

SAFEGUARDING POLICY

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SAFEGUARDING POLICY

Rationale

Christ College recognises that the needs of the children in its care are paramount, and understands its responsibilities for safeguarding. Safeguarding is central to the well-being of the individual and is, therefore, seen to be an intrinsic part of all aspects of the curriculum and school life.

The College's policy applies to all staff, governors and volunteers working in the College, and takes into account the requirements of the following:

- i. Welsh Government Circular 007/2013 Safeguarding Children in Education.
- ii. Children Act (2004)
- iii. 'Working Together to Safeguard Children' (2015),
- iv. Education Act (2002)
- v. Guidance for the inspection of Secondary schools (Estyn 2015)
- vi. Welsh Government Guidance Circular 158/2015 Keeping Learners Safe.
- vii. Wales Safeguarding Procedures (2019)
- viii. Welsh Government Guidance Circular 009/2014 Safeguarding children in education: handling allegations of abuse against teachers and other staff.

Designated Safeguarding Person (DSP): Mr Simon Hill
Assistant DSP: Mrs Emma Blatt.

This Safeguarding policy is consistent with the requirements of *Working Together to Safeguard Children* (National Assembly for Wales), and takes into account the guidance issued on the Duty to Refer (April 2014) and the handling of allegations (Welsh Government Circular No. 009/2014) This includes the requirement for a referral to be made within 24 hours (in writing or with written confirmation of a telephoned referral) of allegations or suspicions of abuse to the local social services department to carry out child protection investigations. Teachers, Governors and support staff are briefed on the school's Safeguarding policy and procedures by the Designated Safeguarding Person (currently the Deputy Head Pastoral). This policy is reviewed annually. All staff and governors are trained in correct safeguarding procedures upon beginning their roles.

The College is committed to the safety and wellbeing of all pupils in the College's care. The College's staff will treat all pupils equally and without any form of discrimination.

In order to support this commitment, the College is dedicated to educating Staff, pupils and parents and ensuring consistent implementation and regular review of its policies, procedures and guidelines which have been put in place to effectively address the safety and wellbeing of pupils.

The College's policy and practice requires staff to report to a designated senior member of staff at the school, (there is the option of referral to the Care and Social Services Inspectorate Wales) any concern or allegation about school practices or the behaviour of colleagues which might put pupils at risk of abuse. Staff who inform authorities in this way are immune from retribution or disciplinary action for any such "whistle-blowing" in good faith. Staff have the option of reporting concerns or allegations directly to the Care and Social Services Inspectorate Wales if preferred.

Role of the Designated Safeguarding Person (DSP)

The DSP is the Deputy Head (Pastoral). The DSP is responsible for:

- i. Safeguarding and promoting the welfare of all pupils.
- ii. Being the first point of contact in any referrals to Social Services and managing any such referrals.
- iii. Coordinating and updating of the Safeguarding Policy.
- iv. Training and briefing of staff, raising awareness of safeguarding issues.
- v. Informing and briefing the Board of Governors and specifically the governor with specific responsibility for safeguarding.
- vi. Monitoring the storage and confidentiality of records related to safeguarding.
- vii. Keeping the Head, and where appropriate other members of the Senior Management Team, informed of any safeguarding concerns.

There are five main strands to the College's policy:

- i. Ensuring we practise safe recruitment in checking the suitability of staff, governors and volunteers to work with children. The College obtains two acceptable references for each staff member

engaged, including from his/her previous employer. DBS checks are also done.

- ii. Raising awareness of safeguarding issues and equipping children with the skills needed to keep them safe.
- iii. Establishing a safe, healthy environment in which children can learn and develop; feel supported and valued; and become resilient and confident.
- iv. Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- v. Supporting pupils who have been abused in accordance with that pupil's agreed safeguarding plan.

