature of the alleged incident(s), including whether a crime may have been committed and/or whether HSB has been displayed;
- the ages of the children involved;
- the developmental stages of the children involved;
- any power imbalance between the children. For example, is the alleged perpetrator(s) significantly older, more mature or more confident? Does the victim have a disability or learning difficulty?
- if the alleged incident is a one-off or a sustained pattern of abuse (sexual abuse can be accompanied by other forms of abuse and a sustained pattern may not just be of a sexual nature);
- that sexual violence and sexual harassment can take place within intimate personal relationships between children/young people/adults;
- importance of understanding intra familial harms and any necessary support for siblings following incidents
- are there ongoing risks to the victim, other children, adult students or school or college staff; and
- other related issues and wider context, including any links to child sexual exploitation and child criminal exploitation.

7.51. As always when concerned about the welfare of a child, all staff should act in the best interests of the child. In all cases, schools and colleges should follow general safeguarding principles as set out throughout this guidance. Immediate consideration should be given as to how best to support and protect the victim and the alleged perpetrator(s) (and any other children involved/impacted).

Options to manage the report

7.52. It is important that schools and colleges consider every report on a case-by-case basis. When to inform the alleged perpetrator(s) will be a decision that should be carefully considered. Where a report is going to be made to Safeguarding Authority and/or the police, then, as a general rule, the school or college should speak to the relevant agency and discuss next steps and how the alleged perpetrator(s) will be informed of the allegations. However, as per general safeguarding principles, this does not and should not stop the school or college taking immediate action to safeguard their children, where required.

7.53. There are four likely scenarios for schools and colleges to consider when managing any reports of sexual violence and/or sexual harassment. It will be important in all scenarios that decisions and actions are regularly reviewed and that relevant policies are updated to reflect lessons learnt. It is particularly important to look out for potential patterns of concerning, problematic or inappropriate behaviour. Where a pattern is identified, the school or college should decide on a course of action. Consideration should be given as to whether there are wider cultural issues within the school or college that enabled

the inappropriate behaviour to occur and where appropriate extra teaching time and/or staff training could be delivered to minimise the risk of it happening again. The four scenarios are:

- **Manage internally;** In some cases of sexual harassment, for example, one-off incidents, the school or college may take the view that the children concerned are not in need of early help or that referrals need to be made to statutory services and that it would be appropriate to handle the incident internally, perhaps through utilising their behaviour policy and by providing pastoral support.
- **Early help:** In line with the above, the school or college may decide that the children involved do not require referral to statutory services but may benefit from early help. Early help means providing support as soon as a problem emerges, at any point in a child's life. Providing early help is more effective in promoting the welfare of children than reacting later. Early help can be particularly useful to address non-violent HSB and may prevent escalation of sexual violence. It is particularly important that the DSL (and their deputies) know what the Early Help process is and how and where to access support.
- Schools and colleges, as relevant agencies, should be part of discussions with statutory safeguarding partners to agree the levels for the different types of assessment and services to be commissioned and delivered, as part of the local arrangements. Safeguarding partners should publish a local threshold document which includes the process for the local early help assessment and the type and level of early help services to be provided, and DSLs (and their deputies) will need to familiarise themselves with this document.
- **Referrals to Safeguarding Authority** - where a child has been harmed, is at risk of harm, or is in immediate danger, schools and colleges should make a referral to the local Safeguarding Authority. At the point of referral, schools and colleges will generally inform parents or carers, unless there are compelling reasons not to (if informing a parent or carer is going to put the child at additional risk). Any such decision should be made with the support of children's social care.
- **Reporting to the Police** - any report to the police will generally be in parallel with a referral to children's social care (as above. It is important that the DSL and their deputies) are clear about the local process for referrals and follow that process.

Unsubstantiated, unfounded, false or malicious reports

- 7.54. If a report is determined to be unsubstantiated, unfounded, false or malicious, the DSL should consider whether the child and/or the person who has made the allegation needs help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to Safeguarding authority may be appropriate.
- 7.55. If a report is shown to be deliberately invented or malicious, the school or college should consider whether any disciplinary action is appropriate against the individual who made it as per their own behaviour policy.

Safeguarding and supporting the victim

- 7.56. The needs and wishes of the victim should be paramount (along with protecting the child)/young person in any response. It is important they feel in as much control of the process as is reasonably possible. Wherever possible, the victim, if they wish, should be able to continue in their normal routine. Overall, the priority should be to make the victim's daily experience as normal as possible, so that the school or college is a safe space for them.
- 7.57. Consider the age and the developmental stage of the victim, the nature of the allegations and the potential risk of further abuse. Schools and colleges should be aware that, by the very nature of sexual

violence and sexual harassment, a power imbalance is likely to have been created between the victim and alleged perpetrator(s).

- 7.58. The victim should never be made to feel that they are the problem for making a report or made to feel ashamed for making a report. This has been made clear throughout this policy and procedure.
- 7.59. Consider the proportionality of the response. Support should be tailored on a case-by-case basis. The support required regarding a one-off incident of sexualised name-calling is likely to be vastly different from that for a report of rape.
- 7.60. Services should be aware that sexual assault can result in a range of health needs, including physical, mental, and sexual health problems and unwanted pregnancy. Children and young people that have a health need arising from sexual assault or abuse can access specialist NHS support from a Sexual Assault Referral Centre (SARC). SARCs offer confidential and non-judgemental support to victims and survivors of sexual assault and abuse. They provide medical, practical, and emotional care and advice to all children and adults, regardless of when the incident occurred.
- 7.61. Children and Young People's Independent Sexual Violence Advisors (ChISVAs) provide emotional and practical support for victims of sexual violence. They are based within the specialist sexual violence sector and will help the victim understand what their options are and how the criminal justice process works if they have reported or are considering reporting to the police. ChISVAs will work in partnership with schools and colleges to ensure the best possible outcomes for the victim.

Safeguarding and supporting the alleged perpetrator(s)

- 7.62. Advice about safeguarding and supporting the alleged perpetrators is also set out in departmental advice: Sexual violence and sexual harassment between children at schools and colleges. The following principles are based on effective safeguarding practice and should help shape any decisions regarding safeguarding and supporting the alleged perpetrator(s):
 - The school or college will have a difficult balancing act to consider. On the one hand, they need to safeguard the victim (and the wider pupil/student body) and on the other hand provide the alleged perpetrator(s) with an education, safeguarding support as appropriate and implement any disciplinary sanctions. Taking disciplinary action and still providing appropriate support are not mutually exclusive actions. They can, and should, occur at the same time if necessary.
 - Consider the age and the developmental stage of the alleged perpetrator(s), the nature of the allegations and frequency of allegations. Any child will likely experience stress as a result of being the subject of allegations and/or negative reactions by their peers to the allegations against them.
 - Consider the proportionality of the response. Support (and sanctions) should be considered on a case-by-case basis. The alleged perpetrator(s) may potentially have unmet needs (in some cases these may be considerable) as well as potentially posing a risk of harm to other children. HSB in young children may be (and often are) a symptom of either their own abuse or exposure to abusive practices and or materials.
 - It is important that the perpetrator(s) is/are also given the correct support to try to stop them re-offending and to address any underlying trauma that may be causing this

behaviour. Addressing inappropriate behaviour can be an important intervention that helps prevent problematic, abusive and/or violent behaviour in the future.

- Advice on behaviour and discipline in schools is clear that teachers can discipline pupils whose conduct falls below the standard, which could be reasonably expected of them. If the perpetrator(s) is to be excluded the decision must be lawful, reasonable and fair.

Setting priorities

- 7.63. The priority, at all stages throughout the child protection or safeguarding process, is the interests and safety of the individual.
- 7.64. Where appropriate, any concerns will be discussed with the Individual's family / carers and where possible their agreement will be sought to making a referral to the Local Authority. However, where there is a conflict of interests between the Individual and parent/guardian, the interests of the Individual must take priority and Cambian Pengwern College the right to contact the Individual's local authority, Social Care or the Police, without notifying parents/carers if this is in their best interests.
- 7.65. If an urgent medical, attention or advice is required and GP/speciality doctor is not available, staff MUST use the NHS 111 service. NHS 111 is available 24 hours a day, 7 days a week.
- 7.66. If the situation is life - threatening, staff must call 999 immediately and ask for an ambulance. Alternatively, if it's assessed to be in the best interest of the child/young person - the DSL MUST take the Individual to the Accident and Emergency Unit at the nearest hospital, having first notified the Local Authority/Police, remembering that every reasonable effort should be made to inform the parents/carers as soon as possible.
- 7.67. If the suspected abuse is sexual, then the medical professional must determine if the medical examination should be delayed until the Local Authority and the Police can liaise with the hospital. There is a possibility that the needs of the young person are such that medical attention is the priority, in such case medical professional's judgment must be followed. There must at all times be an Appropriate adult (parent guardian or a social worker) with the individual whether from the Individual's care home/school/college, the Local Authority or the Police, if the parents/carers are not included. This section must be read in conjunction with our **0.29. Child Sexual Exploitation policy**.
- 7.68. Cambian will provide an advocate to each Individual where appropriate, if they are unable to speak for themselves without support or an Independent Mental Capacity Advocate (IMCA) if subject to MCA. Further information on MCA are available in our **0.13. Mental Capacity and Consent policy**.

Allegation of abuse by one or more Individuals on another Individual

- 7.69. All Individuals involved, whether perpetrator or victim, are treated as being 'at risk'. The procedures for dealing with such abuse will be followed, where there is 'reasonable cause to suspect that an Individual is suffering or likely to suffer significant harm'. DSL must refer Individual on individual abuse including child on child/young adult on young adult or between individuals of a different age or other to a Safeguarding Authority, local Authority and Regulator.

Allegation of abuse of an Individual who is not registered at our provision – staff involved

- 7.70. If we were given information that suggested that someone who does not reside at or attends our location has been abused by one of our members of staff, the DSL would immediately report this to the Local Authority and LADO. The Head of Service must be kept informed and HR Business Partner consulted. Should the staff member be involved we would then formally advise the member of staff of the allegation, making it clear that we would not play any part in the investigatory process. The employee would be advised of the possibility of facing suspension, re-assignment to other duties (to manage any perceived risks) etc., in exactly the same way as if the allegation had involved an Individual at our home/school/college. However, HR Business Partner must be consulted before any action is taken. If the allegation were subsequently proved to be unfounded, he or she would be given full support in resuming their career. Should we be asked by LADO/Safeguarding authority to be involved in any potential investigations or parts of it, a HR Business Partner will have to be consulted first. At this point, an

assessment will need to be made to identify what detail (if any) can be disclosed to a member of staff involved.

Allegation of abuse of an Individual who is not registered at our provision- third party involved

- 7.71. If we were given information that suggested that someone who does not reside at or attends our location has been abused by a third party (known or unknown to the provision), the DSL would immediately report this to the Local Authority and Police. The Head of Service must be kept informed. DSL will follow advice provided by the leading agency and report back to the Head of Service who will explore any associated risk/s in relation to the provision.

Allegations against staff

- 7.72. All allegations must be reported to the DSP Karen Ford (Education) or Nicola Brantley (Residential) or in their absence to a DSP Deputy – see your local Safeguarding poster. In addition, where appropriate - HR Business Partner must be consulted.
- 7.73. When an allegation is made against a member of staff, set procedures must be followed, see the flow chart in **Appendix 3. Child Protection and safeguarding procedure (Flow chart)**.
- 7.74. Staff MUST act on every allegation; all repeated allegations must be treated as new and carefully assessed and investigated. Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly and consistently and to be kept informed of its progress.
- 7.75. Staff should refer to the **25.08. Guidance for staff who have the allegation made against them** provided for what to do in the event an allegation is made against them.

Allegations against staff in Education

- 7.76. The staff in this section include teachers and TAs, supply teachers, other staff, volunteers and contractors. The allegations are split into two groups:
- Allegations that may meet the harm threshold (see **LADO referral criteria**) – **meeting the harm threshold** of this policy)
 - Allegation/concerns that do not meet the harms threshold – referred in the guidance and this policy as ‘low - level concerns’ - **Appendix 11. Low – level concerns (Education)**.
- 7.77. This is about managing cases of allegations that might indicate a person would pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity with children in a school or college.
- 7.78. The information above relate to members of staff, supply staff, volunteers and contractors who are currently working in any school or college regardless of whether the school or college is where the alleged abuse took place. It is advised that in Education allegations against people listed above should be referred to the Head/Principal who is often the DSL, however where the Head/Principal is not the DSL, allegations against staff including supply, volunteers and contractors must be referred to the Head/Principal who may liaise with the DSL. This is because the concern/allegation may align with other performance or personal related issues the Head/Principal might already be aware of, whereas the DSL may not be. The Principal/Head should ensure the DSL is briefed as appropriate and will then decide whom the case should be led by – the DSL or themselves. Allegations against a teacher who is no longer teaching should be referred to the police and HR Business Partner advised.
- 7.79. Where an adult makes an allegation to a school or college that they were abused as a child, the individual should be advised to report the allegation to the police. Non-recent allegations made by a child, should be reported to the LADO in line with the local authority’s procedures for dealing with non-recent allegations. The LADO will coordinate with children social care and the police. Abuse can be reported no matter how long ago it happened.
- 7.80. Where a teacher’s employer, including an agency, dismisses or ceases to use the services of a teacher because of serious misconduct, or might have dismissed them or ceased to use their services had they not left first, they must consider whether to refer the case to the Secretary of State (via the Teaching

Regulation Agency). Details about how to make a referral to the Teaching Regulation Agency can be found on GOV.UK.

- 7.81. Schools and colleges using Behaviour Watch/Databridge/Databridge must ensure that concerns/allegations related to staff ['staff' slip], are set up to be only visible to the selected group of people e.g. Head teacher/Principal or the DSL or both depending on the college's internal arrangement. The same approach must be applied to Real Time Notifications. As the college's arrangements around who will receive staff related concerns will vary between the colleges, it is up to schools to ensure their arrangements are considered when setting up the Concern/SG: Staff function.

Allegations against supply teachers and all workers supplied by agency

- 7.82. In some circumstances schools and colleges will have to consider an allegation against an individual not directly employed by them, where its disciplinary procedures do not fully apply because agencies will have their own policies and procedures; for example, supply teachers or contracted staff provided by an employment agency or business.
- 7.83. Whilst the Organisation's schools and colleges are not the employer of supply teachers, they should ensure allegations are dealt with properly. In no circumstances should a school or college decide to cease to use a supply teacher due to safeguarding concerns, without finding out the facts and liaising with the LADO to determine a suitable outcome. Schools and colleges must also consult HR Business Partner who may advise further. Governance boards and proprietors should discuss with the supply agency or agencies where the supply teacher is working across a number of schools or colleges, whether it is appropriate to suspend the supply teacher, or redeploy them to another part of the school or college, whilst they carry out their investigation.
- 7.84. Agencies should be fully involved and co-operate with any enquiries from the LADO, police and/or children's social care. The school or college will usually take the lead because agencies do not have direct access to children or other school or college staff, so they will not be able to collect the facts when an allegation is made, nor do they have all the relevant information required by the LADO as part of the referral process.
- 7.85. When using a supply agency, schools and colleges should inform the agency of its process for managing allegations but also take account of the agency's policies and investigatory process and their duty to refer to the DBS as personnel suppliers. This should include inviting the agency's human resource manager or equivalent to meetings and keeping them up to date with information about its policies. It is important we not blur the lines of employment, so in case there is any confusion, HR Business Partner should be consulted.

Allegations against the DSL (Principal or Registered Manager or DSL as a substantive role)

- 7.86. All allegations must be reported to:
- Education division: Regional Education Lead Naseem Akhtar unless within residential education Registered Manager is the DSL in which case the matter will be referred to the

Head/ Principal. For the DSL fulfilling the role as their substantive role, all allegations must be reported to the Principal/Head.

- Children’s residential care division: Regional Manager Vikki Keenan unless Regional Manager is the DSL in which case the matter will be referred to the Managing Director.
- 7.87. Depending on the division and who is the service DSL, people notified of allegation made (see above) will then refer the matter to Denbighshire Single Point of Access (SPOA) and notify their line manager:
- Education division: Regional Education Lead Naseem Akhtar or
 - Managing Director for Education Andrew Sutherland.
 - Children’s residential care division: Managing Director Graham Norris.
- 7.88. The person who referred the matter to Denbighshire Single Point of Access (SPOA) in line with agreed course of action will decide about who will lead the case including management investigation – should the allegation threshold be met. The appropriate HR Business Partner should be notified, so they can advise and where required - support the investigation.
- 7.89. In residential education associated with children’s homes/care homes the Responsible/Nominated Individual MUST also be notified.
- 7.90. Services using Behaviour Watch/Databridge/Databridge system – allegations made against the DSL or DSL Deputy who have full access to the system including Concern/Safeguarding function, should not be initially entered to the system, but recoded on the policy associated Concern form and Safeguarding Tracking Pack as they would have been prior to implementation of the Behaviour Watch/Databridge/Databridge. This is to ensure that no one, including those who are part of the service’s Safeguarding Team are able to see the details of their own case which could have a detrimental impact on the investigation itself and the outcome of it. However, once the case has been concluded, a decision should then be made about whether or not the detail related to the case should be retrospectively entered in to Behaviour Watch/Databridge/Databridge or kept in the original format. Such a decision should be made by the Case Manager, Managing Director and a member of HR Team. Should a decision be made to keep it in the original format, a Concern/SG slip in the Behaviour Watch/Databridge/Databridge must still be retrospectively opened and a note added to reflect that there was an allegation made against the DSL/DSL Deputy but without specifying any further detail about the character of the allegation. Instead, a reference number of the case and location of the pack related to the case is provided. This action will ensure that the case has been captured in the system, which will then allow the service to generate a log with accurate numbers of concerns and safeguarding cases for the service.

Allegations against the Regional Manager/other Regional staff

- 7.91. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the Head/Principal) who will make the initial referral to Denbighshire Single Point of Access (SPOA) Following this, the allegation should be passed to the identified senior person to follow through with Denbighshire Single Point of Access (SPOA) and subsequently act in line with agreed course of action. This means that the DSL will retain the responsibility to report the initial concern, but will have no further part in the process regarding gathering any information or, should it be required, in the actual investigation in relation to a senior member.
- 7.92. Allegations not linked to specific site must be reported to Managing Director who will refer the matter to Denbighshire Single Point of Access (SPOA) and act in line with agreed course of action.
- 7.93. The appropriate HR Business Partner should be notified, so they can advise and where required - support the investigation.

Allegations against the Managing Director

- 7.94. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the Head/Principal) who will make the initial referral to Denbighshire Single Point of Access (SPOA). Following this, the allegation should be passed to the identified senior person to follow through with Denbighshire

Single Point of Access (SPOA) and subsequently act in line with agreed course of action. This means that the DSL will retain the responsibility to report the initial concern, but will have no further part in the process regarding gathering any information or, should it be required, in the actual investigation in relation to a senior member.

- 7.95. Allegations not linked to specific site must be reported to Chief Operating Officer who will refer the matter to Denbighshire Single Point of Access (SPOA) and act in line with agreed course of action.
- 7.96. The Head of HR should be notified, so they can advise and where required - support the investigation.