We recognise that because of their day-to-day contact with children, College staff are well placed to observe the outward signs of abuse. The College will therefore:

- i. Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- ii. Ensure children know that there are adults in the College whom they can approach if they have any worries.
- iii. Include opportunities in the PSE curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- iv. Individual children are discussed each week at our House staff meetings under the standing item; Pastoral Concerns.

We will follow the procedures set out by the Local Safeguarding Children Board and take account of guidance issued by the All Wales Child protection Procedures to:

- i. Ensure we have a member of the management structure to co-ordinate Safeguarding in the College.
- ii. Train and support the Designated Safeguarding Person and his/her deputies in this role.
- iii. Ensure we have a nominated governor responsible for child protection.
- iv. Ensure every member of staff, volunteer and governor knows the name of the Designated Safeguarding Person and of his/her deputies.

- v. Ensure all staff receive annual induction and refresher training, utilising external expertise where needed, in relation to safeguarding.
- vi. Ensure all staff, volunteers and governors understand their responsibilities in being alert to the signs of abuse and the need to refer any concerns to the designated member of staff without delay.
- vii. Ensure that parents have an understanding of the responsibility placed on the College and staff for child protection by setting out its obligations in College publications.
- viii. Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child safeguarding matters.
- ix. Keep records of concerns about children, even where there is no need to refer the matter immediately.
- x. Follow clear policies and procedures where an allegation is made against a member of staff, governor or volunteer.
- xi. If the accused is a governor it is in the board's policy that the person would be suspended by the board.
- xii. Ensure that members of the school community are made aware of and can readily access this Policy, including that the Policy is published in the Staff Handbook, reference to the Policy is made in staff meeting throughout the year and that a suitable version of the Policy for pupils and parents is published annually in the pupil diaries.
The Policy is also published on the College website and a hard copy of this Policy is always available in the staff room, music staff room, estates office and from the main office.

GUIDANCE FOR STAFF IN THE EVENT OF SUSPICION OF A SAFEGUARDING ISSUE

The Children Act 2004

The Children Act aims to strike a balance between the rights of children to express their views on decisions made about their lives, the rights of parents to exercise their responsibilities towards the child and the duty of the State to intervene where the child's welfare requires it. In order to secure, as far as possible, the welfare of pupils, Christ College has clearly laid down and recognised procedures for dealing with allegations of abuse.

Staff

Christ College has to ensure that new and inexperienced staff have a planned induction which includes an explanation of both the underlying principles and the procedures which the College operates in caring for pupils, in line with the All Wales Child Protection procedures.

It is important that all staff with care responsibilities have access to, and opportunities for, consultation with senior and more experienced staff, and have access to appropriate safeguarding training. Such arrangements should help to ensure that staff are protected from false accusations or from being drawn into inappropriate behaviour.

All staff should be aware of the indications of child abuse, and the procedures for dealing with suspected and actual cases.

All staff should be aware that pupils may suffer physical, sexual or emotional abuse whilst at home or away from school, or within the school itself, by staff, other adults including parents, and other children. Staff should be aware of the behavioural and physical indicators that may draw attention to the possibility of abuse.

IDENTIFICATION AND REPORTING OF ABUSE

Recognition

What is Child Abuse?

Children may be harmed by a parent, sibling or other relative, a carer, a peer, an acquaintance or a stranger. The harm may be the result of a direct act or by failure to act to provide proper care, or both. There are four main categories of abuse:

- i. Neglect - The persistent or severe neglect of a child which results in serious impairment of the child's health or development, including non-organic failure to thrive.
- ii. Physical Abuse - Physical injury to a child, including deliberate poisoning, where there is a definite knowledge, or a reasonable suspicion, that the injury was inflicted or knowingly not prevented.
- iii. Sexual Abuse - The involvement of dependent, developmentally immature children and adolescents in sexual activities they do not truly comprehend, to which they are unable to give informal consent, or that violate the social taboos of family roles.
- iv. Emotional Abuse - The severe adverse effect on the behaviour and emotional development of a child caused by persistent or

severe emotional ill-treatment or rejection, e.g. Bullying (See Appendix 3). A child with language or health problems may also be potentially vulnerable under this category.