Allegations against any other Senior Leader

- 7.97. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the Head/Principal) who will make the initial referral to Denbighshire Single Point of Access (SPOA) Following this, the allegation should be passed to the identified senior person to follow through with Denbighshire Single Point of Access (SPOA) and subsequently act in line with agreed course of action. This means that the DSL will retain the responsibility to report the initial concern, but will have no further part in the process regarding gathering any information or, should it be required, in the actual investigation in relation to a senior member.
- 7.98. Allegations not linked to specific site must be reported to the person's (whom allegation is made against) line manager who will refer the matter to Denbighshire Single Point of Access (SPOA) and act in line with agreed course of action.
- 7.99. The Head of HR should be notified, so they can advise and where required - support the investigation.

Allegations against the Executive Head of Children's Services

- 7.100. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the Head/Principal) who will make the initial referral to Denbighshire Single Point of Access (SPOA). Following this, the allegation should be passed to the identified senior person to follow through with Denbighshire Single Point of Access (SPOA) and subsequently act in line with agreed course of action. This means that the DSL will retain the responsibility to report the initial concern, but will have no further part in the process regarding gathering any information or, should it be required, in the actual investigation in relation to a senior member.
- 7.101. Allegations not linked to specific site must be reported to reported to Executive Director Compliance – Amanda Sherlock who will refer the matter to Denbighshire Single Point of Access (SPOA) and act in line with agreed course of action.
- 7.102. The Head of HR should be notified, so they can advise and where required - support the investigation.

Allegations against the Chief Executive Officer

- 7.103. Any allegations linked to the site, must be reported to the DSL of the site (In Education – the Head/Principal) who will make the initial referral to Denbighshire Single Point of Access (SPOA) Following this, the allegation should be passed to the identified senior person to follow through with Denbighshire Single Point of Access (SPOA) and subsequently act in line with agreed course of action. This means that the DSL will retain the responsibility to report the initial concern, but will have no further part in the process regarding gathering any information or, should it be required, in the actual investigation in relation to a senior member.
- 7.104. Allegations not linked to specific site must be reported to reported to Executive Director Compliance – Amanda Sherlock who will refer the matter to Denbighshire Single Point of Access (SPOA) and act in line with agreed course of action.
- 7.105. The Head of HR should be notified, so they can advise and where required - support the investigation.

Allegations - The initial response

- 7.106. Where the school or college identifies a child/young person has been harmed, that there may be an immediate risk of harm to a child/young person or if the situation is an emergency, they should contact

the Safeguarding Authority and as appropriate the police immediately as per the processes. There are two aspects to consider when an allegation is made:

- **Looking after the welfare of the child** - the DSL is responsible for ensuring that the child is not at risk and referring cases of suspected abuse to the local authority children's social care as described in Part one of this guidance.
- **Investigating and supporting the person subject to the allegation** - the case manager should discuss with the LADO, the nature, content and context of the allegation, and agree a course of action.

7.107. When dealing with allegations, schools and colleges should:

- apply common sense and judgement
- deal with allegations quickly, fairly and consistently; and
- provide effective protection for the child and support the person subject to the allegation.

7.108. Schools and colleges should ensure they understand the local authority arrangements for managing allegations, including the contact details and what information the LADO will require when an allegation is made. Before contacting the LADO, schools and colleges should conduct basic enquiries in line with local procedures to establish the facts to help them determine whether there is any foundation to the allegation, being careful not to jeopardise any future police investigation. For example:

- **was the individual in the school or college at the time of the allegations?**
- **did the individual, or could they have, come into contact with the child?**
- **are there any witnesses? and,**
- **was there any CCTV footage?**

7.109. These are just a sample of example questions. Services should be familiar with what initial information the LADO will require. This information can be found in local policy and procedural guidance provided by the LADO service. Any enquiries of this nature must be carefully recorded and dated so they can be shared with the HR department to support any investigation.

7.110. When to inform the individual of the allegation should be considered carefully on a case-by-case basis, with guidance as required from the LADO, and if appropriate Safeguarding Authority and the police.

7.111. If there is cause to suspect a child is suffering, or is likely to suffer significant harm, a strategy discussion involving the police and/or children's social care will be convened in accordance with the statutory guidance Keeping Learners Safe.

7.112. Where it is clear that an investigation by the police or Safeguarding Authority is unnecessary, or the strategy discussion or initial assessment decides that is the case, the LADO should discuss the next steps with the case manager (A 'case manager' will be the person leading any investigation. This will be either the DSL/DSL Deputy which is often the Principal/Head/Registered Manager or, where the case manager is the subject of an allegation, it will be the Proprietor or a Director nominated by them). A LADO should be

informed who will lead investigation to ensure there is no conflict of interest or any other concerns related to the choice of the case manager.

No Further Action

7.113. Where the initial discussion leads to no further action, the case manager and the Designated Officer should:

- record the decision and justification for it; and,
- agree on what information should be put in writing to the individual concerned and by whom.

Further enquiries

7.114. Where further enquiries are required to enable a decision about how to proceed, the LADO and case manager should discuss how and by whom the investigation will be undertaken. In straightforward cases, the investigation should normally be undertaken by a senior member of the school's or college's staff.

7.115. Where there is a lack of appropriate resource within the school or college, or the nature or complexity of the allegation requires it, the allegation will require a senior member of the off-site team: Regional Manager (Education or Care), a Director, HR Business Partner or an independent investigator if appropriate.

7.116. The case manager should monitor the progress of cases to ensure that they are dealt with as quickly as possible in a thorough and fair process. Reviews should be conducted at fortnightly or monthly intervals, depending on the complexity of the case.

7.117. Wherever possible, the first review should take place no later than four weeks after the initial assessment. Dates for subsequent reviews, ideally at fortnightly intervals, should be set at the review meeting if the investigation continues. The LADO will provide advice and guidance to schools and colleges when considering allegations against adults working with children. The LADO's role is not to investigate the allegation, but to ensure that an appropriate investigation is carried out, whether that is by the police, children's social care, the school or college, or a combination of these.

Suspension

7.118. Suspension should not be an automatic response when an allegation is reported. All options to avoid suspension should be considered prior to taking that step. The case manager must consider carefully whether the circumstances warrant suspension from contact with children at the school or college, or until the allegation is resolved. It should be considered only in cases where there is cause to suspect a child or other children at the school or college is/are at risk of harm, or the allegation could be considered

as gross or serious misconduct. Prior to any suspension, the case manager must consult with their HR Business Partner.

7.119. .

7.120. Staff whom allegation/s have been made against must always be supported and if suspended they will receive a support person (nominated contact), any suspension is not an indication of guilt.

Allegation outcomes

7.121. The definitions that should be used when schools and colleges determine the outcome of an allegation are set out below:

- Substantiated: there is sufficient evidence to prove the allegation;
- Malicious: there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive or cause harm to the person subject of the allegation;
- False: there is sufficient evidence to disprove the allegation;
- Unsubstantiated: there is insufficient evidence to either prove or disprove the allegation. The term, therefore, does not imply guilt or innocence; or
- Unfounded: to reflect cases where there is no evidence or proper basis which supports the allegation being made.

7.122. It should be noted that these definitions are available to support the decision-making process. However, in certain cases, in the absence of any substantiating evidence, the Company may still progress through the formal disciplinary procedure if there are reasonable grounds to do so, or there is a reasonable belief that an employee has committed an act of misconduct.

7.123. Ultimately, the options open to the school or college depend on the nature and circumstances of the allegations and the evidence and information

available. This will range from taking no further action, to dismissal or a decision not to use the person's services in future.

Serious incident reporting

- 7.124. In addition to all regulatory reporting requirements, all serious incidents will be escalated and reported as outlined in **035. SUI Part 1 – Risk Categories - Reference form and SUI Part 2 –Briefing form.**

Death of someone in our care including rapid response to unexpected death

- 7.125. In case of **unexpected death** of a child/young person/adult in Cambian services all staff to follow the rapid response, process described below:

- Call the Ambulance and Police
- Unless the 999 operator tells you to, do not touch the person; do not move anything around them, which may form part of forensic evidence. Police will decide about the forensic examinations and appropriate security of the scene.
- DSL will contact Safeguarding Authority and follow the Serious Untoward Incidents (SUI) reporting procedure. The DSL will contact the Managing Director of the division they work in and verbally inform them of what happened before completing SUI Part 2.
- DSL will contact Children's/Adults Social Care Team
- Where there is a suicide/suspected suicide then Child & Adolescent Mental Health Services (CAMHS) should also be notified by the Safeguarding Authority.

- 7.126. Once the above rapid steps have been taken, further steps described below must be followed.

- 7.127. In the event of the death of an Individual in one of our homes/schools/colleges we must notify the following within 24 hours:

- Chief Operating Officer, Managing Director, Responsible/Nominated Individual, Regional Manager following the **35.01. Caretech Children's services SUI process.**
- Next of kin/parents/carer of the deceased.
- Where the death of an individual occurs in an education location the assistance of the local police and social services department should be sought in informing the parents/guardians.
- The appropriate regulatory body: e.g. CIW, Estyn
- Ministry of justice if applicable.
- The placing authority/authorities.
- The local authority responsible for Social Services and Education (where the death takes place in a registered school) within whose area the education location is situated.
- The District Health Authority within whose area the education location is situated.
- The Department for Education, (where the death takes place in a registered school).
- The Health and Safety Executive.

Abuse of position of trust

- 7.128. All staff are aware that inappropriate behaviour towards those in our care is unacceptable. In addition, staff should understand that, under the Sexual Offences Act 2003, it is an offence for a person over the age of 18 to have a sexual relationship with a person under the age of 18, where that person is in a position of trust, even if the relationship is consensual. This means that any sexual activity between a member of the staff and a young person under

18 may be a criminal offence, even if that young person is over the age of consent.

Visitors

- 7.129. All authorised visitors will be required to sign in and out, and wear a visitor or identity badge at all times. All unauthorised visitors will be challenged by staff and reported to the home manager/head/principal before entry is authorised.

Volunteers

- 7.130. Volunteers undergo checks commensurate with their work in the home/school/college and contact with children, young people and adults i.e. if they are in regulated activity or not.

Contractors

- 7.131. We will check the identity of all contractors working on site and requests the full range of DBS and other required checks where they work in regulated activity or unsupervised in accordance with the latest government guidance.

Use of school or college premises for non-school/college activities

- 7.132. Where governance boards or proprietor hire or rent out school or college facilities/premises to organisations or individuals (for example to community groups, sports associations, and service providers to run community or extra-curricular activities) they should ensure that appropriate arrangements are in place to keep children safe.

Extended school and off-site arrangements

- 7.133. Where extended off-site activities are provided by and managed by us, our safeguarding policy and procedures apply. If other organisations provide services or activities on our site we will check that they have appropriate policies and procedures in place, including safer recruitment procedures and clarify whose procedure is to be followed if there are concerns. There will be clear communication channels to ensure the DSL is kept appropriately informed.
- 7.134. When our Individuals are doing off-site activities, including day and residential visits and work related activities, we will risk assess and check that effective safeguarding arrangements are in place. The DSL will be kept appropriately informed.

Use of mobile phones

- 7.135. Staff must behave in accordance with the **GHR 11. Staff Code of Conduct** and Internet and social media access including **Pro 01. Mobile Telephony Policy** at all times.
- 7.136. All computer equipment and internet access within the home/school/college is subject to 'parental controls' and internet safety rules in line with our **0. 27. E-safety policy** including internet and social media access and **0.21. Anti-bullying policy**. Staff should not use any computer for personal reasons during working hours. Staff need to help our Individuals to prepare for the hazards whilst promoting the many learning and social opportunities available through the internet and social media.
- 7.137. If staff contribute to internet blogs or access social media networking sites e.g. Facebook, they MUST neither mention Pengwern College or refer to

their employment at the college. Staff are advised not to communicate with parents, guardians, carers or Individuals via social networking sites

Photography and images

7.138. This section should be read in conjunction to our **GIG 02. Data Protection policy**.

7.139. The vast majority of people who take or view photographs or videos of Individuals do so for entirely innocent and acceptable reasons. Sadly, some people abuse children or vulnerable young people through taking or using images, so we have some safeguards in place.

7.140. To protect our children, young people or young adults we will:

- seek their consent for photographs to be taken or published (for example, on our website or in newspapers or publications)
- seek parental consent of consent from the Individual
- not use their full name with an image, only their initials
- ensure that personal data is not shared
- store images appropriately, securely and for no longer than necessary
- only use school equipment, i.e. not personal devices
- encourage our children, young people and adults to tell us if they are worried about any photographs that are taken of them

Physical intervention and use of reasonable force

7.141. All staff are encouraged to use de-escalation techniques and creative alternative strategies that are specific to each Individual and in line with **0.45 Behaviour support policy** and **0.46 Physical Intervention policy** and training. Restraint will only be used as a last resort and all incidents of this are reviewed, recorded and monitored.

Staff Taking Medication or other substances

7.142. Staff members must not be under the influence of alcohol or any other substance, which may affect their ability to care for the Individuals. If they are taking medication, they should seek medical advice and inform the Home Manager/Head/Principal who will review the medical advice and take a decision as to whether they are fit for work.

7.143. We only allow staff to work if medical advice confirms that their ability to look after Individuals is unlikely to be impaired. Should a member of staff need to bring their medication to the home/school/college, it must be securely stored and out of reach of all children, young people and young adults. This section should be read in conjunction with our **GHR 12 Drug and Alcohol Policy**.

Information for individuals and relatives/carers

7.144. Individuals and carers will be informed that their concerns or complaints will be taken seriously, be dealt with independently and that they will be kept involved in the process to the degree that they wish to be. They will be reassured that they will receive help and support in taking action.

7.145. They will also be advised that they can nominate an advocate or representative to speak and act on their behalf if they wish. For individuals assessed as lacking capacity to make decisions about how they could be protected, an Independent Mental Capacity Advocate (IMCA) must be considered and may be appointed. They will be advised of rights to legal aid in where appropriate to victim support and compensation.

Recruitment and vetting

7.146. Each Education location maintains a Single Central Record (SCR). This covers all staff including supply teaching and teacher trainees, agency care staff as well as multisite managers and members of the proprietor body. This is regularly audited by the school/college SLT and available for inspection.

7.147. For agency workers we obtain written confirmation that all checks have been completed, in line with safer recruitment from the employment business that is supplying the member of agency staff. All

Locations must ensure that an agreement exists between the Location and the agency to confirm that, in the event of there being a disclosure on a DBS certificate, the Location will have sight of the certificate before that person can begin work at the home/school/college.

- 7.148. All Locations must check the identity of any person deemed 'supply' or 'agency' staff separately to the agency.
- 7.149. Where other Cambian staff (e.g. care staff) work on the same site as a school they must be subject to the same recruitment regulations and procedures as the education staff.

Requirements to inform Disclosure and Barring Services (DBS)

- 7.150. The employer has a legal duty to make a referral to the DBS for consideration of whether inclusion on the barred lists is required.
- 7.151. Services will promptly make a referral to the Disclosure and Barring Service (but no longer than one month after leaving the Location) if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have been had they not resigned.
- 7.152. In the case of a member of teaching staff at a school or sixth form college, the case manager must consider whether to refer the matter to the TRA to consider prohibiting the individual from teaching.
- 7.153. Referrals to the Disclosure and Barring Service will be made for any person (whether employed, contracted (e.g. supply), a volunteer or student) whose services are no longer required because he/she is considered unsuitable to work with children and young people.
- 7.154. This is a legal duty and failure to refer when the criteria are met is a criminal offence. More detail is provided at paragraph 179.
- 7.155. All Managers must read the Group leavers policy – all referrals must be recorded with HR so they can ensure any future references are correct. The references team log referrals so this can be completed. This will apply to both: DBS and TRA.

Record keeping

- 7.156. Record keeping is an important element of safeguarding. Whenever a complaint or allegation of abuse is made, staff must keep clear and accurate records using a Concern Form.
- 7.157. All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded in writing. Information should be kept confidential and stored securely. It is good practice to keep concerns and referrals in a separate child protection file for each child. Schools/colleges using Behaviour Watch/Databridge/Databridge have Concern/Safeguarding function to record any concerns being raised. A report per child/young person can also be generated.
- 7.158. Records should be factual, accurate, concise, ethical and relevant.
- 7.159. All recording of written information should be legible and discussions with other professionals and agencies should be recorded chronologically.
- 7.160. There will be a safeguarding section/folder for each Individual, which will hold any concerns/safeguarding documentation for that individual. At the front of each folder, there is an Index for Individual's Concerns. This is to enable the location to keep accurate records of any concerns raised regarding the individual and aid the monitoring/ reviewing of safeguarding incidents. The folders should be kept in a secure location.
- 7.161. Each location apart from those using Behaviour Watch/Databridge/Databridge system will also maintain **25.07. Central Log of Concerns and Safeguarding** of all concerns raised at the location including the safeguarding information where the concern has escalated. Where this is held as a paper version this is

to be made into a bound booklet and completed by the DSL. If kept electronically, access is to be restricted to the DSL and deputies only. In either case, this should be kept in a secure location.

Monitoring

- 7.162. A quality assurance cycle operates to ensure that safeguarding incidents and notifications are recorded, managed and responded to at the Location, at a regional level and at a whole divisional level, see **section 9. Accountability**. The cycle is informed by a weekly (Monday) submission of Key Performance Indicators (KPIs) using CambianKPI and the identification and management of safeguarding risks. A report on the position of every site in relation to their KPIs is produced every Wednesday.

Training

- 7.163. All staff will receive information regarding Child Protection and Safeguarding on induction. The induction introduces the new staff member to the policy, procedure and practice at the location. They will also be orientated as to where to find information regarding safeguarding including relevant posters around the location. As part of their induction all staff are required to read this policy and confirm that, they understand their role in safeguarding and protecting young people within the service they are going to work.
- 7.164. All staff MUST complete mandatory safeguarding face to face or online training via MYRUS which must be completed as part of staff member induction and annually thereafter. This should include online safety. This is to maintain staff awareness of their responsibilities in relation to children /young people/young adult's safeguarding.
- 7.165. Staff will not be allowed to work with Individuals unless they have completed the above training. The school/college/home must check that supply/agency staff have completed basic awareness training before being allowed into contact with Individuals.
- 7.166. Contractors and others on site who might have unsupervised access to Individuals must also complete basic awareness training before being allowed to start work.
- 7.167. The DSL will ensure that all staff receive regular updates regarding safeguarding policy, procedure and practice throughout the year. This can be undertaken in various forums: as a face-to-face or online session, staff meetings or workshops. In addition to this, safeguarding updates including various resources are provided to schools and colleges by the external Safeguarding Network.
- 7.168. The DSL and DSL Deputies should undergo the same level of training providing them with the knowledge and skills required to carry out the role. The DSL's/DSL Deputies' training should be provided by the LA within the boundaries they operate and be refreshed at least every two years. Both should also undertake Prevent awareness training.

Confidentiality and information sharing

- 7.169. Information sharing is vital in identifying and tackling all forms of abuse and neglect, and in promoting child's/young person's welfare, including their educational outcomes. Schools and colleges have clear powers to share, hold and use information for these purposes. Staff should be proactive in sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of children/ young people whether this is when problems are first emerging, or where a child is already known to local authority children's social care.
- 7.170. Where the police are involved, wherever possible the school or college should ask the police to obtain consent from the individuals involved to share their statements and evidence for use in the employer's disciplinary process. This should be done as their investigation proceeds and will enable the police to share relevant information without delaying the conclusion of their investigation or any court case.
- 7.171. The Safeguarding authority should adopt a similar procedure when making enquiries to determine whether the child or children named in the allegation need protection or services, so that any information

obtained in the course of those enquiries which is relevant to a disciplinary case can be passed to the employer without delay.

- 7.172. The case manager should take advice from the LADO, police and Safeguarding Authority to agree the following:
- 7.173. who needs to know and exactly what information can be shared;
- 7.174. how to manage speculation, leaks and gossip
- 7.175. what, if any, information can be reasonably given to the wider community to reduce speculation; and
- 7.176. how to manage press interest if, and when, it should arise.
- 7.177. Exchange or disclose of personal information with other agencies will be completed in accordance with **GIG 02. Data Protection and GIG 09. Confidentiality Code of Practice** and all relevant legislation including the Data Protection Act 2018 and GDPR which places duty on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure.
- 7.178. Information relating to individual Safeguarding cases is confidential, although some information can be shared with relevant staff. This should be done only on a 'need to know' basis.
- 7.179. Governance Boards and proprietor should ensure relevant staff have due regard to the relevant data protection principles, which allow them to share (and withhold) personal information, as provided for in the Data Protection Act 2018 and the GDPR. This includes:
- 7.180. being confident of the processing conditions which allow them to store and share information for safeguarding purposes, including information which is sensitive and personal, and should be treated as 'special category personal data'.
- 7.181. understanding that 'safeguarding of children and individuals at risk' is a processing condition that allows practitioners to share special category personal data. This includes allowing practitioners to share information without consent where there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner but it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.
- 7.182. for schools, not providing pupils' personal data where the serious harm test under the legislation is met. For example, in a situation where a child is in a refuge or another form of emergency accommodation, and the serious harms test is met, they must withhold providing the data in compliance with schools'

obligations under the Data Protection Act 2018 and the GDPR. Where in doubt schools should seek independent legal advice.

- 7.183. When sharing safeguarding information regarding an individual, staff will need to consider the following:
- 7.184. Information should only be shared on a 'need to know' basis when it is in the best interests of the individual
- 7.185. Informed consent should be obtained but, if this is not possible and other adults are at risk of abuse or neglect, it may be necessary to override the requirement
- 7.186. Distinguish fact from opinion
- 7.187. Ensure you are giving the right information about the right person
- 7.188. Ensure you are sharing information securely
- 7.189. Inform the person that the information has been shared if they were not already aware of this and if it would not create or increase risk of harm to them/others.
- 7.190. The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping learners safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children.
- 7.191. Further details on information sharing can be found in:
- 7.192. Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers . The seven golden rules for sharing information will be especially useful
- 7.193. The Information Commissioner's Office (ICO) , which includes ICO GDPR FAQs and guidance from the department
- 7.194. Data protection: toolkit for schools - Guidance to support schools with data protection activity, including compliance with the GDPR.
- 7.195. The following wording is to be added to any covering letter where we are sharing documentation:
- 7.196. "The material contained in this letter and its enclosures are confidential to Cambian Group and the persons named within the documentation. The documentation is delivered only in accordance with a perceived legal obligation to make the documentation available and upon the strict understanding that the recipient and all members of the recipient's staff will undertake to preserve confidentiality and not in any way share the documentation or any details of the information therein contained with any other party. Any person receiving this information who breaches these obligations of confidentiality will be held strictly responsible and will be expected to indemnify Cambian Group and any persons named within the documentation against any losses that may arise as a result of misuse of this material".
- 7.197. If in doubt, the DSL or deputies must liaise with the company Caldicott Guardian. The contact details for the Caldicott Guardian at our location is [Sarah Longley-Cook, Interim Clinical Director].
- 7.198. Failure to follow this policy and local procedure may result in disciplinary action.

Complaints and Monitoring

- 7.199. All complaints arising from the operation of this policy will be considered under the **0.22 complaints procedure**, with reference to the our Designated Safeguarding Officers who are Karen Ford (Education) and Nicola Brantley

(Residential) (DSL) and Denbighshire Single Point of Access (SPOA)
Safeguarding Children's Board

8. Accountability

- 8.1. Karen Ford and Nicola Brantley are the DSLs at Cambian Pengwern College and have lead responsibility for protecting and safeguarding children, young people and young adults and liaising with the local authority and other local agencies as appropriate. This includes young person protections, referrals, raising awareness, training, allocating resources and supporting/directing staff within the Location. In all matters, relating to young person protection and safeguarding Pengwern College will follow the procedures outlined in this policy.
- 8.2. The content and effective implementation of policy and procedures are subject to routine monitoring by the Head of Service. Our Managing Director, Chris Strong will undertake a full annual review of the content and effective application of this policy and associated procedures. The date for the next scheduled review is set out on page 2. The policy will be reviewed earlier in accordance with changes in legislation, regulatory requirements or as a result of best practice guidance.
- 8.3. Safeguarding at a strategic level is overseen by Amanda Sherlock - the Group Executive Director Compliance, who will support and promote the development of initiatives to improve the prevention, identification and response to abuse and neglect. As the Director accountable for safeguarding, she is also responsible for reporting on safeguarding and providing executive leadership.
- 8.4. Managers - are responsible for ensuring that staff are aware of this policy and offer support to those reporting abuse. It is important to recognise that dealing with situations involving abuse and neglect can be stressful and distressing for staff.
- 8.5. Regulated professionals - Staff governed by professional regulation (for example, social workers, doctors, allied health professionals and nurses) should understand how their professional standards and requirements underpin their organisational roles to prevent, recognise and respond to abuse and neglect.
- 8.6. All staff are responsible for identifying and responding to allegations of abuse. Staff at operational level need to share a common view of what types of behaviour may be abuse or neglect and what should be an initial response to suspicion or allegation of abuse or neglect.
- 8.7. All staff MUST make sure that they have familiarised themselves with their local multi-agency safeguarding policy as this policy is designed to complement rather than replace the multi-agency policies which define the local practice that must be followed.
- 8.8. In the event that the DSL or DSL Deputy are on leave or away from the Location and not contactable alternative arrangements must be put in place, cascaded to staff and displayed so staff can access contact names and details if required.

9. Further Safeguarding information – what everyone needs to know (Appendix 12)

- 9.1. All staff should have an awareness of safeguarding issues that can put children at risk of harm. Behaviours linked to issues such as drug taking and or alcohol misuse, deliberately missing education and consensual and non-consensual sharing of nudes and semi-nudes images and/or videos can be signs that children are at risk. Other safeguarding issues such as child on child/young adult on young adult abuse staff should

be aware of are explored in the **Appendix 12. Further Safeguarding information – what everyone needs to know.**

10. Appendices

Appendix 1: Relevant policies and documents

1. Child Protection and Safeguarding
 - a) 25.01 - Index Form for Individuals Concern File
 - b) 25.02 - Abuse Poster Individual
 - c) 25.03 - Individual Safeguarding booklet – Easy Read
 - d) 25.04 - Concern Form
 - e) 25.05 - Safeguarding Tracking Pack
 - f) 25.06 – Visitor Information Leaflet template
 - g) 25.07 – Central Log of Concerns and Safeguarding – excel version
 - h) 25.08 – Guidance to staff who had an allegation made against them
 - i) 25.09 – Local Safeguarding procedure
 - j) 25.10 – Staff Safeguarding Information poster
 - k) 25.11 – Guidance notes for Designated or On call person
 - l) 25.12 – Static body chart
 - m) 25.13 – Weekly body chart
 - n) 25.14 – Guidance for Investigating Unexplained Body Marks
 - o) 25.15 – Guidance to Child Protection and Safeguarding at Cambian
2. Whistleblowing
3. Anti-bullying
4. Child Sexual Exploitation
5. Intimate and Invasive Care
6. Self-harm and suicide
7. Behaviour Support
8. Physical Intervention
9. Complaints Policy
10. Health
11. E –safety
12. Capacity to consent
13. Prevent
14. Recruitment

15. Code of Conduct
16. Data Protection
17. Confidentiality
18. E- safety
19. Disciplinary
20. Complaints
21. Code of Practice
22. Mobile telephony
23. SUI Caretech children's services process
24. Caretech - Group Leaving Policy
25. GHR 02 – Harassment and Bullying
26. GHR 41 – Reference Requests
27. GHR 41.1 DBS referral log

Appendix 2: Legislation and guidance

Version: 13
Next Review Date: January 2024
Print Date: 28-Feb-24

Policy Name: Child Protection & Safeguarding
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Approved by: QI
Date: September 2021

- All Wales safeguarding procedures 2019
- Anti-racist Wales action plan 2023
- Education workforce council main functions regulations 2015
- Independent inquiry into child sexual abuse
- Independent special post-16 institutions guidance
- Keeping learners safe 2022
- Managing risk of radicalisation in your education setting 2023
- Peer-on-peer sexual harassment among 16 to 18-year-old learners in further education
- Prevent duty guidance: for further education institution in England and Wales (2023)
- Procedures for reporting misconduct and incompetence in the education workforce in Wales (gov.wales) (2015)
- Protection of freedoms act 2012
- Reducing restrictive practices 2022
- Safe and effective intervention- use of reasonable force and searching for weapons
- Safeguarding children in education: handling allegations of abuse against teachers and other staff
- Safe learning communities 2019 (Work-based learning only) • Social services and well-being (Wales) act 2014
- Statutory guidance issued under section 29 of the Counter-Terrorism and Security Act 2015 • Supporting learners with healthcare needs • Welsh Government Health and Safety Code of Practice for Contracted Provision

Appendix 3: Child Protection and safeguarding procedure (Flow chart)

DSL – DSL

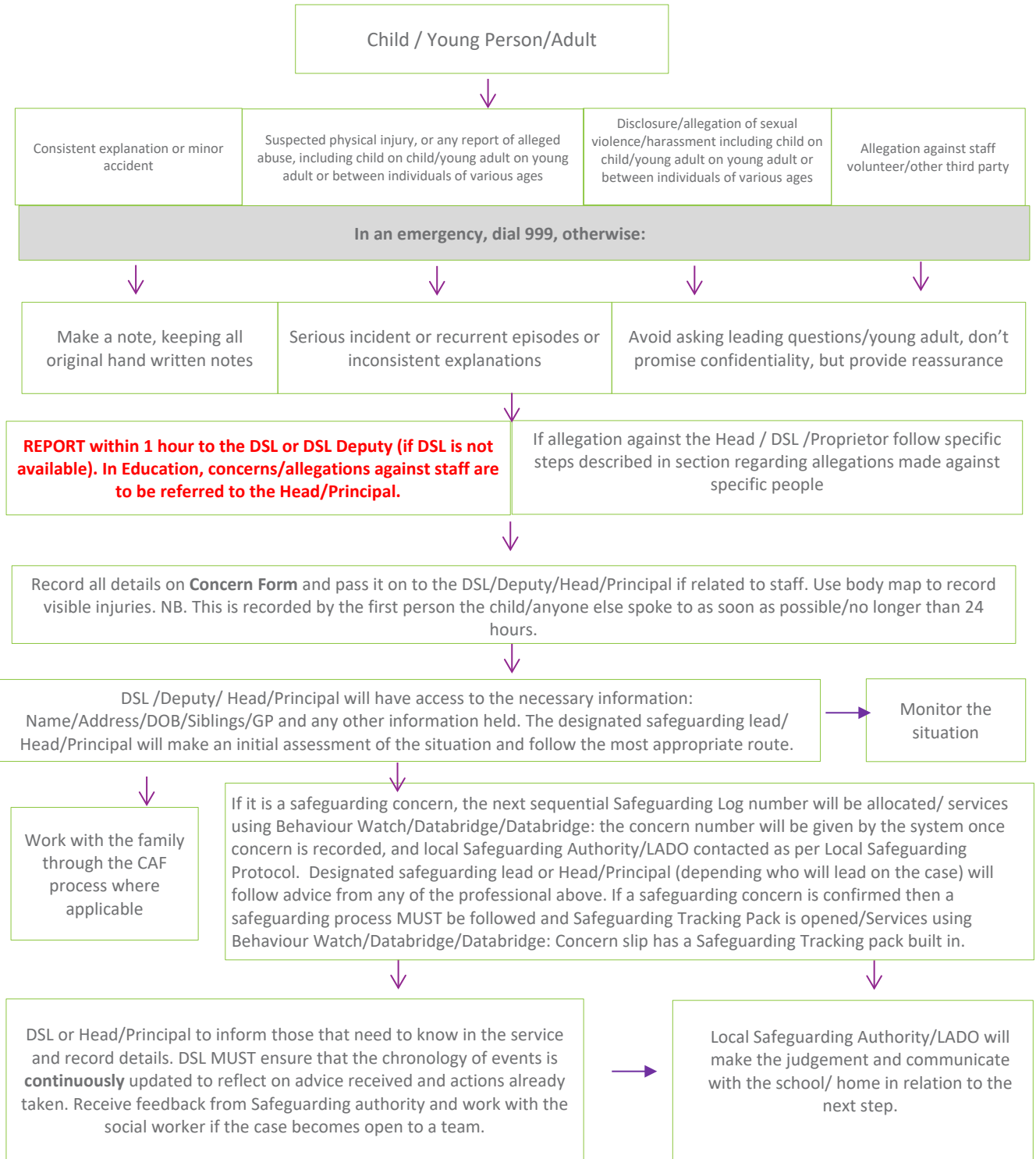
CSC – Children’s Social Care

CAF – Common Assessment framework

LADO – Local Authority Designated Officer

STAFF

DSL



Appendix 4: Types of abuse – children

- **Abuse:** a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children
- **Physical abuse:** a form of abuse, which may involve hitting, slapping, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- **Emotional abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.
- **Sexual abuse:** Sexual abuse may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children or young adults by other young adults or between individuals of different age is a specific safeguarding issue in education and all staff should be aware of it and of their school or colleges policy and procedures for dealing with it.
- **Child Sexual Exploitation and Child Criminal Exploitation** are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation Child Sexual Exploitation does not always involve physical contact; it can also occur through the use of technology.
- **Neglect:** the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.
- **Online abuse** - abuse that is facilitated using internet-connected technology. It may take place through social media, online games or other channels of digital communication. Children can also be re-victimised if evidence of their abuse is recorded or uploaded online. Technology can facilitate a number of illegal abusive behaviours including, but not limited to: harassment; stalking; threatening behaviour; child sexual abuse material; inciting a child to sexual activity; sexual exploitation; grooming; sexual communication with a child; and, causing a child to view images or watch videos of a sexual act. Using

technology to facilitate any of the above activities is online abuse. Alongside those illegal activities that are perpetrated online and constitute abuse, children may also be exposed to online harms, such as inappropriate behaviours or content online. For instance, children may be bullied online by other children/young people/young adults they know/others who they don't know or they might, either accidentally or intentionally, view content, which is intended for adults. Both online abuse and exposure to unsuitable content or behaviour can have a long-lasting impact on the wellbeing of children and young people.

Appendix 5: Types of abuse - adults

- **Physical abuse** - assault, hitting, slapping, punching, kicking, hair-pulling, biting, pushing, rough handling, scalding and burning, physical punishments, inappropriate or unlawful use of restraint, making someone purposefully uncomfortable, involuntary isolation or confinement, misuse of medication, forcible feeding or withholding food, unauthorized restraint, restricting movement.
- **Honour based abuse** - encompasses Incidents/crimes which have been committed to protect/defend the honour of the family and/or the community including female genital mutilation (FGM), forced marriage and practices such as breast ironing. Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBA are abuse (regardless if the motivation) and should be handled and escalated as such. Professionals in all agencies, individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBA, or already having suffered HBA.
- **Domestic violence or abuse** – this type of abuse can be characterised by any of the indicators of abuse outlined in this briefing relating to: psychological, physical, sexual financial, emotional. Domestic violence and abuse include any incident or pattern of incidents of controlling, coercive or 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.
- **Sexual abuse** - Rape, attempted rape or sexual assault, inappropriate touch anywhere, non- consensual masturbation of either or both persons, non- consensual sexual penetration or attempted penetration of the vagina, anus or mouth, any sexual activity that the person lacks the capacity to consent to, inappropriate looking, sexual teasing or innuendo or sexual harassment, sexual photography or forced use of pornography or witnessing of sexual acts, Indecent exposure.
- **Psychological or emotional abuse** - Enforced social isolation and/or preventing someone accessing services, educational and social opportunities and seeing friends, removing mobility or communication aids or intentionally leaving someone unattended when they need assistance, preventing someone from meeting their religious and cultural needs, preventing the expression of choice and opinion, failure to respect privacy, preventing stimulation, meaningful occupation or activities, intimidation, coercion, harassment, use of threats, humiliation, bullying, swearing or verbal abuse, addressing a person in a patronising or infantilising way, threats of harm or abandonment, cyber bullying.
- **Financial or material abuse** - Theft of money or possessions, scamming, preventing a person from accessing their own money, benefits or assets, employees taking a loan from a person using the service, undue pressure, duress, threat or undue influence put on the person in connection with loans, wills, property, inheritance or financial transactions, arranging less care than is needed to save money to maximise inheritance, denying assistance to manage/monitor financial affairs, denying assistance to access benefits, misuse of personal allowance in a care home, misuse of benefits or direct payments in a family home, someone moving into a person's home and living rent free without agreement or under duress, false representation, using another person's bank account, cards or documents, exploitation of a person's money or assets, e.g. unauthorised use of a car, misuse of a power of attorney, deputy, appointee ship or other legal authority.
- **Modern slavery** – Human trafficking, forced labour, domestic servitude, sexual exploitation, such as escort work, prostitution and pornography, debt bondage – being forced to work to pay off debts that realistically they never will be able to.
- **Discriminatory abuse** - Unequal treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation (known as 'protected characteristics' under the Equality Act 2010). Verbal abuse, derogatory remarks or inappropriate use of language related to a protected characteristic, denying access to communication aids, not allowing access to an interpreter, signer or lip-reader, harassment or deliberate exclusion on

the grounds of a protected characteristic, denying basic rights to healthcare, education, employment and criminal justice relating to a protected characteristic, substandard service provision relating to a protected characteristic.

- **Organisational or institutional abuse** - Discouraging visits or the involvement of relatives or friends, run-down or overcrowded establishment, authoritarian management or rigid regime, lack of leadership and supervision, insufficient staff or high turnover resulting in poor quality care, abusive and disrespectful attitudes towards people using the service, inappropriate use of restraints, lack of respect for dignity and privacy, failure to manage residents with abusive behaviour, not providing adequate food and drink, or assistance with eating, not offering choice or promoting independence, misuse of medication, failure to provide care with dentures, spectacles or hearing aids, not taking account of individuals' cultural, religious or ethnic needs, failure to respond to abuse appropriately, interference with personal correspondence or communication, failure to respond to complaints.
- **Neglect or acts of omission** - Failure to provide or allow access to food, shelter, clothing, heating, stimulation and activity, personal or medical care, providing care in a way that the person dislikes, failure to administer medication as prescribed, refusal of access to visitors, not taking account of individuals' cultural, religious or ethnic needs, not taking account of educational, social and recreational needs, ignoring or isolating the person, preventing the person from making their own decisions, preventing access to glasses, hearing aids, dentures, etc., failure to ensure privacy and dignity.
- **Self-neglect** -The Care Act 2014 statutory guidance for adults includes self-neglect in the categories of abuse or neglect relevant to safeguarding adults with care and support needs. In some circumstances, where there is a serious risk to the health and wellbeing of an individual, it may be appropriate to raise self-neglect as a safeguarding concern. However, interventions for self-neglect are usually more appropriate under the parts of the Care Act dealing with assessment, planning, information and advice, and prevention.