Recognition depends on:

- i. being fully aware of the signs of child abuse
- ii. being always alert to the possibility of any injury/illness being non-accidental
- iii. appreciating that a number of apparently trivial factors occurring together or over a period of time should arouse strong suspicion of child abuse.

Significant factors include:

- i. the nature of the injury or illness
- ii. the history, including previous episodes of injury or illness and where possible the social and psychological background of the parent(s) or other person(s) looking after the child, as well as their present circumstances; "other person" may include, for example, another member of the family, step-parents, a neighbour or family friend.

INDICATORS OF HARM

Physical

- i. A pupils presents with bruises, burns or fractures at a frequency which is inconsistent with normal activity;
- ii. A pupil offers explanations for an injury which is inconsistent with that injury;
- iii. The pupil or another person advises that he/she has been subjected to or threatened with harm;
- iv. Reluctance/refusal of a pupil to participate in activities where getting changed or wearing more revealing clothes may show signs of harm; and
- v. Excessive absenteeism.

Emotional abuse

- i. Poor peer relationships/withdrawn/anxious
- ii. Inclined to seek adult company
- iii. Regularly avoiding going home
- iv. Attention seeking behaviour
- v. Declining or underperformance in educational outcomes
- vi. Engaging in risk taking behaviour

Neglect

- i. Pupil appears underweight for age and body type
- ii. Inadequate clothing
- iii. Poor personal grooming
- iv. Excessive absences
- v. Pupil often arrives early and departs late

Sexual abuse

- i. Bruises, bite marks or other injuries to breast, buttocks, arms or thighs and not consistent with accidental injury
- ii. Difficulty walking or sitting
- iii. Painful and recurrent urination
- iv. Torn, stained or bloodied clothing
- v. Persistent headaches or recurrent abdominal pain
- vi. Unexplained pain in genital areas

Action To Be Taken

It is the responsibility of each and every member of staff to be observant and to take action if they are concerned that abuse might have occurred or be occurring. On hearing a complaint from a child, it is important to limit any questioning to the minimum necessary for clarification, avoiding leading questions. As soon as the allegation has been made, no further questions should be asked. The informant should be told that the matter will be referred to the Designated Safeguarding Person, who may inform the Head, and where necessary refer to the Social Services

The role of the staff member is not an investigative one. Staff members must not undertake investigations beyond satisfying themselves that they have reasonable grounds to suspect that a pupil has been, or is at risk of Harm. Neither the staff member nor the DSP is obliged to obtain proof, establish the cause of harm or assess its severity.

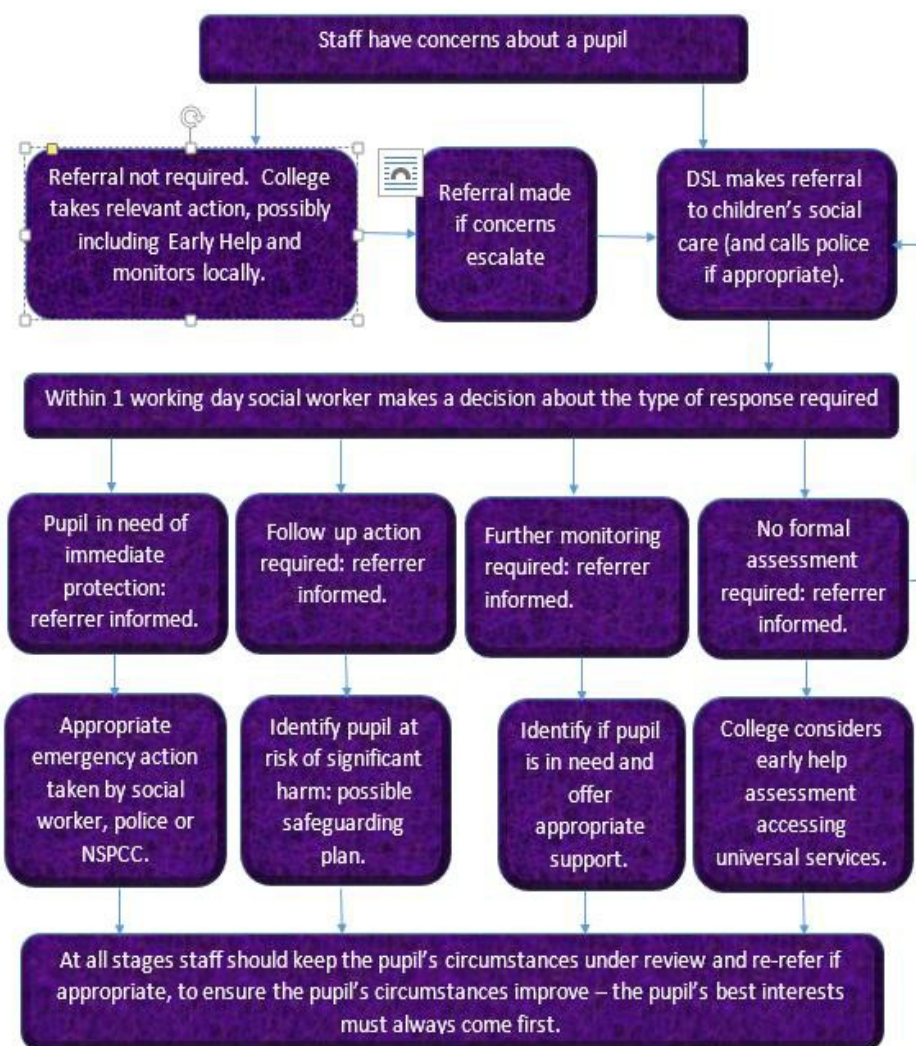
If a member of staff hears that an alleged safeguarding incident has occurred, or witnesses such an incident, then they must notify the DSP immediately. If the DSP is absent they should report to one of the College's Assistant DSPs. This information should also be written onto the College's Child Protection Form and submitted to the DSP.

If the DSP is the subject of the allegation or concern, the Head should be contacted. If the Head is the subject of the allegation, then the Clerk to the Governors, (Mr Martin Allen) should be informed, who will then notify the Chair of Governors. Powys People Direct can be contacted on 01597 827666.

The circumstances should be kept confidential until the DSP has been able to judge whether an incident of abuse has occurred. The matter may be referred to the Social Services and their advice will be followed.

If the allegation concerns a member of staff, a volunteer or governor, he or she would normally be informed as soon as possible after the result of the initial investigation is known, or the decision is made to dispense with one, but not invited to make a response. There should be a warning that anything said will be recorded; the subject of the allegation could be suspended from school with immediate effect. If the allegations concerns a fellow pupil, a risk assessment should be undertaken to establish whether the subject of the allegation should be suspended from school or not. Care should be taken to ensure that the subject of the allegation is not treated unfairly in this process and has independent access to Social Services or other external support.

There might be occasions when the situations are not necessarily a safeguarding issue, but where it is considered that a pupil could benefit from additional support from outside agencies. This process is called Early Help and would be done in consultation with parents.



ALLEGATIONS OF ABUSE OF CHILDREN BY A MEMBER OF STAFF

Using guidance from Part 4.3 All Wales Child Protection Procedures 2008 and in accordance with the Welsh Government Guidance Circular 009/2014.

Allegations should be brought immediately to the attention of the Head and the DSP (or chair of governors if the allegation is against the Head), (for ease of reference we have referred to the person as the 'case manager'). The Head should inform the chair of governors of all allegations of abuse that come to his/her attention. In the first instance the case manager should immediately discuss the allegation with the Local Authority Designated Officer for Child Protection (LADO). The purpose of an initial discussion is for the LADO and the case manager to consider the nature, content and context of the allegation and agree a course of action. The initial enquiries should establish:

- That an allegation has been made;
- What is alleged to have occurred;
- When and where the episode is/are alleged to have occurred;
- Who was involved; and
- Any other persons present.