Appendix 6: Signs that someone could be a victim

Physical abuse

- No explanation for injuries or an inconsistent account of what happened
- Injuries that don't seem likely, given the person's lifestyle
- Bruising, cuts, welts, burns, marks on the body or loss of hair in clumps
- Frequent injuries
- Unexplained falls
- Subdued or changed behaviour in the presence of a particular person
- Signs of malnutrition (not having enough to eat)
- Failure to seek medical treatment or frequent changes of GP

Sexual abuse

- Bruising, particularly to the thighs, buttocks and upper arms and marks on the neck
- Torn, stained or bloody underclothing
- Bleeding, pain or itching in the genital area
- Unusual difficulty in walking or sitting
- Foreign bodies in genital or rectal openings
- Infections, unexplained genital discharge, or sexually transmitted diseases
- Pregnancy in a child or young person who cannot consent to sexual intercourse
- Using unexpectedly explicit sexual language
- Major changes in sexual behaviour or attitude
- Incontinence not to do with a medical condition
- Self-harming
- Poor concentration, withdrawal, sleep disturbance
- Excessive fear of or withdrawal from relationships
- Fear of receiving help with personal care
- Not wanting to be alone with a particular person

Psychological or emotional abuse

- An air of silence when a particular person is present
- Withdrawal or change in the psychological state of the person
- Insomnia (not sleeping)
- Low self-esteem
- Uncooperative and aggressive behaviour
- A change of appetite, weight loss or gain
- Signs of distress: tearfulness, anger
- Apparent false claims by someone involved with the person, to attract unnecessary treatment

Neglect and acts of omission

- Poor environment – dirty or unhygienic
- Poor physical condition and/or personal hygiene
- Pressure sores or ulcers
- Malnutrition or unexplained weight loss
- Untreated injuries and medical problems
- Inconsistent or reluctant contact with medical and social care organizations
- A build-up of medication that hasn't been taken
- Uncharacteristic failure to engage in social interaction

Unsuitable clothing or not enough clothes

Domestic abuse

- becoming anxious or depressed
- having difficulty sleeping
- complaining of physical symptoms such as tummy aches
- starting to wet their bed
- behaving as though they are much younger than they are
- having problems with school
- becoming aggressive or they may internalise their distress and withdraw from other people
- having a lowered sense of self-worth
- older children may begin to play truant or start to use alcohol or drugs
- they beginning to self-harm by taking overdoses or cutting themselves

Child on Child/Young adult on young adult abuse/between individuals of different age

- absence from school or disengagement from school activities
- physical injuries
- mental or emotional health issues
- becoming withdrawn – lack of self esteem
- lack of sleep
- alcohol or substance misuse
- changes in behavior
- inappropriate behavior doe age
- abusive towards others

Appendix 7: Signs that someone could be an abuser

- Using restraint when it's not needed
- Having favourites
- Giving treats, presents or money to certain people without permission from a manager
- Finding ways to spend time with a particular child, young person or young adult, perhaps by working longer hours or giving up free time
- Finding ways to spend time alone with a particular child, young person or young adult, for example in a car or somewhere else
- Inviting a particular child, young person or young adult at risk to their own house without permission from a manager
- Being over-friendly with a child, young person or young adult's parents or guardians without permission from a manager
- Taking photos of the child, young person or young adult that aren't for work purposes
- Trying to make private contact with a particular child, young person or young adult, including by text, email, mobile phone, online or in letter
- Finding ways to have physical contact, like play-fighting or tickling
- Keeping collections of toys or other items that might attract children or people at risk
- Controlling behaviour
- Narcissistic characteristics
- Bullying
- Being forced into a sexual act
- Humiliation
- Constant yelling and shouting
- The threat or use of violence
- Destroying personal items
- Limiting contact with family, friends and work colleagues
- Checking up on your whereabouts
- Accusing the child/young person (the victim), of committing the abuse when it is the other way around.

Appendix 8: DSL/DSL Deputy, Head/Principal (if the concern/allegation is related to staff) – actions, reporting and recording procedure

- Staff notifies the DSL /Head/Principal of their concern as soon as it is possible but no later than within 1 hour from the moment of disclosure/report from the child/young person/other person completes and passes the Concern form as soon as it is possible, but no later than 24hrs from the moment of disclosure/report. If the DSL is unavailable, passes it on to the DSL Deputy. In Education, if the concern is related to the staff and the Head/Principal is not available, staff must report their concern to the DSL instead, so there is no delay in reporting of the concern. The DSL will then liaise with the Head/Principal to agree on the next step. Services using Behaviour Watch/Databridge/Databridge: staff must report their concern verbally before completing the Concern/Safeguarding slip in the system.
- DSL/DSL Deputy or Head/Principal (depending on who will lead on the case) enters the concern details on the **25.07. Central Log of Concerns and Safeguarding** and inserts the concern reference number on the Concern Form. Services using Behaviour Watch/Databridge/Databridge – DSL/DSL Deputy or Head/Principal reviews the concern and decides on the next step which may lead to Safeguarding Tracking Pack being opened (Safeguarding Tracking Pack is built as part of the concern slip should the case proceed to safeguarding).
- If it is deemed to be a child protection/safeguarding (children and adults) matter the DSL/DSL Deputy or Head/Principal will then also additionally allocate the next sequential Safeguarding Reference number on the **25.07. Central Log of Concerns and Safeguarding**, write this number on the Concern form and immediately (or at least within one hour of receiving the concern form, make a referral to the local Safeguarding Authority and the Local Authority Designated Officer (LADO) where required, to discuss the allegation and agree a course of action. DSL/DSL Deputy or Head/Principal using the Behaviour Watch/Databridge/Databridge system will progress to the next stage – Safeguarding part of the concern/SG slip which is only accessible to the Safeguarding Team.
- If the local Safeguarding Authority/LADO confirms that they do not consider the matter to be a safeguarding concern, then the date and time of the contact is recorded on the Concern Form and on the Central Log of Concerns and Safeguarding and it is marked as a Safeguarding Level 1 – Initial Informal Investigation. The Head of Service/Head/Principal/DSL/DLS Deputy MUST ensure that a member of their Senior Management Team is assigned to look into the concern. The review must be recorded and outcomes shared with the people involved. Feedback from the review session MUST be provided to local Safeguarding Authority/LADO. Services using the Behaviour Watch/Databridge/Databridge system will follow the same set of steps apart from populating the Central Log of Concerns and Safeguarding as the log can be generated by the system using chosen filtering criteria.
- It is important to allocate a Safeguarding reference on the log even if no further action needs to be taken. This diligent approach will ensure a clear historic record of contact with local Safeguarding Authority/LADO for any matter which is deemed by the DSL to be of concern and has been raised with the local Safeguarding Authority/LADO whichever appropriate.
- If the local Safeguarding Authority/LADO confirms that the matter is a safeguarding concern and that it requires investigation either at internal or external level then a **25.05 Safeguarding Tracking pack** must be opened with the next sequential Safeguarding Reference included on the form and details as such entered on the central log.
- Services using the Behaviour Watch/Databridge/Databridge system – where a concern progresses to Safeguarding Tracking Pack being opened, a one record will be created including the original concern, with the whole document having the same slip number.
- Services which don't use Behaviour Watch/Databridge/Databridge or where the concern/allegation is about the Head/Principal or the DSL who have access to BW: Copy of **25.05 Safeguarding Tracking Pack** (initially with completed sec. 1-5) should be submitted to the **Responsible/Nominated Individual** and in day schools - **Regional Education Manager** as a follow up to the initial reporting telephone contact. STP must be sent again to **Responsible/Nominated Individual and Regional Education Manager** on completion, providing detailed overview of the actions taken and the final outcome. Services using the Behaviour Watch/Databridge/Databridge will be able to trigger live notification to the Regional Manager (Education/Care), Responsible/Nominated Individual and Registered Manager – where appropriate. The

Responsible/Nominated Individual and Regional Education Manager in day schools will update relevant Directors. This original form will be saved in the Safeguarding file/Behaviour Watch/Databridge/Databridge – Concern/SG module.

- In the case of serious harm, and/or the child/young person or young adult is in immediate danger the local Police should be informed immediately as well and they can take immediate protective action as necessary.
- If the matter is a more general concern then ensure that the 'Action Taken' log on the concern form is completed and the form is filed within the Safeguarding file. Either way the form must be signed by the DSL/DSL Deputy or Head/Principal. Services using the Behaviour Watch/Databridge/Databridge system can use Concern/Safeguarding 'Other' slip to record concerns which are not related to children/young people, staff or children/young people and staff.
- The relevant concern form should be referenced in the Individual's **25.01 Index form for Individual concern/safeguarding file** and the site's **25.07 Central Log of Concerns and Safeguarding**. Services using Behaviour Watch/Databridge/Databridge will be able to filter information per chosen criteria and also generate reports per each child/young person in the school, college, children's or care homes.
- All information relating to the Safeguarding concern is recorded on the **25.05 Safeguarding Tracking Pack /Behaviour Watch/Databridge/Databridge Concern/SG module**.
- The Safeguarding Concern will remain open until local Safeguarding Authority/LADO have confirmed in writing that the concern is closed and Responsible/Nominated Individual and Regional Education Manager in day schools has signed the Safeguarding tracking pack to confirm that the investigation is completed in full and can be closed. **The Safeguarding will remain open until both elements of sign-off have been completed.** Once the Safeguarding tracking Pack is signed, it **MUST** be filed in the Safeguarding file.
- If it is believed that the Individual is in imminent danger urgent advice should be sought from the Local Authority and/or the police. The individual can be kept in their care home or on the school/college site fully supported (e.g. if they are a day student) if advised to do so.
- The parent/carers should be informed and a decision should be made with the Local Authority and the Police about what action is to be taken and whom by.
- If the DSL/DSL Deputy or Head/Principal is unsure about what the Individual has said or what has been said by others they can phone the Local Authority to discuss concerns. To do so would not constitute an abuse referral but may help to clarify the situation but they must record all details of any conversation and advice received on a concern form. He/she can then move to a formal referral or actively monitor the situation.
- The local Safeguarding Authority/LADO will oversee any subsequent investigation of any suspicion or allegation of abuse directed against anyone working within the establishment. The establishment **MUST** not internally investigate any allegations of abuse without first taking instruction from the local Safeguarding Authority/LADO.
- Once agreed by local Safeguarding Authority/LADO that the provider can commence the internal management investigation (level 2), the investigation process will commence.
- Once agreed by local Safeguarding Authority/LADO that the investigation will be completed by the external agency (level 3), Head of Service/Head/Principal /DSL/DSL Deputy will take appropriate steps to assist the external agency to ensure the investigation is completed without a delay.
- Registered Manager **MUST** notify relevant regulator by submitting specific statutory notification within the time frame specified by their regulator. This is regardless of who leads on the investigation and whether or not the investigation has been concluded.
- If as the result of an investigation there has been a substantiated allegation against a member of staff, we will work with the local Safeguarding Authority/LADO to determine whether there are any

improvements to be made to our safeguarding policy, procedures and practice to prevent similar events in the future. Also, we will work with our internal Human Resources department and may commence proceedings under **GHR 27. Disciplinary policy and procedure.**

- We will co-operate entirely with any investigation carried out by the Local Authority and/or the Police. Records are kept of all conversations as part of the investigation process and made available as required.

Appendix 9: Key contacts

DSL is Karen Ford (Education)

Telephone (24hrs) 07469155109

Email: karen.ford@cambianguroup.com

DSL is Nicola Brantley (Residential)

Telephone (24hrs)

Email: nicola.brantley@cambianguroup.com

DSL Deputy is Rhianna Jones (Residential)

Telephone (24hrs) 07469155128

Email: rhianna.jones@cambianguroup.com

DSL Deputy is Alethea Coulston (Education)

Telephone (24hrs) 07732602217

Email: alethea.coulston@cambianguroup.com

Outside of hours please refer to your school/home on- call rota and 24/7 contact number which can be found:

Telephone (24hrs) 07469155117

Email:

Headteacher/Principal is Karen Ford

Telephone (24hrs) 07469155109

Email: karen.ford@cambianguroup.com

Home Manager is Nicola Brantley

Email: Nicola.brantley@cambianguroup.com

Telephone (24hrs) 07917 781840

Operations Director is Andrew Sutherland
Education Services

Email: Andrew.sutherland@cambianguroup.com

Telephone (24hrs) 07701314378

Operations Director is Graham Norris
Care (SEN)

Email: Graham.Norris@cambianguroup.com

Telephone (24hrs) 07580 864354

Managing Director is Chris Strong

Telephone (24hrs)

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Local authority

Denbighshire Local Authority & Denbighshire Single Point of Access (SPOA)
Telephone 03004561000

Office hours: Monday to Thursday 9:00am-5:15pm, Friday 9:00am-5:00pm

Outside of office hours emergencies

Social Services : 03450533116

The non-emergency police telephone number is: 101.

For young people under the age of 18:

The Local Safeguarding Authority
Denbighshire Single Point of Access

Telephone: (Office hours: Monday to Thursday 9:00am-5:15pm, Friday 9:00am-5:00pm

Outside of office hours/weekends, the social services emergency duty team can be contacted on: **0345 053 3116**

Local Safeguarding Authority

The name, address and contact details for the Local Safeguarding Board is as follows:

Address: Denbighshire County Council

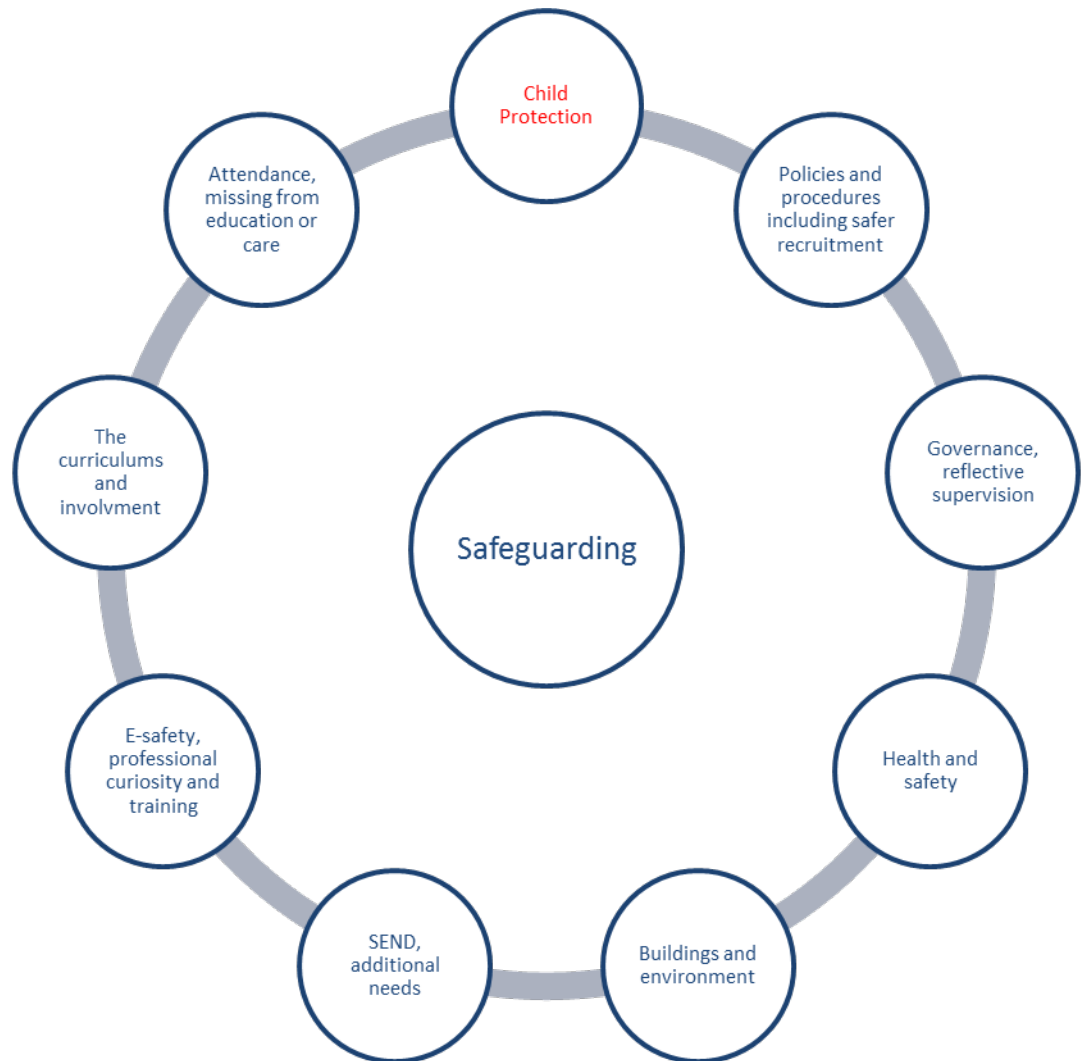
PO Box 62

Ruthin

LL15 9AZ

Telephone (24hrs): 03004561000

Appendix 10. Safeguarding in children's Services - illustration



Appendix 11. Low – level concerns (Education)

- 10.1. As part of their whole school or college approach to safeguarding, schools and colleges should ensure that they promote an open and transparent culture in which all concerns about all adults working in or on behalf of the school or college (including supply teachers, volunteers and contractors) are dealt with promptly and appropriately.
- 10.2. The term ‘low-level’ concern does not mean that it is insignificant. A low-level concern is any concern – no matter how small, and even if no more than causing a sense of unease or a ‘nagging doubt’ - that an adult working in or on behalf of the school or college may have acted in a way that:
- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work and
 - does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.
- Examples of such behaviour could include, but are not limited to:
- being over friendly with children
 - having favourites
 - taking photographs of children on their mobile phone, contrary to school policy
 - engaging with a child on a one-to-one basis in a secluded area or behind a closed door, or
 - humiliating pupils.

Sharing Low - level concerns

- 10.3. Schools must have their site procedure for sharing low-level concerns which is clear, easy to understand and implement.
- 10.4. Whether all low-level concerns are shared initially with the DSL (or other nominated person for example DSL deputy or with the head teacher/principal is a matter for the school or college to decide. If the former, then the DSL/DSL Deputy should inform the head teacher/principal of all the low-level concerns and in a timely fashion according to the nature of each particular low-level concern. **The head teacher/principal should be the ultimate decision maker in respect of all low-level concerns**, although it is recognised that depending on the nature of some low-level concerns and/or the role of the DSL in some schools/colleges, the head teacher/principal may wish to consult with the DSL and take a more collaborative decision-making approach. Some schools’ or college’s Head teacher/Principal is also the DSL in which case all low – level concerns should be reported to them or other nominated person for example DSL Deputy).
- 10.5. Low-level concerns which are shared about supply staff and contractors should be notified to their employers, so that any potential patterns of inappropriate behaviour can be identified.
- 10.6. If schools and colleges are in any doubt as to whether the information which has been shared about a member of staff as a low-level concern in fact meets the harm threshold, they should consult with their LADO.
- 10.7. Schools and colleges should ensure they create an environment where staff are encouraged and feel confident to self-refer, where, for example, they

have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards.