The LADO may ask the case manager to provide or obtain relevant additional information such as previous history, whether the child or their family have made similar allegations and the member of staff's current contact with children. There may be situations when the case manager will want to involve the police immediately, for example if the person is deemed to be an immediate risk to children. Where there is no such evidence, the case manager should discuss the allegation with the LADO in order to help determine whether police involvement is necessary. The initial sharing of information and evaluation between the case manager and the LADO may lead to a decision that the allegation is demonstrably false or unfounded and no further action is to be taken in regard to the individual facing the allegation or concern; in which case this decision and a justification for it should be recorded by both the case manager and the LADO, the chair of governors informed and agreement reached on what information should be put in writing to the individual and by whom. The case manager should then consider with the LADO what action should follow in respect of the individual and those who made the allegation. The decision that no further action is to be taken should never be based on the employer's opinion about the character and/or personal circumstances of the individual employee and about the person making the allegation.

Informing parents/carers

Parents or carers of a child or children involved should be told about the allegation as soon as possible if they do not already know about it. Where a strategy discussion is required, or police or children's social services need to be involved, the head teacher should consult those agencies and agree what information can be disclosed to the parents or carers. Parents or carers should also be kept informed about the progress of the case and told the outcome where there is a criminal prosecution or that a disciplinary process is being followed. The deliberations of a disciplinary hearing and the information taken into account in reaching a decision cannot normally be disclosed but the outcome should be told to the parents in confidence. Parents and carers should

also be made aware of the prohibition on reporting or publishing allegations about teachers in section 141F of the Education Act 2002. If parents or carers wish to apply to the court to have reporting restrictions removed, they should be told to seek legal advice.

Informing the accused person

The case manager should inform the accused person about the allegation as soon as possible after consulting the LADO. It is important that the case manager provides them with as much information as possible at that time. However, where a strategy discussion is needed, or police or children's social services need to be involved, the case manager should not do that until those agencies have been consulted and have agreed what information can be disclosed to the person. If the individual employee is a member of a trade union they should be advised to contact that organisation. The accused person should be informed that any child protection enquiry will be carried out in accordance with the all Wales child protection procedures.

Referral to the police and social services

If the allegation is not demonstrably false or unfounded and there is a cause to suspect a child is suffering or is likely to suffer significant harm, and/or a criminal offence against a child has been committed a strategy discussion should be convened in accordance with the All Wales Child Protection Procedures. A decision to suspend the individual where necessary may be made at any stage of the process.

RECORD KEEPING

All records will be kept securely in a separate confidential folder (electronic or paper as appropriate). There is restricted access to these folders. Records will be handed on to the DSP at the next organisation and the Social Services will be informed.

Records will include;

- i. Full name, address and date of birth of pupil
- ii. Details of the parent who the pupil normally lives with
- iii. All concerns raised
- iv. Words used by the pupil
- v. Observations made
- vi. Actions taken
- vii. Reasons for any decisions taken
- viii. The safeguarding lead's name, signed and date

Safeguarding records will be kept in perpetuity.

FIRST AID AND ADMINISTRATION OF MEDICATION

Only trained staff should administer first aid. Parents should always be informed if first aid has been administered. Staff should make other staff aware of what is happening and explain to the pupil what is happening.

Ideally first aid should be administered by medical centre staff. The School should ensure that:

- i. staff understand the limitations and extent of their role in applying basic care and hygiene tasks and understand where an injury requires more experienced intervention.
- ii. there are trained staff to undertake first aid responsibility.
- iii. training is regularly updated
- iv. arrangements are in place to gain parental consent for the administration of first aid or medication.

GUIDANCE TO STAFF ON CONDUCT WITH PUPILS

Physical contact with pupils

- i. The Guidance for Safe Working Practices for the Protection of Children and Staff in Educational Settings states that: "A no touch" approach is impractical for most staff. When physical contact is made with pupils, this should be in response to their needs at the time, of limited duration, and appropriate given their age, stage of development and gender. Appropriate physical contact in schools may occur most often with younger pupils.

- ii. It is not acceptable to attribute touching to a member of staff's teaching style or as a way of relating to pupils.
- iii. Physical contact should never be secretive, or for the gratification of the adult, or represent a misuse of authority.

If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be recorded and reported to the DSP and, if appropriate, a copy placed on the pupil's file.

Physical restraint

In line with the Welsh Government Guidance document (Mar 2013).

All school staff have a legal power to use reasonable force as a last resort, to prevent pupils;

- i Committing a criminal offence
- ii Injuring themselves or others, or;
- iii Damaging property

Force is generally used for two different purposes - to control or to restrain pupils.

- i Control can be passive physical contact (eg standing between pupils in a fight) or active physical contact (eg ushering a pupil away by placing a hand in the centre of the back).
- ii Restraint is used in more extreme circumstances, when physically preventing a pupil from continuing what they were doing after they have been told to stop eg in a fight situation.

Any incident in which restraint had been used should be reported, using the official forms, to the DSP.

One to one situations

Staff should:

- i. Only meet with a pupil (or pupils) alone in a professional workspace and never in private accommodation (with the exception of HoMs for compassionate reasons), or remote, secluded areas of the School;
- ii. ensure there is visual access or an open door;

- iii. inform their line manager of the meeting beforehand, assessing the need to have them present or close by; and
- iv. always report any concerns to a senior colleague.

Staff are reminded that it is a criminal offence for a person aged 18 or over to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual.

Transporting pupils

It is inadvisable for staff to give pupils a lift in a car alone. Permission to take pupils in a car must be gained in writing from the parents (except in emergency situations such as a dash to hospital). In all cases the Deputy Head (Pastoral) should be informed prior to the lift being given.

Visits to Staff homes

Pupils should not visit staff houses unaccompanied, unless agreed in writing by the DSP or unless the home falls within the College's Hosting Scheme.

Communication with pupils

Staff must not give personal details (such as their mobilephone number or private email address) to pupils unless it is from a school phone (staff should take a school phone on all residential trips) and for school related business. If a number must be given out agreement should be sought from SMT. On school trips the group leader may ask the pupils for their mobile numbers before allowing them out in small, unsupervised groups. Staff should not be in contact with pupils on personal social media accounts eg facebook or WhatsApp. Any concerns should be reported to the DSP.

Searching a pupil

Options before this is necessary:

- i. Educate pupils in advance as to the dangers of drugs/cigarettes, about the dangers as well as the illegality of, and penalties for, carrying drugs

- ii. Use of the schools' Police liaison officer to assist in this education.

When carrying out a search:

Searches should never be conducted without the permission of the DHP or in his absence a member of SMT. Question the pupil if you have a suspicion.

- i. If questioning confirms the suspicion, ask the pupil to surrender the cigarettes/drugs.
- ii. If they do not surrender the cigarettes/drugs, ask the pupil to consent to a search.

There must be a second member of staff present during the search (the searcher and the second member of staff must be of the same sex as the pupil, if not then call the police). Searches do not have to take place on school site (ie can happen on trips). If the staff member does not feel it is safe to carry out a search, the police should be called. If a weapon is suspected DO NOT SEARCH - CALL THE POLICE

Intimate care

All children have the right to safety, privacy and dignity when contact of an intimate nature is required (for example assisting with toileting or removing wet/soiled clothing). A care plan should be drawn up and agreed with parents for all children who require intimate care on a regular basis.