- 10.8. Creating a culture in which all concerns about adults (including allegations that do not meet the harms threshold are shared responsibly and with the right person, recorded and dealt with appropriately, is critical. If implemented correctly, this should encourage an open and transparent culture; enable schools and colleges to identify concerning, problematic or inappropriate behaviour early; minimise the risk of abuse; and ensure that adults working in or on behalf of the school or college are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the institution.

Responding to low - level concerns

- 10.9. If the concern has been raised via a third party, the head teacher/principal (or a nominated deputy) should collect as much evidence as possible by speaking:
- directly to the person who raised the concern, unless it has been raised anonymously, and
 - to the individual involved and any witnesses.
- 10.10. The information collected will help them to categorise the type of behaviour and determine what further action may need to be taken. This information needs to be recorded in writing along with the rationale for their decisions and action taken.

Recording low - level concerns

- 10.11. All low-level concerns should be recorded in writing. The Concern/Safeguarding slip in Behaviour Watch/Databridge/Databridge should be completed, as this is the place to record all concerns being raised. The record should include details of the concern, the context in which the concern arose, and action taken. The name of the individual sharing their concerns should also be noted, if the individual wishes to remain anonymous then that should be respected as far as reasonably possible.
- 10.12. Records should be reviewed so that potential patterns of concerning, inappropriate, problematic or concerning behaviour can be identified. Where a pattern of such behaviour is identified, the school or college should decide on a course of action, either through its disciplinary procedures or where a pattern of behaviour moves from a low-level concern to meeting the harm threshold, in which case it should be referred to the LADO.
- 10.13. Consideration should also be given to whether there are wider cultural issues within the school or college that enabled the behaviour to occur and where appropriate policies could be revised, or extra training delivered to minimise the risk of it happening again.
- 10.14. It is for schools and colleges to decide how long they retain such information, but it is recommended that it is retained at least until the individual leaves their employment.

2 Appendix 12. Further Safeguarding information – what everyone needs to know**3 Contextual safeguarding**

4 10.15. Contextual Safeguarding is ‘an approach to understanding, and responding
5 to, young people’s experiences of significant harm beyond their families. It
6 recognises that the different relationships that young people form in their
7 neighbourhoods, schools, colleges, children’s/care homes and online can
8 feature violence and abuse. Parents and carers have little influence over
9 these contexts, and young people’s experiences of extra-familial abuse can
10 undermine parent-child relationships. Therefore, children’s social care
11 practitioners need to engage with individuals and sectors who do have
12 influence over/within extra- familial contexts, and recognise that
13 assessment of, and intervention with, these spaces are a critical part of
14 safeguarding practices. Contextual Safeguarding, therefore, expands the
15 objectives of child protection systems in recognition that young people are
16 vulnerable to abuse in a range of social contexts.

17 10.16. All staff should be aware that safeguarding incidents and/or behaviours can
18 be associated with factors outside the school or college and/or can occur
19 between children outside of these environments. All staff, but especially the
20 DSL (and deputies) should consider whether children are at risk of abuse or
21 exploitation in situations outside their families. Extra-familial harms take a
22 variety of different forms and children can be vulnerable to multiple harms
23 including (but not limited to) sexual exploitation (including harassment and
24 exploitation), domestic abuse in their own intimate relationships (teenage
25 relationship abuse), criminal exploitation, and serious youth violence,
26 county lines and radicalisation. Further advice is provided in the [Home
27 Office’s Preventing youth violence and gang involvement](#) and its [Criminal
28 exploitation of children and vulnerable adults: county lines guidance](#).

29 10.17. All staff should be aware that technology is a significant component in many
30 safeguarding and wellbeing issues. Children are at risk of abuse and other
31 risks online as well as face-to-face. In many cases abuse and other risks will
32 take place concurrently both online and offline. Children can also abuse
33 other children online, this can take the form of abusive, harassing, and
34 misogynistic/misandrist messages, the non-consensual sharing of indecent
35 images, especially around chat groups, and the sharing of abusive images
36 and pornography, to those who do not want to receive such content.

37 10.18. Children’s social care assessments should consider where children are being
38 harmed in contexts outside the home (family home, children’s/care home),
39 so it is important that schools, colleges and children’s/care homes provide
40 as much information as possible as part of the referral process. This will
41 allow any assessment to consider all the available evidence and enable a
42 contextual approach to address such harm. More information about
43 Contextual safeguarding can be found on [NSPCC website](#).

44 10.19. We will consider the various factors that have an interplay with the life of
45 any child/young person about whom we have concerns within the setting
46 and the level of influence that these factors have on their ability to be
47 protected and remain free from harm particularly when it comes to child
48 exploitation or criminal activity.

49 10.20. Whilst this term applies to this specific definition, the notion of considering
50 a child/young person within a specific context is also important. What life is
51 like for e.g. day/part time/38 weeks student outside the school, college,

52 children’s/care home gates, within their family home when they visit
 53 (children attending residential education), within the family (day students)
 54 and within the community (extracurricular off site activities, events, groups
 55 and clubs) are key considerations when the DSL is looking at any concerns.

56 **Bullying**

57 10.21. Our approach to bullying is set out in a separate **0.21. Anti – bullying policy**
 58 **and procedure** acknowledges that to allow or condone bullying may lead to
 59 consideration under child protection procedures. Bullying is a safeguarding
 60 matter that if left unresolved can become a child protection matter. Our
 61 settings take seriously any bullying concerns and both investigate and act to
 62 protect individuals where appropriate.

63 **Child on child/young adults on young adult/ between children of different age’s abuse**

64 10.22. Boarding schools, residential special schools, residential colleges and
 65 children’s homes and care homes for young adults attending education (FE
 66 colleges) have additional factors to consider with regard to safeguarding.
 67 Schools and colleges that provide such residential accommodation and/or
 68 are registered as children’s homes should be alert to signs of abuse in such
 69 settings (for example, inappropriate pupil or student relationships and the
 70 potential for the abuse between individuals of the same/similar age or
 71 different age, particularly in schools and colleges where there are
 72 significantly more girls than boys or vice versa) and work closely with the
 73 host local authority and, where relevant, any local authorities that have
 74 placed their children there. All residential setting within the Organisation
 75 children’s service will continuously maintain their communication with the
 76 internal and external Education providers to ensure the additional factors
 77 are being considered and any concerns shared in a timely manner and with
 78 the right people.

79 10.23. All staff should be aware that children can abuse other children/young
 80 adults can abuse other young adults and that the abuse can also take place
 81 between individuals of different age and that it can happen both inside and
 82 outside of school/college/children’s/care home and online. It is important
 83 that all staff recognise the indicators and signs of the abuse and know how
 84 to identify it and respond to reports. In some schools, colleges, children’s /
 85 care homes site – based or regional members of therapy teams might need
 86 to be involved and support the SLT to identify the most effective ways of
 87 communication with the child/young adult who may have potentially been
 88 the victim of child on child/young adult on young adult/ between individuals
 89 of different age abuse and who instigated it.

90 10.24. It must be recognised that children and young people would require varied
 91 approaches and communication mechanisms to be present and available so
 92 they can report abuse. Children must be regularly reassured that their
 93 concern/reports will be treated seriously every time they report it.

94 10.25. Children needs to be told what will happen from the moment their concern
 95 is shared, so the lack of knowledge of what may happen next will not prevent
 96 them from sharing their concern/s in the future. Children need to know that
 97 that their concerns will be investigated and dealt with. Child’s/young
 98 person’s preference in terms of how feedback should be provided must be
 99 taken into consideration so this can be planed for in advance.

100 10.26. The communication with each individual throughout the process of child on
 101 child/young adult on young adult or between individuals of different age

102 investigation must be regular, proportionate and take place using suitable
103 communication.

104 10.27. In [Ofsted review of sexual abuse in schools and colleges](#), young people
105 stated that some of them didn't receive timely and appropriate support
106 from the school/college, hence the communication and support must
107 become one of the critical points of a significant priority to those responding
108 to and those managing child on child/young adult on young adult/between
109 individuals of different age abuse cases including those of a sexual nature.
110 Other consideration for all providers were:

- 111 • to assume it is happening here and plan accordingly
- 112 • work on and strengthen the whole school, college, children's/care home approach to developing
113 a safeguarding culture
- 114 • to ensure staff model respectful behaviour
- 115 • to ensure children and young people are clear about acceptable and unacceptable behaviour
- 116 • to ensure children/young people are confident to ask for help
- 117 • to ensure carefully planned and implemented RSHE curriculum
- 118 • to ensure the behavioural approach with sanctions & interventions for poor behaviour
- 119 • to have mechanisms to support students who need it in the way they need it
- 120 • to ensure staff have access to suitable training & that there is clear expectation for staff and
121 Managers
- 122 • to ensure pupil's voice is heard and responded to
- 123 • to ensure DSLs have some protected time to engage with local safeguarding partners and LADOs,
124 so those relationships can be strengthened.
- 125 • to ensure staff follow the guidance in Keeping Learners Safe in Education
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127 10.28. All staff should understand that even if there are no reports in their schools
128 or colleges it does not mean it is not happening, it may be the case that it is
129 just not being reported. As such, it is important if staff have any concerns
130 regarding child on child/young adult on young adult abuse or abuse between
131 individuals of different age, they should speak to their DSL (or deputy).

132 10.29. The Organisation has zero - tolerance approach to any type of abuse
133 including sexual violence and harassment. Staff must NOT take the view that
134 it doesn't not happen in their setting.

135 10.30. The Organisation recognises that it is more likely that girls will be victims and
136 boys' perpetrators, but that all types of abuse between children of the same,
137 similar of different ages is unacceptable and will be taken seriously. It is

138 essential that all victims are reassured that they are being taken seriously
139 and that they will be supported and kept safe.

140 10.31. Abuse between individuals of the same, similar or different age is most likely
141 to include, but may not be limited to:

- 142
- 143 • bullying (including cyberbullying, prejudice-based and discriminatory bullying);
 - 144 • abuse in intimate personal relationships between peers
 - 145 • physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
146 (this may include an online element which facilitates, threatens and/or encourages physical abuse)
 - 147 • sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online
148 element which facilitates, threatens and/or encourages sexual violence).
 - 149 • sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may
150 be standalone or part of a broader pattern of abuse;
 - 151 • causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch
152 themselves sexually, or to engage in sexual activity with a third party
 - 153 • consensual and non-consensual sharing of nudes and semi nudes' images and or videos (also known as
154 sexting or youth produced sexual imagery). For more information about this read UKCIS guidance:
155 [Sharing nudes and semi-nudes advice for education settings.](#)
 - 156 • Upskirting which typically involves taking a picture under a person's clothing without their permission,
157 with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim
158 humiliation, distress or alarm; and

159 10.32. initiation/hazing type violence and rituals (this could include activities
160 involving harassment, abuse or humiliation used as a way of initiating a
161 person into a group and may also include an online element)

162 10.33. Staff must be clear as to the school/college's/home's procedures with
163 regards to child on child/young adult on young adult abuse, abuse between
164 individuals of different age and the important role they have to play in
165 preventing it and responding where they believe a child may be at risk from
166 it.

167 10.34. All Individuals will be provided with safeguarding information in a format,
168 which is appropriate for their understanding and communication. This may
169 take the form of posters or a leaflet/booklet.

170 10.35. All contact behaviours that have a sexual nature to them such as pushing or
171 rubbing against, grabbing bottoms, breasts or genitals, pinching or flicking
172 bras, lifting skirts or pulling down trousers will be challenged by staff and
173 appropriate levels of action, which may include disciplinary action will be
174 taken. This is to ensure children/young people and staff are clear that these
175 behaviours will not be tolerated or acceptable. However, it is critical to state
176 that some children with cognitive impairment may not be able to fully
177 understand how children on the receiving end of such behaviour may feel,
178 therefore staff will work with each of the children affected by the situation
179 in order to enhance their understanding of the seriousness of their
180 behaviour, so any behaviour of such nature in the future can be prevented.

181 **Serious violence**

182 10.36. All staff should be aware of the indicators, which may signal children are at
183 risk from, or are involved with serious violent crime. These may include
184 increased absence from school, a change in friendships or relationships with
185 older individuals or groups, a significant decline in performance, signs of self-
186 harm or a significant change in wellbeing, or signs of assault or unexplained
187 injuries. Unexplained gifts or new possessions could also indicate that

188		children have been approached by, or are involved with; individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.
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191	10.37.	All staff should be aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school, having experienced child maltreatment and having been involved in offending, such as theft or robbery. Advice for schools and colleges is provided in the Home Office’s Preventing youth violence and gang involvement and its Preventing youth violence and gang involvement .
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198	10.38.	Sexual violence and sexual harassment can occur between two or more children of any age and sex, from primary through to secondary stage and into college. It can occur also through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face-to-face (both physically and verbally) and are never acceptable. Schools and colleges should be aware of the importance of:
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205		<ul style="list-style-type: none"> making clear that there is a zero-tolerance approach to sexual violence and sexual harassment that it is never acceptable, and it will not be tolerated. It should never be passed off as “banter”, “just having a laugh”, “a part of growing up” or “boys being boys”. Failure to do so can lead to a culture of unacceptable behaviour, an unsafe environment and in worst-case scenarios a culture that normalises abuse, leading to children accepting it as normal and not coming forward to report it.
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211		<ul style="list-style-type: none"> recognising, acknowledging, and understanding the scale of harassment and abuse and that even if there are no reports it does not mean it is not happening, it may be the case that it is just not being reported.
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214		<ul style="list-style-type: none"> challenging physical behaviour (potentially criminal in nature) such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.
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217	10.39.	Sexual violence and sexual harassment between children can occur between two children of any age and sex from primary to secondary stage and into colleges. It can also occur online. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.
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222	10.40.	Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment and will be exacerbated if the alleged perpetrator(s) attends the same school or college or lives in the same children’s/care home. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. All staff working with children are advised to maintain an attitude of ‘it could happen here’.
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230	10.41.	It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.
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235	10.42.	Reports of sexual violence and sexual harassment are extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure their education is not disrupted.
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238		It is also important that other children, adult students and school and college staff are supported and protected as appropriate.
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240	10.43.	There is support available for schools and colleges. Paragraph 52 and Annex A in the Sexual Violence and Sexual Harassment Between Children in Schools and Colleges advice provides detailed information and links to resources.
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243	10.44.	Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with special educational needs and disabilities (SEND) and LGBT children are at greater risk.
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246	10.45.	The fact that a child or a young person may be LGBT is not in itself an inherent risk factor for harm. However, children who are LGBT can be targeted by other children. In some cases, a child who is perceived by other children to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.
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251	10.46.	Risks can be compounded where children/young people who are LGBT lack a trusted adult with whom they can be open. It is therefore vital that staff endeavour to reduce the additional barriers faced, and provide a safe space for them to speak out or share their concerns with members of staff.
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255	10.47.	LGBT inclusion is part of the statutory Relationships Education, Relationship and Sex Education and Health Education curriculum and there is a range of support available to help schools counter homophobic, biphobic and transphobic bullying and abuse.
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259	10.48.	Children’s sexual behaviour exists on a wide continuum, from normal and developmentally expected to inappropriate, problematic, abusive and violent. Problematic, abusive and violent sexual behaviour is developmentally inappropriate and may cause developmental damage. An umbrella term for these types of behaviour are often referred to as “ harmful sexual behaviour ”. The term has been widely adopted in child protection. Harmful sexual behaviour can occur online and/or offline and can also occur simultaneously between the two. Harmful sexual behaviour should be considered in a child protection context.
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268	10.49.	Situations where children/young people are forced or coerced into sexual activity by peers or associates can be related with gang / serious youth violence activity but that is not always the case. Peer influence or peer pressure is a major factor in the decisions made by young people to join particular groups. Many young people see it as a “way out” from their day-to-day life and feel a strong bond with their peers, one which they may be lacking at home. Examples of peer-on-peer abuse including sexualised online bullying include:
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276		• Racist and Religious Bullying - a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or
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278 279		worthless because of their colour, ethnicity, culture, faith community, national origin or national status.
280 281	•	Sexual, Sexist Bullying - any behaviour, whether physical or non-physical, where sexuality or gender is used as a weapon by boys or girls, this may also include any of the following:
282	-	spreading rumors about someone's alleged sex life
283	-	using offensive terms to describe a person
284	-	inappropriate touching or attempts to do so
285	-	non-consensual sharing of sexual images and videos
286	-	unwanted sexual comments and messages, including those on social media
287	-	any sexual exploitation, coercion and threats
288	-	sexual assault and rape
289 290 291 292 293 294	•	Upskirting - taking a picture under a person's clothing without their permission and /or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim The Voyeurism Offences Act, which was commonly known as the Upskirting Bill, was introduced on 21 June 2018. It came into force on 12 April 2019.
295 296 297 298	•	Transphobic bullying - is based on fear, hatred, disbelief, or mistrust of people who are transgender, thought to be transgender, or whose gender expression doesn't conform to traditional gender roles. Transphobia can prevent transgender and gender nonconforming people from living full lives free from harm.
299 300	•	Homophobic Bullying - targets someone because of their sexual orientation (or perceived sexual orientation);
301 302 303	•	Disablist Bullying - targets a young person solely based on their disability. This can include manipulative bullying where a perpetrator forces the victim to act in a certain way, or exploiting a certain aspect of the victim's disability.
304 305 306 307	•	Prejudice based and discriminatory bullying - Prejudice is an unjustified or incorrect attitude (usually negative) towards an individual based solely on the individual's membership of a social group. For example, a person may hold prejudiced views towards a certain race or gender etc. (e.g. sexist).
308 309 310	•	Discrimination is the behaviour or actions, usually negative, towards an individual or group of people, especially on the basis of sex/race/social class. What staff should do if they have concerns about the child/young person
311 312 313 314	10.50.	Staff working with children/young people are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child/young person, staff should always act in the best interests of the child/young person
315 316 317	10.51.	If staff have any concerns about a child's/young person welfare, they should act on them immediately by following this procedure and reporting their concern to the DSL/DSL Deputy.
318		Opportunities to teach safeguarding
319 320	10.52.	Schools/colleges must ensure that their staff undergo regular updated safeguarding training, including online safety and for children to be taught

321		about how to keep themselves and others safe, including online, that
322		safeguarding training for staff, including online safety training, is integrated,
323		aligned and considered as part of the whole school or college safeguarding
324		approach and wider staff training and curriculum planning.
325	10.53.	It should be recognised that effective education will be tailored to the
326		specific needs and vulnerabilities of individual children/young people,
327		including those who are victims of abuse, and children/young people with
328		special educational needs or disabilities.
329	10.54.	Whilst considering the above training requirements, governance boards and
330		proprietor should have regard to the Teachers' Standards which set out the
331		expectation that all teachers manage behaviour effectively to ensure a good
332		and safe educational environment and requires teachers to have a clear
333		understanding of the needs of all pupils.
334	10.55.	Schools and colleges play a crucial role in preventative education.
335		Preventative education is most effective in the context of a whole-school or
336		college approach that prepares pupils and students for life in modern Britain
337		and creates a culture of zero tolerance for sexism, misogyny/misandry,
338		homophobia, biphobic and sexual violence/harassment.
339	10.56.	Schools should consider all of this as part of providing a broad and balanced
340		curriculum (colleges may cover relevant issues through tutorials). This may
341		include covering relevant issues for schools through Relationships Education
342		(for all primary pupils) and Relationships and Sex Education (for all
343		secondary pupils) and Health Education (for all pupils in state-funded
344		schools). The statutory guidance can be found here: Statutory guidance:
345		relationships education relationships and sex education (RSE) and health
346		education.
347	10.57.	The Department has produced a one-stop page for teachers on GOV.UK,
348		which can be accessed here: Teaching about relationships sex and health.
349		This includes teacher-training modules on the RSHE topics and non-statutory
350		implementation guidance. Further guidance focused on teaching
351		relationships education specifically to prevent sexual harassment and sexual
352		violence will be published in Spring 2022. The following resources plus many

353 more listed in [Annex B](#), may also help schools and colleges understand and
354 teach about safeguarding:

- 355 • DfE advice for schools: [teaching online safety in schools](#);
- 356 • UK Council for Internet Safety (UKCIS)32 guidance: [Education for a connected world](#);
- 357 • UKCIS guidance: [Sharing nudes and semi-nudes: advice for education settings working with](#)
358 [children and young people](#);
- 359 • The UKCIS [external visitors guidance](#) will help schools and colleges to ensure the maximum
360 impact of any online safety sessions delivered by external visitors;
- 361 • National Crime Agency's CEOP education programme: [Thinkuknow](#);
- 362 • LGFL '[Undressed](#)' provided schools advice about how to teach young children about being
363 tricked into getting undressed online in a fun way without scaring them or explaining the
364 motives of sex offenders.
- 365 • Public Health England: [Every Mind Matters](#)
- 366 • [Harmful online challenges and online hoaxes](#) - this includes advice on preparing for any
367 online challenges and hoaxes, sharing information with parents and carers and where to
368 get help and support.

369 10.58. Whilst it is essential that governance boards and proprietor ensure that
370 appropriate filters and monitoring systems are in place, they should be
371 careful that “over blocking” does not lead to unreasonable restrictions as to
372 what children can be taught with regard to online teaching and safeguarding

373 10.59. As schools and colleges increasingly work online, it is essential that children
374 are safeguarded from potentially harmful and inappropriate online material.
375 Whilst it is essential that governance boards and proprietor ensure that
376 appropriate filters and monitoring systems are in place, they should be
377 careful that “over blocking” does not lead to unreasonable restrictions as to
378 what children can be taught with regard to online teaching and safeguarding

379 **Online safety**

380 10.60. It is essential that children are safeguarded from potentially harmful and
381 inappropriate online material. An effective whole school and college
382 approach to online safety empowers a school or college to protect and
383 educate pupils, students, and staff in their use of technology and establishes
384 mechanisms to identify, intervene in, and escalate any concerns where
385 appropriate.

386 10.61. The breadth of issues classified within online safety is considerable, but can
387 be categorised into four areas of risk which we'll refer to as 4Cs later on:

- 388 • **content:** being exposed to illegal, inappropriate or harmful content, for example:
389 pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation
390 and extremism.
- 391 • **contact:** being subjected to harmful online interaction with other users; for example: peer
392 to peer pressure, commercial advertising and adults posing as children or young adults with
393 the intention to groom or exploit them for sexual, criminal, financial or other purposes’.
- 394 • **conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for
395 example, making, sending and receiving explicit images (e.g. consensual and non-

396 consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit
397 images and online bullying; and

398 • **commerce** - risks such as online gambling, inappropriate advertising, phishing and or
399 financial scams. If you feel your pupils, students or staff are at risk, please report it to the
400 Anti-Phishing Working Group <https://apwg.org/>

401 10.62. Schools and colleges should ensure online safety is a running and
402 interrelated theme whilst devising and implementing policies and
403 procedures. This will include considering how online safety is reflected as
404 required in all relevant policies and considering online safety whilst planning
405 the curriculum, any teacher training, the role and responsibilities of the DSL
406 and any parental engagement.

407 **Online safety policy**

408 10.63. Online safety and the school or college's approach to it should be reflected
409 in the child protection policy. Considering the 4Cs (above) will provide the
410 basis of an effective online policy. The school or college should have a clear
411 policy on the use of mobile and smart technology. Amongst other things this
412 will reflect the fact many children have unlimited and unrestricted access to
413 the internet via mobile phone networks (i.e. 3G, 4G and 5G). This access
414 means some children, whilst at school or college, sexually harass their peers
415 via their mobile and smart technology, share indecent images: consensually
416 and non-consensually (often via large chat groups), and view and share
417 pornography and other harmful content. Schools and colleges should
418 carefully consider how this is managed on their premises and reflect in their
419 mobile and smart technology policy and their child protection policy.

420 **Remote Learning**

421 10.64. The DfE has provided advice to support schools and colleges to help keep
422 pupils, students and staff safe whilst learning remotely, [safeguarding in](#)
423 [schools colleges and other providers](#) and [safeguarding and remote](#)
424 [education](#). The NSPCC also provide helpful advice - [Undertaking remote](#)
425 [teaching safely](#). NSPCC Learning - [Undertaking remote teaching safely during](#)
426 [school closures](#).

427 10.65. Schools and colleges are likely to be in regular contact with parents and
428 carers. Those communications should be used to reinforce the importance
429 of children being safe online and parents and carers are likely to find it
430 helpful to understand what systems schools and colleges use to filter and
431 monitor online use. It will be especially important for parents and carers to
432 be aware of what their children are being asked to do online, including the
433 sites they will asked to access and be clear who from the school or college
434 (if anyone) their child is going to be interacting with online

435 **Filters and monitoring**

436 10.66. Whilst considering their responsibility to safeguard and promote the welfare
437 of children and provide them with a safe environment in which to learn,
438 governance boards and proprietor should be doing all that they reasonably
439 can to limit children's exposure to the above risks from the school's or
440 college's IT system. As part of this process, governance boards and
441 proprietor should ensure their school or college has appropriate filters and
442 monitoring systems in place. Governance boards and proprietor should
443 consider the age range of their children, the number of children, how often
444 they access the IT system and the proportionality of costs vs risks. Schools

445		will work with the internal Cambian/Care tech IT team and seek advice and
446		support required.
447	10.67.	The appropriateness of any filters and monitoring systems are a matter for
448		individual schools and colleges and will be informed in part, by the risk
449		assessment required by the Prevent Duty . The UK Safer Internet Centre has
450		published guidance as to what “appropriate” filtering and monitoring might
451		look like UK Safer Internet Centre: appropriate filtering and monitoring .
452		Information security and access management
453	10.68.	Education settings are directly responsible for ensuring they have the
454		appropriate level of security protection procedures in place, in order to
455		safeguard their systems, staff and learners and review the effectiveness of
456		these procedures periodically to keep up with evolving cyber-crime
457		technologies. Guidance on e-security is available from the National
458		Education Network. In addition, broader guidance on cyber security
459		including considerations for governors and trustees can be found at
460		NCSC.GOV.UK.
461		Reviewing online safety
462	10.69.	Technology, and risks and harms related to it evolve and changes rapidly.
463		Schools and colleges should consider carrying out an annual review of their
464		approach to online safety, supported by an annual risk assessment that
465		considers and reflects the risks their children face. A free online safety self-
466		review tool for schools can be found via the 360 safe website .
467	10.70.	UKCIS has published online safety in schools and colleges: Questions from
468		the governing board . The questions can be used to gain a basic
469		understanding of the current approach to keeping learners safe online; learn
470		how to improve this approach where appropriate; and find out about tools,
471		which can be used to improve the approach. It has also published an Online
472		Safety Audit Tool which helps mentors of trainee teachers and newly
473		qualified teachers induct mentees and provide ongoing support,
474		development and monitoring.
475		Cyberbullying
476	10.71.	Central to Anti-bullying policy is the principle that ‘bullying is always
477		unacceptable’ and that ‘all children/young people have a right not to be
478		bullied’. School/colleges also recognises that it must take note of bullying
479		perpetrated outside school/college which spills over into the school/college;
480		therefore once aware services will respond to any cyber-bullying we become

481		aware of carried out by children/young people when they are away from the
482		site.
483	10.72.	Cyber-bullying is defined as ‘an aggressive, intentional act carried out by a
484		group or individual using electronic forms of contact repeatedly over time
485		against a victim who cannot easily defend himself/herself.’
486		• By cyber-bullying, we mean bullying by electronic media:
487		• Bullying by texts or messages or calls on mobile ‘phones
488		• The use of mobile ‘phone cameras to cause distress, fear or humiliation
489		• Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs,
490		personal websites, social networking sites
491		• Using e-mail to message others
492		• Hijacking/cloning e-mail accounts
493		• Making threatening, abusive, defamatory or humiliating remarks in on-line forums
494	10.73.	Cyber-bullying may be at a level where it is criminal in character. It is
495		unlawful to disseminate defamatory information in any media including
496		internet sites.
497	10.74.	Section 127 of the Communications Act 2003 makes it an offence to send,
498		by public means of a public electronic communications network, a message
499		or other matter that is grossly offensive or one of an indecent, obscene or
500		menacing character.
501	10.75.	The Protection from Harassment Act 1997 makes it an offence to knowingly
502		pursue any course of conduct amounting to harassment.
503	10.76.	If services become aware of any incidents of cyberbullying, they will need to
504		consider each case individually as to any criminal act that may have been
505		committed. The services will pass on information to the police if it feels that
506		it is appropriate or is required to do so.
507		Gaming – raising awareness
508	10.77.	Online gaming is an activity in which the majority of children and young
509		people and many adults get involved. The services will raise awareness by
510		talking to children/young people/key workers/staff and also where
511		appropriate parents/carers involved about the games their children play and
512		help them identify whether they are appropriate.
513		Nudes/semi nudes’ images or videos
514	10.78.	Sexting is when someone shares sexual, naked or semi-naked images or
515		videos of themselves or others, or sends sexually explicit messages. They can
516		be sent using mobiles, tablets, smartphones, and laptops - any device that

517 enables the sharing of media and messages. Sexting may also be called:
518 trading nudes, dirties, pic for pic.

519 10.79. Sexting can be seen as harmless, but creating or sharing explicit images of a
520 child is illegal, even if the person doing it is a child. A young person is
521 breaking the law if they:

- 522 • take an explicit photo or video of themselves or a friend
- 523 • share an explicit image or video of a child, even if it's shared between children of the same age
- 524 • possess, download or store an explicit image or video of a child, even if the child gave their permission
525 for it to be created.

526 10.80. However, if a young person is found creating or sharing images, the police
527 can choose to record that a crime has been committed but that taking formal
528 action isn't in the public interest. There are many reasons why a young
529 person may want to send a naked or semi-naked picture, video or message
530 to someone else:

- 531 • joining in because they think that 'everyone is doing it'
- 532 • boosting their self-esteem
- 533 • flirting with others and testing their sexual identity
- 534 • exploring their sexual feelings
- 535 • to get attention and connect with new people on social media
- 536 • they may find it difficult to say no if somebody asks them for an explicit image, especially if the person
537 asking is persistent

538 10.81. The risks of sexting are that the young person has no control over the images
539 and how these are shared, and the subsequent risks of blackmail, bullying
540 and harm. In response to this Cambian Group will provide education and
541 guidance to prevent individuals from becoming victims of such situations by
542 encouraging them to think about the risk of sexting and understand how to
543 seek help when approached to take part in sexting. More information can
544 be found on [Keeping-children-safe/online-safety/sexting-sending-nudes](#).

545 **Online reputation**

546 10.81. Online reputation is the opinion others get of a person when they encounter
547 them on-line. It is formed by posts, photos that have been uploaded and
548 comments made by others on people's profiles. It is important that
549 children/young people and staff are aware that anything that is posted could
550 influence their future professional reputation. The majority of organisations
551 and work establishments now check digital footprint before considering
552 applications for positions or places on courses.

553 **Grooming**

554 10.83. On-line grooming is the process by which one person with an inappropriate
555 sexual interest in children/young people will approach a child/young person

556 on-line, with the intention of developing a relationship with that child/young
557 person, to be able to meet them in person and intentionally cause harm.

558 10.84. The services will build awareness amongst children/young people,
559 parents/carers and staff about ensuring that the child/young person:

- 560
- Only has friends on-line that they know in real life
- 561
- Is aware that if they communicate with somebody that they have met on-line, that relationship should stay on-line.
- 562

563 10.85. Where appropriate that the services will support parents/carers to:

- 564
- Recognise the signs of grooming
- 565
- Have regular conversations with their children/young people about on-line activity and how to stay safe on-line
- 566

567 10.86. Where appropriate the services will raise awareness by:

- 568
- Regular communication with the families
- 569
- Schools/colleges will include awareness around grooming as part of their curriculum
- 570
- Identifying with the families and children/young people how they can be safeguarded against grooming.
- 571

572 **Violence against women and girls (VAWG)**

573 10.87. Violence against women and girls (VAWG) is a hate crime and a violation of
574 the Human Rights of women and girls. The government has a strategy
575 looking at specific issues that women and girls face.

576 10.88. It is also one of the most oppressive forms of gender inequality and stands
577 as a fundamental barrier to equal participation of women and men in social,
578 economic, and political spheres. Such violence impedes gender equality and
579 the achievement of a range of development outcomes. VAWG is a complex
580 and multifaceted problem that cannot effectively be addressed from a single
581 vantage point. The prevention of and response to such violence require
582 coordinated action across multiple sectors.
583

584 **Female genital mutilation (FGM)**

585 10.89. FGM comprises all procedures involving partial or total removal of the
586 external female genitalia or other injury to the female genital organs for
587 non-medical reasons, hence interferes with the natural function of girls and
588 women's bodies. It has no health benefits and harms girls and women in
589 many ways.

590 10.90. The age at which girls undergo FGM varies enormously according to the
591 community in which they live. The procedure may be carried out when the
592 girl is new born, during childhood or adolescence, just before marriage or
593 during the first pregnancy. However, the majority of cases of FGM are
594 thought to take place between the ages of 5 to 8 years and therefore girls
595 within that age bracket are at a higher risk.

596 10.91. In 2003, FGM became a criminal offence for UK nationals or permanent UK
597 residents to take their child abroad to have female genital mutilation.
598 Anyone found guilty of the offence faces a maximum penalty of 14 years in

599 prison. It is mandatory for teachers to report known cases of FGM to the
600 police.

601 **Forced marriage**

602 10.92. In the case of children and young people: ‘a forced marriage is a marriage in
603 which one or both spouses cannot consent to the marriage and duress is
604 involved. Duress can include physical, psychological, financial, sexual and
605 emotional pressure.’ In developing countries, approx. 11% of girls are
606 married before the age of 15. One in 3 victims of forced marriage in the UK
607 are under 18 years old.

608 10.93. It is important that all members of staff recognise the presenting symptoms,
609 know how to respond if there are concerns and where to turn for advice.

610 10.94. Advice and help can be obtained nationally through the **Forced Marriage**
611 **Unit on +44 (0) 20 7008 0151** and locally through the local police
612 safeguarding team or children’s social care.

613 10.95. While all members of staff (education, care, clinical) have important
614 responsibilities with regard to children, young people or adults who may be
615 at risk of forced marriage, managers and leaders should not undertake roles
616 in this regard that are most appropriately discharged by other children’s
617 services professionals such as police officers or social workers.

618 10.96. The Forced Marriage Unit (FMU) has created: Multi-agency practice
619 guidelines: handling cases of forced marriage (pages 75-80 of which focus
620 on the role of schools and colleges) and, Multi-agency statutory guidance for
621 dealing with forced marriage, which can both be found at
622 [https://www.gov.uk/government/publications/the-right-to-choose-](https://www.gov.uk/government/publications/the-right-to-choose-government-guidance-on-forced-marriage)
623 [government-guidance-on-forced-marriage](https://www.gov.uk/government/publications/the-right-to-choose-government-guidance-on-forced-marriage). School and college staff can
624 contact the Forced Marriage Unit if they need advice or information:
625 Contact: 020 7008 0151 or email fmufcdo.gov.uk.

626 **Breast ironing**

627 10.97. Breast ironing, also known as breast flattening, is the pounding and
628 massaging of a pubescent girl's breasts, using hard or heated objects, to try
629 to make them stop developing or disappear. It is typically carried out by the
630 girl's mother who will say she is trying to protect the girl from sexual
631 harassment and rape, to prevent early pregnancy that would tarnish the
632 family name, or to allow the girl to pursue education rather than be forced
633 into early marriage. It is mostly practiced in parts of Cameroon, where boys
634 and men may think that girls whose breasts have begun to grow are ready
635 for sex. Some reports suggest that it has spread to the Cameroonian
636 diaspora, for example to Britain. The most widely used implement for breast
637 ironing is a wooden pestle normally used for pounding tubers.

638 10.98. Any suspected cases of breast ironing **MUST** be reported immediately under
639 this Child Protection and Safeguarding policy and the Individual offered
640 medical help.

641 **Teenage relationship abuse**

642 10.99. Research has shown that teenagers don’t readily understand what
643 constitutes abusive behaviour such as controlling behaviours, which can
644 escalate to physical abuse, e.g. checking someone's phone, telling them

645		what to wear, who they can/can't see or speak to and that this abuse is
646		prevalent within teen relationships.
647	10.100.	Further research shows that teenagers don't understand what consent
648		means within their relationships. They often hold the common
649		misconception that rape can only be committed by a stranger down a dark
650		alley and don't understand that it could happen within their own
651		relationships. This can lead to these abusive behaviours feeling 'normal' and
652		therefore unchallenged, as they are not recognised as being 'abusive'.
653	10.101.	Vulnerable Individuals may struggle to understand such concepts and the
654		potential consequences of their own, their peers or others behaviour
655		towards them. Therefore, significant effort will be made to raise awareness
656		of it and respond effectively to such situations.
657	10.102.	In response to this Cambian Group will provide education and guidance to
658		prevent teenagers from becoming victims and perpetrators of abusive
659		relationships - encouraging them to rethink their views of violence, abuse
660		and controlling behaviours, and understand what consent means within
661		relationships.
662		Honour-based violence
663	10.103.	It is often linked to family members or acquaintances who mistakenly
664		believe someone has brought shame to their family or community by doing
665		something that is not in keeping with the traditional beliefs of their culture.
666		However, abuse committed in the context of preserving "honour" often
667		involves a wider network of family or community pressure and can include
668		multiple perpetrators. It is important to be aware of this dynamic and
669		additional risk factors when deciding what form of safeguarding action to
670		take" for example, honour-based violence might be committed against
671		individuals who:
672		<ul style="list-style-type: none"> • become involved with a boyfriend or girlfriend from a different culture or religion
673		<ul style="list-style-type: none"> • want to get out of an arranged marriage
674		<ul style="list-style-type: none"> • want to get out of a forced marriage
675		<ul style="list-style-type: none"> • wear clothes or take part in activities that might not be considered traditional within a particular culture.
676		
677	10.104.	Girls and women are the most common victims of honour-based violence
678		however; it can also affect men and boys. Crimes of 'honour' do not always
679		include violence. Crimes committed in the name of 'honour' might include:
680		domestic abuse, threats of violence, assault, sexual or psychological abuse,
681		forced marriage, being held against their will or taken somewhere they don't
682		want to go.
683	10.105.	If staff believe that the Individual is at risk from honour-based violence, the
684		DSL will follow the usual safeguarding referral process. However, if it is clear
685		that a crime has been committed or the Individual is at immediate risk the
686		police will be contacted in the first place, this is a mandatory duty placed on
687		teachers. It is important that if honour-based violence is known or
688		suspected, communities and family members must NOT be contacted prior

689 to referral to the police or social care as this could increase the risk to the
690 individual.