Using and storing images of children

This forms part of the Data Protection Policy Ad006

CONFIDENTIALITY POLICY - Safeguarding

- i. The College's pastoral support network should enable and encourage pupils to talk to a trusted adult if they are having problems.
- ii. All staff and, where appropriate, senior pupils should be fully aware of confidentiality in relation to safeguarding. Information about any pupil should not be passed on or discussed indiscriminately; only those who strictly need to be involved should be informed.
- iii. If a member of staff receives information that leads them to believe that there is a safeguarding issue, they should refer the case to the Designated Safeguarding Person.
- iv. The member of staff cannot guarantee complete confidentiality and should ensure that the young person concerned understands that if confidentiality is to be broken he/she will be informed at the time of the disclosure.
- v. Staff should make it clear to pupils in the College that although some information can be kept confidential some may be passed on if it is in the young person's interests, such as significant harm or abuse to the young person or a third party.
- vi. In the case of exploitation or abuse, action should be taken in the best interests of the pupil.
- vii. Members of staff are not always obliged to pass on information about pupils to parents of those children, although encouragement for the young person to do so might well be appropriate.

Government guidance requires professionals to consult as much as possible with parents about their children when referring to another agency. In general, parents should be asked if they wish a referral to such an agency to be made, **UNLESS THERE IS REASON TO THINK THAT OBTAINING SUCH CONSENT MAY PUT THE PUPIL AT RISK.** If a referral is about child abuse (or the risk of it) rather than 'children in need', it is good practice to consult Social Services **BEFORE** discussing the issue with parents, unless a parent has asked you to make the referral and is already aware of it.

In brief this Confidentiality Policy should:

- i. Reassure young people in the College that their best interests will be maintained.

- ii. Encourage young people to talk to their parents or carers and give them support to do so.
- iii. Ensure that pupils know that staff cannot offer absolute confidentiality.
- iv. Reassure pupils that if confidentiality has to be broken, they will be informed first and supported as appropriate.
- v. Make it clear that if there is any possibility of danger to the young person or third party (such as siblings) the College has a legal obligation to follow the College's safeguarding procedure, not necessarily contacting the young person's parents.
- vi. Make sure that pupils are informed of sources of confidential help, e.g. the Welfare Centre staff (01874 615471), Childline (0800 1111), NSPCC (0808 8005000), the counsellor, and others.

ON-LINE SAFETY

Training on e-safety is given to staff at in-service training. Pupils and staff are aware of and must adhere to the computer and mobile phones policies (separate documents). Contravention of these rules will result in the confiscation of the device and an appropriate school sanction. Incidents where sexual images have been shared via mobile phones or other devices will be reported to the police in accordance with safeguarding regulations. Pupils receive education about the safe use of the internet through the PSE program and through outside speakers (school community police officer). On-line bullying is dealt with according with our bullying policy (separate document). Pupils report such incidents to their House parent who informs the DSP.

PREVENT

Context:

“Schools should be safe spaces in which children and young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas.” (Source: The revised Prevent Duty Guidance in England and Wales, July 2015)

Schools should respond to the ideological challenges of terrorism and the threat we face from those who promote it. They should prevent individuals from being drawn

into terrorism and ensure that they are given appropriate advice and support and also work with sectors and institutions where there are risks of radicalisation which we need to address. In the case of pupils being identified as being at risk of radicalisation then the DSP will contact social services and/or Channel. If staff have concerns about any pupil's attitude to other pupils or staff they should contact the DSP. Effective engagement with parents is essential in cases of radicalisation.

In practice this means that the College demonstrates activity in the following areas:

- i. Risk assessment (safeguarding policies; identification of 'at risk' pupils).
- ii. Staff training (to be aware of the College's referral process, and to challenge extreme ideas).
- iii. IT policies (filtering to ensure pupils are safe from extremist material).
- iv. Within the curriculum, in chapel and in the boarding houses the spiritual, moral, social and cultural development of pupils is promoted.
- v. Visiting speakers, whether invited by the staff or by the children themselves, are suitable and are properly supervised.

GROOMING

To aid the prevention of Sexual Abuse, and because indicators of harm will not always be present, it is also important for Staff to be aware of the types of behaviours that can be used in the process of grooming.

Grooming may occur over a lengthy period. A person may also "groom" the child's carers or others who might otherwise protect them from the abuse. Grooming may tend to develop in intensity over time. Some grooming behaviours might also reflect normal interactions and this is the reason for all staff members to observe clear professional boundaries and transparency in their role.

Some examples of grooming behaviour could include:

- i. Befriending a vulnerable pupil;
- ii. Giving a pupil special attention;
- iii. Treating a pupil more favourably than others;
- iv. Sharing secrets with a pupil
- v. Sending emails or text messages of a personal nature;
- vi. Directing suggestive jokes, remarks or actions towards a pupil;
- vii. Arranging opportunities to be alone with the pupil.

There can be no precise guidance to determine what behaviour is of concern. Staff and parents need to make judgements and when in doubt are strongly encouraged to discuss any issues or concerns with the Designated Safeguarding Lead. Everyone

should feel free to raise even minor matters, which will assist in small pieces of information being built up over time and acted upon where necessary.

FEMALE GENITAL MUTILATION (FGM)

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. FGM often happens without the girl's consent and will involve physical restraint. It is illegal in the UK and is child abuse. FGM is carried out for various cultural, religious and social reasons within families and communities in the mistaken belief that it will benefit the girl in some way. There are no acceptable reasons that justify FGM. It is not required by any religion. There are no health benefits.

If staff discover what appears to be an act of FGM it is mandatory to report this to the DSP. The DSP will inform the police and Children's Services.

SAFEGUARDING CHILDREN DURING REMOTE LEARNING

The principles of safeguarding remain the same. The school continues to follow existing statutory safeguarding and child protection guidance. Direct contact between pupils and tutors is made via Teams to ascertain any wellbeing concerns. Pupils have been reminded of the layers of support available here at school and the process by which they can contact key staff for help.

ONE TO ONE TUTOR-PUPIL CONTACT ONLINE

This must only be done via our Microsoft Teams using school accounts. Written/email consent must be sought from parents and line managers/SMT must be aware of the intention to run one to one sessions online. Staff are briefed about how to deliver remote lessons and one to one sessions, including the rules on blurring backgrounds and recording of sessions.

SAFEGUARDING BOARDERS AT SCHOOL WHILE THE SCHOOL IS CLOSED TO DAY PUPILS

The protocols are as per our Covid19 risk assessment documents.

APPENDIX

Definitions. In this Policy:

“Extremism” is defined as vocal or active opposition to fundamental British values including, democracy, the rule of law, individual liberty; and mutual respect and tolerance for those with different faiths and beliefs.

“Female genital mutilation” (FGM), also known as female genital cutting and female circumcision, is the ritual removal of some or all of the external female genitalia, when there is no medical reason for this to be done. The practice is found in Africa, Asia and the Middle East.

“Grooming” is a course of conduct by which a person creates or exploits opportunities that allow the person to engage in sexual contact with a child. Its function is to secure compliance of the child and to avoid detection and punishment.

“Harm” is any detrimental effect of a significant nature on a child’s physical, psychological or emotional wellbeing, irrespective of cause. Causes of Harm may include, but are not limited to: physical, psychological or emotional abuse or neglect; or sexual abuse or exploitation. Harm may be caused by a single act, omission or circumstance, or by a series or combination of acts, omissions or circumstances.

A **“parent”** includes a legal guardian.

A **“pupil”** is any person regardless of age who is enrolled at the School.

“Sexual abuse” includes sexual behaviour involving a pupil and another person where;

- i. the other person bribes, coerces, exploits, threatens or is violent towards the pupil,
- ii. the pupil has less power than the other person; or
- iii. there is significant disparity between the pupil and the other person in maturity or intellectual capacity (child sexual exploitation).

A **“volunteer”** is any member of staff that is assisting with activities at the College on an unpaid basis.

“Vulnerability” is the danger of being exposed to the possibility of being attacked or harmed, either physically or emotionally.