691 **Preventing extremism and radicalisation**

692 10.106. All staff are fully aware of their duty in assessing the risk of Individuals being
693 drawn into terrorism including support for terrorism ideology and extremist
694 ideas. In accordance with our **026. Preventing Extremism and Radicalisation**
695 **policy** and **0.27 E-safety policy**, we all need to be vigilant in ensuring the
696 safety from extremist and terrorist material when accessing the internet.
697 We consider Denbighshire Local Authority Safeguarding Children’s Board
698 arrangements to fulfil its Prevent duties.

699 10.107. Children are vulnerable to extremist ideology and radicalisation. Similar to
700 protecting children from other forms of harms and abuse, protecting
701 children from this risk should be a part of a schools or colleges’ safeguarding
702 approach.

703 • **Extremism** is the vocal or active opposition to our fundamental values, including democracy, the
704 rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs.
705 This also includes calling for the death of members of the armed forces.

706 • **Radicalisation** refers to the process by which a person comes to support terrorism and extremist
707 ideologies associated with terrorist groups.

708 • **Terrorism** is an action that endangers or causes serious violence to a person/people; causes
709 serious damage to property; or seriously interferes or disrupts an electronic system. The use or
710 threat **must** be designed to influence the government or to intimidate the public and is made
711 for the purpose of advancing a political, religious or ideological cause.

712 10.108. There is no single way of identifying whether a child is likely to be susceptible
713 to an extremist ideology. Background factors combined with specific
714 influences such as family and friends may contribute to a child’s
715 vulnerability. Similarly, radicalisation can occur through many different
716 methods (such as social media or the internet) and settings (such as within
717 the home).

718 10.109. However, it is possible to protect vulnerable people from extremist ideology
719 and intervene to prevent those at risk of radicalisation being radicalised. As
720 with other safeguarding risks, staff should be alert to changes in children’s
721 behaviour, which could indicate that they may be in need of help or
722 protection. Staff should use their judgement in identifying children who
723 might be at risk of radicalisation and act proportionately which may include
724 making a Prevent referral.

725 10.110. The school’s or college’s DSL (and any deputies) should be aware of local
726 procedures for making a Prevent referral

727 10.111. All schools and colleges are subject to a duty under section 26 of the
728 Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of
729 their functions, to have “due regard to the need to prevent people from
730 being drawn into terrorism”. This duty is known as **the Prevent duty**.

731 10.112. [An online general awareness-training module on Channel is available](#). The
732 module is suitable for school staff and other front-line workers. It introduces
733 the topics covered by this advice, including how to identify factors that can

734 make people vulnerable to radicalisation, and case studies illustrating the
735 types of intervention that may be appropriate, in addition to Channel.

736 **Prevent Duty**

737 10.113. The Prevent duty should be seen as part of schools and colleges' wider
738 safeguarding obligations. DSLs and other senior leaders in schools should
739 familiarise themselves with the revised [Prevent duty guidance: for England
740 and Wales](#), especially paragraphs 57-76, which are specifically concerned
741 with schools (and also covers childcare). DSLs and other senior leaders in
742 colleges should familiar themselves with the [Prevent duty guidance: for
743 further education institutions in England and Wales](#). The guidance is set out
744 in terms of four general themes: risk assessment, working in partnership,
745 staff training, and IT policies.

746 10.114. Local authorities will be expected to ensure appropriate frontline staff,
747 including those of its contractors, have a good understanding of Prevent are
748 trained to recognise vulnerability to being drawn into terrorism and are
749 aware of available programmes to deal with this issue.

750 10.115. As the independent body responsible for standards and quality
751 improvement for further education, the Education and Training Foundation
752 will work with the sector to ensure that appropriate training is available. This
753 will include and draw from training provided through the network of Prevent
754 co-ordinators.

755 **Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)**

756 10.116. This section of the policy must be read in conjunction with our 0.29 Child
757 Sexual Exploitation policy.

758 10.117. Both CSE and CCE are forms of abuse that occur where an individual or group
759 takes advantage of an imbalance in power to coerce, manipulate or deceive
760 a child into taking part in sexual or criminal activity, in exchange for
761 something the victim needs or wants, and/or for the financial advantage or
762 increased status of the perpetrator or facilitator and/or through violence or
763 the threat of violence. CSE and CCE can affect children, both male and
764 female and can include children who have been moved (commonly referred
765 to as trafficking) for the purpose of exploitation.

766 **Child Criminal Exploitation (CCE)**

767 10.118. Some specific forms of CCE can include children being forced or manipulated
768 into transporting drugs or money through county lines, working in cannabis
769 factories, shoplifting or pickpocketing. They can also be forced or
770 manipulated into committing vehicle crime or threatening/committing
771 serious violence to others. Children can become trapped by this type of
772 exploitation as perpetrators can threaten victims (and their families) with
773 violence, or entrap and coerce them into debt. They may be coerced into
774 carrying weapons such as knives or begin to carry a knife for a sense of
775 protection from harm from others. As children involved in criminal
776 exploitation often commit crimes themselves, their vulnerability as victims
777 is not always recognised by adults and professionals, (particularly older
778 children), and they are not treated as victims despite the harm they have
779 experienced. They may still have been criminally exploited even if the
780 activity appears to be something they have agreed or consented to.

781 10.119. It is important to note that the experience of girls who are criminally
782 exploited can be very different to that of boys. The indicators may not be
783 the same; however, professionals should be aware that girls are at risk of

784 criminal exploitation too. It is also important to note that both boys and girls
785 being criminally exploited may be at higher risk of sexual exploitation.

786 **Child Sexual Exploitation (CSE)**

787 10.120. CSE is a form of child sexual abuse. Sexual abuse may involve physical
788 contact, including assault by penetration (for example, rape or oral sex) or
789 non-penetrative acts such as masturbation, kissing, rubbing, and touching
790 outside clothing. It may include noncontact activities, such as involving
791 children in the production of sexual images, forcing children to look at sexual
792 images or watch sexual activities, encouraging children to behave in sexually
793 inappropriate ways or grooming a child in preparation for abuse including
794 via the internet.

795 10.121. CSE can occur over time or be a one-off occurrence, and may happen
796 without the child's immediate knowledge e.g. through others sharing videos
797 or images of them on social media.

798 10.122. CSE can affect any child, who has been coerced into engaging in sexual
799 activities. This includes 16 and 17 year olds who can legally consent to have
800 sex. Some children may not realise they are being exploited e.g. they believe
801 they are in a genuine romantic relationship.

802 10.123. Children with learning difficulties can be particularly vulnerable to
803 exploitation as can children from particular groups, e.g. looked after
804 children, young carers, children who have a history of physical, sexual
805 emotional abuse or neglect or mental health problems; children who use
806 drugs or alcohol, children who go missing from home or school, children
807 involved in crime, children with parents/carers who have mental health
808 problems, learning difficulties/other issues, children who associate with
809 other children involved in exploitation. However, it is important to recognise
810 that any child can be targeted.

811 10.124. Whilst age may be the most obvious, this power imbalance can also be due
812 to a range of other factors including gender, sexual identity, cognitive ability,
813 physical strength, status, and access to economic or other resources. In
814 some cases, the abuse will be in exchange for something the victim needs or
815 wants and/or will be to the financial benefit or other advantage (such as
816 increased status) of the perpetrator or facilitator.

817 10.125. The abuse can be perpetrated by individuals or groups, males or females,
818 and children (under the age of 18 years, including 16- and 17-year olds who
819 can legally consent to have sex) or adults. It is critical to know that
820 children/young people may also be exploited by other children/young
821 people, who themselves may be experiencing exploitation – where this is
822 the case, it is important that the child/young person perpetrator is also
823 recognised as a victim.

824 10.126. The abuse can be a one-off occurrence or a series of incidents over time, and
825 range from opportunistic to complex organised abuse. It can involve force
826 and/or enticement-based methods of compliance and may, or may not, be
827 accompanied by violence or threats of violence. Victims can be exploited

828 even when activity appears consensual and it should be noted exploitation
829 as well as being physical can be facilitated and/or take place online.

- 830 • appear with unexplained gifts or new professions;
- 831 • associate with other young people involved in exploitation;
- 832 • suffer from changes in emotional well-being;
- 833 • misuse drugs and alcohol;
- 834 • go missing for periods of time or regularly or come home late; and
- 835 • regularly miss school or education or do not take part in education.

836 10.127. Some additional specific indicators that may be present in CSE and children
837 who:

- 838 • Children who have older boyfriends or girlfriends; and
- 839 • Children who suffer from sexually transmitted infections, display sexual behaviours
840 beyond expected sexual development or become pregnant.

841 10.128. Further information on signs of a child’s involvement in sexual exploitation
842 is available in Home Office guidance: Child sexual exploitation: guide for
843 practitioners.

844 10.129. As an organisation we do recognise that the same level of exploitation may
845 take place involving vulnerable young people/adults at risk above the age of
846 18. An adult at risk is any person who is aged 18 years or over and at risk of
847 abuse or neglect because of their needs for care and/or support (The Care
848 Act 2014). As we do provide services for vulnerable young people/adults at
849 risk, therefore it is expected that the above statement will equally apply to
850 those who are 18+ across England and Wales.

851 10.130. Children under the age of criminal responsibility (under the age of 10), or
852 young people who have increased vulnerability due to push and pull factors
853 who are manipulated, coerced or forced into criminal activity provide
854 opportunity for criminals to distance themselves from crime.

855 County Lines

856 10.131. County lines is a term used to describe gangs and organised criminal
857 networks involved in exporting illegal drugs using dedicated mobile phone
858 lines or other form of “deal line”. This activity can happen locally as well as
859 across the UK - no specified distance of travel is required. Children and
860 vulnerable adults are exploited to move, store and sell drugs and money.
861 Offenders will often use coercion, intimidation, violence (including sexual
862 violence) and weapons to ensure compliance of victims. Children can be
863 targeted and recruited. Exploitation is an integral part of the county lines,
864 children may become victims through: coercion, intimidation, violence
865 (including sexual) and weapons.

866 10.132. Children can be targeted and recruited into county lines in a number of
867 locations including schools, further and higher educational institutions, pupil
868 referral units, special educational needs schools, children’s homes and care
869 homes. Children are often recruited to move drugs and money between
870 locations and are known to be exposed to techniques such as ‘plugging’,
871 where drugs are concealed internally to avoid detection. Children can easily
872 become trapped by this type of exploitation as county lines gangs create

873 drug debts and can threaten serious violence and kidnap towards victims
874 (and their families) if they attempt to leave the county lines network.

875 10.133. Children are also increasingly being targeted and recruited online using
876 social media. Children can easily become trapped by this type of exploitation
877 as county lines gangs can manufacture drug debts which need to be worked
878 off or threaten serious violence and kidnap towards victims (and their
879 families) if they attempt to leave the county lines network. These children
880 and young people are at serious risk of criminalisation, sexual exploitation
881 and exposure to violence. This is facilitated by a group who may not
882 necessarily be affiliated to a gang, but who have developed networks across
883 geographical boundaries to access and exploit existing drugs markets in
884 these areas.

885 10.134. The group, or individuals exploited by them, travel regularly between the
886 urban hub and the rural marketplace, to replenish stock and deliver cash.
887 This movement is not unique to county lines drug supply but is generally
888 more frequent and in smaller deal amounts compared to most other drug
889 supply methods.

890 10.135. A number of the indicators for CSE and CCE as detailed above may be
891 applicable to where children are involved in county lines. Some additional
892 specific indicators that may be present where a child is criminally exploited
893 through involvement in county lines are children who:

- 894 • go missing and are subsequently found in areas away from their home;
- 895 • have been the victim or perpetrator of serious violence (e.g. knife crime);
- 896 • are involved in receiving requests for drugs via a phone line, moving drugs, handing over and
897 collecting money for drugs;
- 898 • are exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid
899 detection;
- 900 • are found in accommodation that they have no connection with, often called a ‘trap house or
901 cuckooing’ or hotel room where there is drug activity;
- 902 • owe a ‘debt bond’ to their exploiters;
- 903 • have their bank accounts used to facilitate drug dealing.

904 10.136. If a child is suspected to be at risk of or involved in county lines, a
905 safeguarding referral should be considered alongside consideration of
906 availability of local services/third sector providers who offer support to
907 victims of county lines exploitation.

908 10.137. Further information on the signs of a child’s involvement in county lines is
909 available in guidance published by the [Home Office and The Children’s
910 Society County Lines Toolkit for Professional](#).

911 **Cuckooing**

912 10.138. This is the exploitation of young people that might be vulnerable is a
913 common feature in the facilitation of county lines drugs supply, whether for
914 the storage or supply of drugs, the movement of cash, or to secure the use
915 of dwellings held by vulnerable people in the rural marketplace - commonly
916 referred to as cuckooing.

917 10.139. Cuckooing is a form of crime in which drug dealers take over the home of a
918 vulnerable person in order to use it as a base for drug dealing. As of the

919		2010s, cuckooing is becoming an increasingly common problem in the South
920		of England. The crime is named for the cuckoo's practice of taking over other
921		birds' nests for its young.
922	10.140.	The group is inclined to use intimidation, violence and weapons, including
923		knives, corrosives and firearms.
924	10.141.	Additional to the list under Serious Violent Crime section, other indicators
925		that a child may be criminally exploited include:
926		▪ Increase in missing episodes (Education and/or Care) – particular key as
927		children/young people can be missing for days and drug run in other counties
928		▪ Having unexplained amounts of money, new high cost items and multiple mobile
929		phones
930		▪ Increased social media and phone/text use, almost always secretly
931		▪ Older males in particular seen to be hanging around and driving
932		▪ Having injuries that are unexplained and unwilling to be looked at
933		▪ Increase in aggression, violence and fighting
934		▪ Carrying weapons – knives, baseball bats, hammers, acid
935		▪ Travel receipts that are unexplained
936		▪ Significant missing cases from education and disengaging from previous positive peer
937		groups
938		▪ Parents/carers concerns and significant changes in behaviour that affect emotional
939		wellbeing
940	10.142.	We will treat any child/young person who may be criminally exploited as a
941		victim in the first instance and refer to the Local Safeguarding Authority in
942		the first instance. If a referral to the police is also required as crimes have
943		been committed on the school premises, these will also be made.
944		Knife crime
945	10.143.	Ofsted report Knife crime safeguarding children and young people (Lessons
946		from London) makes references to both; to the use of knives against children
947		either to threaten or to wound them and to instances when children may
948		have been carrying or using knives for a range of purposes.
949	10.144.	Knife crime is a term used commonly in the media to refer, primarily, to
950		street-based knife assaults and knife-carrying. However, there are many
951		different criminal offences relating to knives. For example:
952		• it is an offence to threaten or cause harm to a person with a bladed weapon
953		• some bladed weapons are prohibited from being sold or purchased, including to anyone
954		under the age of 18
955		• offences such as robbery or assault can be aggravated if a knife is involved
956		• it is also an offence to carry a knife in a public place without good reason.
957		• It is clear that knife crime is an increasing safeguarding risk to children and young people,
958		both at school and in their local communities. While Ofsted have not sought to answer the

959 question of the causes of knife crime, leaders told Ofsted that, in their experience, children
960 are in three categories of risk of knife carrying.

961 10.145. The highest level of risk is for those children who have been groomed into
962 gangs, for the purposes of criminal exploitation.

963 10.146. Underneath this lies a group of children who have witnessed other children
964 carrying knives, have been the victim of knife crime or know someone who
965 has carried a knife for protection or status-acquisition or who are
966 encouraged to believe knife-carrying is normal through the glamorisation of
967 gangs and knives on social media.

968 10.147. Then there are children who carry knives to school as an isolated incident.
969 For example, they may carry a penknife that a grandparent has gifted them

970 10.148. It is important to remember that knife crime does not exist in a vacuum and
971 children who are victims or perpetrators may also be experiencing multiple
972 vulnerabilities.

973 10.149. Some children and young people can be more at risk of being drawn into
974 criminality; multiple studies demonstrate a clear link between inequality and
975 high rates of violence for example. There is a need to both understand and
976 address individual risk factors as well as address the social challenges that
977 underpin criminal exploitation and serious violence in our communities,
978 from poor mental health, addiction, poverty, unemployment and poor-
979 quality housing.

980 **Missing young people and the link between missing and county lines**

981 10.150. Every precaution is taken through the use of risk assessments and thorough
982 planning and supervision to ensure that children, young people and young
983 adults are safe both at school, college, home, and on outings. If a child,
984 young person or young adult goes missing from our Location, it is considered
985 a potential indicator of abuse or neglect.

986 10.151. Our staff members must follow our **0.23. Missing from Care and Education**
987 **policy** in the event of someone going missing. All homes/schools/colleges
988 must inform the LA of any student who fails to attend school regularly or has
989 been absent without the school’s permission for a continuous period of 10
990 days or more or as such intervals agreed with the Local Authority. It is
991 essential that all staff are alert to signs such as travelling to conflict zones,
992 FGM and forced marriage.

993 10.152. Coercion and manipulation often increase a young person's vulnerability to
994 exploitation, pushing them towards going missing and becoming involved in
995 criminal activities. Some individuals may be pulled towards exploitation
996 through the promise of money, gifts, affection and status. However, they
997 may be then be forced to work for these people as they are coerced into
998 believing that they are indebted to them.

999 **Domestic abuse**

1000 10.153. The Domestic Abuse Act 2021 received Royal Assent on 29 April 2021. The
1001 Act introduces the first ever statutory definition of domestic abuse and
1002 recognises the impact of domestic abuse on children, as victims in their own
1003 right, if they see, hear or experience the effects of abuse. The statutory
1004 definition of domestic abuse, based on the previous cross-government
1005 definition, ensures that different types of relationships are captured,
1006 including ex-partners and family members. The definition captures a range
1007 of different abusive behaviours, including physical, emotional and economic

1008		abuse and coercive and controlling behaviour. Both the person who is
1009		carrying out the behaviour and the person to whom the behaviour is
1010		directed towards must be aged 16 or over and they must be “personally
1011		connected” (as defined in section 2 of the 2021 Act).
1012	10.154.	Types of domestic abuse include intimate partner violence, abuse by family
1013		members, teenage relationship abuse and child/adolescent to parent
1014		violence and abuse. Anyone can be a victim of domestic abuse, regardless of
1015		gender, age, ethnicity, socioeconomic status, sexuality or background and
1016		domestic abuse can take place inside or outside of the home.
1017	10.155.	All children can witness and be adversely affected by domestic abuse in the
1018		context of their home life where domestic abuse occurs between family
1019		members. Experiencing domestic abuse and/or violence can have a serious,
1020		long lasting emotional and psychological impact on children. In some cases,
1021		a child may blame themselves for the abuse or may have had to leave the
1022		family home as a result.
1023	10.156.	Young people can also experience domestic abuse within their own intimate
1024		relationships. This form of abuse is sometimes referred to as ‘teenage
1025		relationship abuse’. Depending on the age of the young people, this may not
1026		be recognised in law under the statutory definition of ‘domestic abuse’ (if
1027		one or both parties are under 16). However, as with any child under 18,
1028		where there are concerns about safety or welfare, child safeguarding
1029		procedures should be followed and both young victims and young
1030		perpetrators should be offered support.
1031	10.157.	Keeping Learners Safe introduces additional information about domestic
1032		abuse which can encompass a wide range of behaviours and may be a single
1033		incident or a pattern of incidents. That abuse can be, but is not limited to,
1034		psychological, physical, sexual, financial or emotional. Children can be
1035		victims of domestic abuse. They may see, hear, or experience the effects of
1036		abuse at home and/or suffer domestic abuse in their own intimate
1037		relationships (teenage relationship abuse). All of which can have a
1038		detrimental and long-term impact on their health, well-being, development,
1039		and ability to learn.
1040	10.158.	Operation Encompass is a partnership between police and schools, and it is
1041		now in place in all 43 police forces in England and Wales: Operation
1042		Encompass: supporting children and young people exposed to domestic
1043		abuse (naht.org.uk) . It helps police and schools work together to provide
1044		emotional and practical help to children. The system ensures that when
1045		police are called to an incident of domestic abuse, where there are children
1046		in the household who have experienced the domestic incident, the police
1047		will inform the key adult (usually the DSL) in school before the child or
1048		children arrive at school the following day. This ensures that the school has
1049		up to date relevant information about the child’s circumstances and can
1050		enable immediate support to be put in place, according to the child’s needs.
1051		Operation Encompass does not replace statutory safeguarding procedures.
1052		Where appropriate, the police and/or schools should make a referral to
1053		children’s social care if they are concerned about a child’s welfare. More
1054		information about the scheme and how schools can become involved is
1055		available on the Operation Encompass website.
1056	10.159.	Operation Encompass provides an advice and helpline service for all staff
1057		members from educational settings who may be concerned about children

1058 who have experienced domestic abuse. The helpline is available 8AM to
1059 1PM, Monday to Friday on 0204 513 9990 (charged at local rate).

1060 10.160. Refuge runs the National Domestic Abuse Helpline, which can be called free
1061 of charge and in confidence, 24 hours a day on 0808 2000 247. Its website
1062 provides guidance and support for potential victims, as well as those who
1063 are worried about friends and loved ones. It also has a form through which
1064 a safe time from the team for a call can be booked. Additional advice on
1065 identifying children who are affected by domestic abuse and how they can
1066 be helped is available at:

- 1067 • [NSPCC- UK domestic-abuse Signs Symptoms Effects](#)
- 1068 • [Refuge what is domestic violence/effects of domestic violence on children](#)
- 1069 • [SafLives: young people and domestic abuse.](#)
- 1070 • [Domestic abuse: specialist sources of support - GOV.UK](#) (www.gov.uk) (includes
1071 information for adult victims, young people facing abuse in their own relationships and
1072 parents experiencing child to parent violence/abuse)
- 1073 • Home : [Operation Encompass](#) (includes information for schools on the impact of domestic
1074 abuse on children)

Serious Violent Crime

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1076 10.161. All staff should be aware of indicators, which may signal that children are at
1077 risk from, or are involved with serious violent crime. These may include:

- 1078 • increased absence from school with a significant decline in performance,
- 1079 • a change in friendships or relationships with older individuals or group,
- 1080 • signs of self-harm or a significant change in well-being, or signs of assault or
1081 unexplained injuries,
- 1082 • unexplained gifts or new possessions could also indicate that children have been
1083 approached by, or are involved with individuals associated with criminal networks or
1084 gangs.

1085 10.162. All staff should be aware of the associated risks and understand the
1086 measures in place to measure these. Advice for schools and colleges is
1087 provided in the Home Office’s Preventing youth violence and gang
1088 involvement and its [criminal exploitation of children and vulnerable adults:](#)
1089 [County Lines guidance - September 2018.](#)

Mental Health

1091 10.163. Schools, colleges and homes have an important role to play in supporting
1092 the mental health and wellbeing of young people. All staff should be aware
1093 that mental health problems can, in some cases, be an indicator that a child
1094 has suffered or is at risk of suffering abuse, neglect or exploitation.

1095 10.164. Schools/colleges and homes need to ensure they have clear systems and
1096 processes in place for identifying possible mental health problems, including
1097 routes to escalate and clear referral and accountability systems.

1098 10.165. The Department is providing funding to support costs of a significant training
1099 program for senior mental health leads and the national rollout of the [Link](#)
1100 [Program.](#) Training for senior mental health leads, will be available to all

1101		state-funded schools and colleges by 2025, to help introduce or develop
1102		their whole school or college approach to mental health.
1103	10.166.	Only appropriately, trained professionals should attempt to make a
1104		diagnosis of a mental health problem. Staff however, are well placed to
1105		observe children day-to-day and identify those whose behaviour suggests
1106		that they may be experiencing a mental health problem or be at risk of
1107		developing one. If staff suspect this might be the case they should report
1108		their concerns to a senior leader within the school and if possible bring their
1109		concerns to a member of the clinical team.
1110	10.167.	Where children have suffered abuse and neglect, or other potentially
1111		traumatic adverse childhood experiences, this can have a lasting impact
1112		throughout childhood, adolescence and into adulthood. It is key that staff
1113		receive appropriate education and training so that they are aware of how
1114		these children's experiences, can impact on their mental health, behaviour
1115		and education.
1116	10.168.	If staff have a mental health concern about a child that is also a safeguarding
1117		concern, immediate action should be taken. Staff should follow their child
1118		protection policy and speak immediately to the DSL or a deputy.
1119	10.169.	Schools and colleges can access a range of advice to help them identify
1120		children in need of extra mental health support; this includes working with
1121		external agencies. More information can be found in the mental health and
1122		behaviour in schools guidance , colleges may also wish to follow this
1123		guidance as best practice. Public Health England has produced a range of
1124		resources to support secondary school teachers to promote positive health,
1125		wellbeing and resilience among children.
1126	10.170.	The DfE has published advice and guidance on Preventing and Tackling
1127		Bullying (which may also be useful for colleges). The Promoting and
1128		supporting mental health and wellbeing in Schools sets out how schools and
1129		colleges can help prevent mental health problems by promoting resilience
1130		as part of an integrated, whole school/college approach to social and
1131		emotional wellbeing, which is tailored to the needs of their pupils.
1132	10.171.	In addition, Public Health England has produced a range of resources to
1133		support secondary schools to promote positive health, wellbeing and
1134		resilience among children including its guidance Promoting children and
1135		young people's emotional health and wellbeing. Its resources include social
1136		media, forming positive relationships, smoking and alcohol. See Rise Above
1137		for links to all materials and lesson plans. The Department has also
1138		published, 'Every interaction matters' , a pre-recorded webinar which
1139		provides staff with a simple framework for promoting wellbeing, resilience,
1140		and mental health. This sits alongside our Wellbeing for education recovery

1141 [program](#) content, which covers issues such as bereavement, loss, anxiety,
1142 stress and trauma.

1143 **Human trafficking**

1144 10.172. Human trafficking is defined by the UNHCR in respect of children/young
1145 people/young adults as a process that is a combination of:

- 1146 - Movement (including within the UK);
- 1147 - Control, through harm / threat of harm or fraud
- 1148 - For the purpose of exploitation

1149 10.173. Traffickers and slave drivers trick, force and/or persuade individuals to leave
1150 their homes. Grooming methods are used to gain the trust of a person first,
1151 e.g. the promise of a better life, which results in a life of abuse, servitude
1152 and inhumane treatment.

1153 10.174. Any individual transported for exploitative reasons is considered to be a
1154 trafficking victim. There is significant evidence that children/young
1155 people/young adults (both of UK and other citizenship) are being trafficked

1156 internally within the UK and this is regarded as a more common form of
1157 trafficking in the UK.

1158 10.175. There are a number of indicators which suggest that a child/young
1159 person/young adult may have been trafficked into the UK, and may still be
1160 controlled by the traffickers or receiving adults. These are as follows:

- 1161 - Shows signs of physical or sexual abuse, and/or has contracted a sexually transmitted
1162 infection or has an unwanted pregnancy
- 1163 - Has a history with missing links and unexplained moves
- 1164 - Is required to earn a minimum amount of money every day
- 1165 - Works in various locations
- 1166 - Has limited freedom of movement
- 1167 - Appears to be missing for periods
- 1168 - Is known to beg for money
- 1169 - Is being cared for by adult/s who are not their parents and the quality of the
1170 relationship between the child and their adult carers is not good
- 1171 - Is one among a number of unrelated children found at one address
- 1172 - Has not been registered with or attended a GP practice
- 1173 - Is excessively afraid of being deported.

1174 10.176. For those children/young people/young adults who are internally trafficked
1175 within the UK indicators include:

- 1176 - Physical symptoms (bruising indicating either physical or sexual assault)
- 1177 - Prevalence of a sexually transmitted infection or unwanted pregnancy
- 1178 - Reports from reliable sources suggesting the likelihood of involvement in
- 1179 - Sexual exploitation / the child has been seen in places known to be used for sexual
1180 exploitation
- 1181 - Evidence of drug, alcohol or substance misuse
- 1182 - Being in the community in clothing unusual for a child i.e. inappropriate for age, or
1183 borrowing clothing from older people
- 1184 - Relationship with a significantly older partner
- 1185 - Accounts of social activities, expensive clothes, mobile phones or other possessions
1186 with no plausible explanation of the source of necessary funding
- 1187 - Persistently missing, staying out overnight or returning late with no plausible
1188 explanation
- 1189 - Returning after having been missing, looking well cared for despite having not been
1190 at home
- 1191 - Having keys to premises other than those known about
- 1192 - Low self- image, low self-esteem, self-harming behaviour including cutting,
1193 overdosing, eating disorder, promiscuity

- 1194 - Truancy / disengagement with education
- 1195 - Entering or leaving vehicles driven by unknown adults
- 1196 - Going missing and being found in areas where the child/young person/young adult has no known links; and/or
- 1197
- 1198 - Possible inappropriate use of the internet and forming on-line relationships, particularly with adults/other adults.
- 1199

1200 10.177. These behaviours themselves do not indicate that an Individual is being trafficked, but should be considered as indicators that this may be the case.

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1202 **Child abduction and community safety incidents**

1203 10.178. Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the child. Child abduction can be committed by parents or other family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers. Other community safety incidents in the vicinity of a school can raise concerns amongst children and parents, for example, people loitering nearby or unknown adults engaging children in conversation.

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1210 10.179. As children get older and are granted more independence (for example, as they start walking to school on their own), it is important they are given practical advice on how to keep themselves safe. Many schools provide outdoor-safety lessons run by teachers or by local police staff. It is important that lessons focus on building children’s confidence and abilities rather than simply warning them about all strangers. Further information is available at: <http://www.actionagainstabduction.org/> and <https://clevernevergoes.org/>

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1217 **Modern slavery and the National Referral Mechanism**

1218 10.180. Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including: sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs.

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1222 10.181. When considering modern slavery, there is a perception that this is taking place overseas. The government estimates that tens of thousands of slaves are in the UK today.

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1225 10.182. Young people are being forced to work in restaurants, nail bars, car washes and harvesting fruit, vegetables or other foods have all been slaves ‘hiding in plain sight’ within the U.K and rescued from slavery. Other forms of slavery such as sex slaves or household slaves are more hidden but have also been rescued within the UK.

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1230 10.183. If staff believe that a child/young person/young adult is being trafficked or is a slave, this must be reported to the DSL/RM/Head of Service for referral to be considered to local Safeguarding Authority.

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1233 10.184. Further information on the signs that someone may be a victim of modern slavery, the support available to victims and how to refer them to the NRM is available in the Modern Slavery Statutory Guidance. Modern slavery: how to identify and support victims - GOV.UK (www.gov.uk)

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1237 **Cybercrime**

1238 10.185. Cybercrime is criminal activity committed using computers and/or the internet. It is broadly categorised as either ‘cyber-enabled’ (crimes that can

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1240 happen off-line but are enabled at scale and at speed on-line) or ‘cyber
1241 dependent’ (crimes that can be committed only by using a computer).
1242 Cyber-dependent crimes include:

1243 • unauthorised access to computers (illegal ‘hacking’), for example accessing a school’s computer
1244 network to look for test paper answers or change grades awarded;

1245 • denial of Service (Dos or DDoS) attacks or ‘booting’. These are attempts to make a computer,
1246 network or website unavailable by overwhelming it with internet traffic from multiple sources;
1247 and

1248 • making, supplying or obtaining malware (malicious software) such as viruses, spyware,
1249 ransomware, botnets and Remote Access Trojans with the intent to commit further offence,
1250 including those above.

1251 10.186. Children with particular skill and interest in computing and technology may
1252 inadvertently or deliberately stray into cyber-dependent crime.

1253 10.187. If there are concerns about a child in this area, the DSL (or a deputy), should
1254 consider referring into the Cyber Choices programme. This is a nationwide
1255 police programme supported by the Home Office and led by the National
1256 Crime Agency, working with regional and local policing. It aims to intervene
1257 where young people are at risk of committing, or being drawn into, low level
1258 cyber-dependent offences and divert them to a more positive use of their
1259 skills and interests.

1260 10.188. Note that Cyber Choices does not currently cover ‘cyber-enabled’ crime such
1261 as fraud, purchasing of illegal drugs on-line and child sexual abuse and
1262 exploitation, nor other areas of concern such as on-line bullying or general
1263 on-line safety. Additional advice can be found at: [Cyber Choices](#), [‘NPCC-
1264 When to call the Police’](#) and [National Cyber Security Centre - NCSC.GOV.UK](#)

Initiation/Hazing

1266 10.189. Hazing is a form of initiation ceremony, which is used to induct newcomers
1267 into an organisation such as a private school, sports team etc. There are a
1268 number of different forms, from relatively mild rituals to severe and
1269 sometimes violent ceremonies in gangs/criminal groups.

1270 10.190. The idea behind this practice is that it welcomes newcomers by subjecting
1271 them to a series of trials, which promote a bond between them. After the
1272 hazing is over, the newcomers also have something in common with older
1273 members of the organisation, because they all experienced it as part of a rite
1274 of passage. Many rituals involve humiliation, embarrassment, abuse, and
1275 harassment.

1276 10.191. Cambian Group will provide education to prevent individuals from becoming
1277 victims of such behaviour and raise awareness of such within all services.
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1279 Safeguarding issues relating to Individual children and young people needs

1280 Homelessness

1281 10.192. As an organisation we recognise that being homeless or being at risk of
1282 becoming homeless presents a real risk to a child’s/young person welfare.
1283 The impact of losing a place of safety and security can affect an Individual’s

1284		behaviour and attachments. DSL will work with Local Authorities to
1285		raise/progress concerns at the earliest opportunity.
1286	10.193.	In line with the Homelessness Reduction Act 2017 they will also promote
1287		links into the Local Housing Authority for the parent/guardians in order to
1288		raise/progress concerns.
1289	10.194.	In most cases school and college, colleagues will be considering
1290		homelessness in the context of children who live with their families, and
1291		intervention will be on that basis. However, it should also be recognised in
1292		some cases 16 and 17 year olds could be living independently from their
1293		parents or guardians, for example through their exclusion from the family
1294		home, or other reasons. This will require a different level of intervention and
1295		support. Children’s services will be the lead agency for these young people
1296		and the DSL (or a deputy) should ensure appropriate referrals are made
1297		based on the child’s circumstances. The department and the Ministry of
1298		Housing, Communities and Local Government have published joint statutory
1299		guidance on the provision of accommodation for 16 and 17 year olds who
1300		may be homeless and/or require accommodation: Homelessness Reduction
1301		Act: policy factsheets .
1302	10.195.	Guidance on how local authorities should exercise their homelessness
1303		functions in accordance with the Homelessness Reduction Act 2017 from 3
1304		April 2018- Homelessness code of guidance for local authorities .
1305	10.196.	Children’s services (Adult’s services where the person is 18+) will be the lead
1306		agency for these young people and the DSL should ensure appropriate
1307		referrals are made based on the Individual’s circumstances.
1308	10.197.	It is recognised that whilst referrals and/or discussion with the Local Housing
1309		Authority should be progressed as appropriate, this does not, and should
1310		not, replace a referral into the Local Safeguarding Authority where an
1311		Individual has been harmed or is at risk of harm.
1312		Private Fostering
1313	10.198.	Private fostering is an arrangement by a child’s parents for their child (under
1314		16 or 18 if disabled) to be cared for by another adult who is not closely
1315		related and is not a legal guardian with parental responsibility for 28 days or
1316		more.
1317	10.199.	It is not private fostering if the carer is a close relative to the child such as
1318		grandparent, brother, sister, uncle or aunt.
1319	10.200.	The Law requires that the carers and parents must notify the Children’s
1320		Services Department of any private fostering arrangement.
1321	10.201.	If the school/college/children’s home/care homes (16-18) becomes aware
1322		that a child/young person is being privately fostered they will inform the
1323		Children’s Services Department and inform both the parents and carers that
1324		they have done so.
1325		Child and the Court System
1326	10.202.	As an organisation we recognise that children/young people are sometimes
1327		required to give evidence in criminal courts, either for crimes committed
1328		against them or for crimes, they have witnessed. We know that this can be

1329		a stressful experience and therefore services across the organisation will aim
1330		to support children through this process.
1331	10.203.	Along with information, advice and guidance, services will use age-
1332		appropriate materials published by HM Courts and Tribunals Services (2017)
1333		Going to court explain to children/young people what it means to be a
1334		witness, how to give evidence and the special measures which are in place
1335		to assist such as using a live link/aids to communicate and video links.
1336	10.204.	We recognise that making child arrangements via the family courts following
1337		separation can be stressful and entrench conflict in families. This can be very
1338		stressful for children. Services will support children/young people going
1339		through this process.
1340	10.205.	Alongside information, advice and guidance services will use online
1341		materials published by The Ministry of Justice (2018) which offers
1342		children/young people information & advice on the dispute resolution

1343 service - [Get help with child arrangements](#). These materials will also be
1344 offered to parents and carers if appropriate.

1345 10.206. Ensure that children/young people are sufficiently supported where a
1346 parent has been sent to prison; adequate support includes protection from
1347 stigma, isolation and poor mental health.

1348 **Fabricated or induced illnesses (FII)**

1349 10.207. Fabricated or induced illness (FII) is a rare form of child abuse. It occurs when
1350 a parent or carer, usually the child's biological mother, exaggerates or
1351 deliberately causes symptoms of illness in the child.

1352 10.208. FII is also known as "Munchausen's syndrome by proxy" (not to be confused
1353 with Munchausen's syndrome, where a person pretends to be ill or causes
1354 illness or injury to themselves).

1355 10.209. FII covers a wide range of symptoms and behaviours involving parents
1356 seeking healthcare for a child. This ranges from extreme neglect (failing to
1357 seek medical care) to induced illness.

1358 10.210. Behaviours in FII include a parent/carer who:

- 1359 • persuades healthcare professionals that their child is ill when they're perfectly healthy,
- 1360 • exaggerates or lies about their child's symptoms,
- 1361 • manipulates test results to suggest the presence of illness – for example, by putting glucose in urine
1362 samples to suggest the child has diabetes,
- 1363 • deliberately induces symptoms of illness – for example, by poisoning her child with unnecessary
1364 medication or other substances.

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